

**Consideration of Change in Approval Status  
From Full Approval to Full Approval with Warning  
Concorde Career College in Grand Prairie, Texas  
Vocational Nursing Education Program**

**Summary of Request:**

Consider the proposed change in approval status for the Concorde Career College (CCC) Vocational Nursing (VN) Education Program in Grand Prairie, Texas, from Full Approval to Full Approval with Warning based upon the 2015 NCLEX-PN® examination pass rate, findings in the Self-Study Report, and compliance with Rule 214.

**Historical Perspective:**

- The CCC Vocational Nursing (VN) Education Program has been in operation since 1996.
- The program was nationally accredited by the Accrediting Bureau of Health Education Schools (ABHES) from 1998 to 2013. In 2013, the institutional accreditation transitioned to the Accrediting Commission of Career Schools and Colleges (ACCSC) and currently remains in good standing.
- Since 2009, five (5) changes in the position of Director of the Vocational Nursing (VN) Education Program have occurred. Debra Venvertloh, MSN, RN is the current director and has been in this position since March 2014 bringing stability to the program.
- The program's NCLEX-PN® examination pass rates have been unstable.
  - The NCLEX-PN® examination pass rate for 2010 was 78.28% (209/267) and the program was placed on Full with Warning approval status at the April 2011 Board meeting.
  - The NCLEX-PN® examination pass rate for 2011 was 87.17% (197/226) and the program approval status was changed to Full approval at the April 2012 Board meeting.
  - The NCLEX-PN® examination pass rate for 2012 was 76.35% (184/241) and the program was directed to submit a Self-Study Report.
- The NCLEX-PN® examination pass rates for the past five years are provided in the table below:

<b>NCLEX Examination Year</b>	<b>BON Approval Status</b>	<b>NCLEX-PN® Examination Pass Rate</b>	<b>Number of First Time Candidates (Passed/Total)</b>
2015	Full	79.13%	182/230
2014	Full	77.22%	178/213
2013	Full	83.57%	178/213
2012	Full	76.35%	184/241
2011	Full	87.17%	197/226
2010	Full	78.28%	209/267

- Due to the 2014 NCLEX-PN® examination pass rate of 77.22%, the Program Director and faculty were required to submit a Self-Study Report (SSR) in 2015 that would evaluate factors that may have contributed to the graduates' performance on the NCLEX-PN® examination and a description of the corrective measures to be implemented.
- The Education Consultants conducted a conference call with the Program Director and faculty members on April 30, 2015, to discuss the process of developing the SSR. A comprehensive, in-depth SSR was received in the Board office on August 6, 2015.
- The Program Director and faculty members identified factors in the SSR that may have contributed to the decline in the pass rate and designed the following corrective measures:
  - Revise admission requirements, including standardized testing criteria;
  - Strengthen grading criteria to ensure that academic rigor is maintained;
  - Improve use of item analysis data by faculty to foster improvement in testing and classroom instruction by providing faculty workshops on test writing;
  - Strengthen student policies related to remediation and use of university-provided success services; ATI and other resources throughout the curriculum;
  - Improve use of summative evaluation data (ATI summaries, NCLEX performance data) to foster program improvement; and
  - Continuously monitor the program by addressing components of the Systematic Evaluation Plan (SPE) at monthly program meetings.
- On March 18, 2016 the Education Consultants contacted the Program Director concerning changing the program's approval status from Full Approval to Full Approval with Warning at the Board meeting on April 21, 2016.
- The CCC VN Program has provided a response letter to be included with the Board report (See Attachment #1).

**Rationale for Recommendations:**

Rule 214.4(c)(3)(A) states: "A warning may be issued to a program when the pass rate of first-time NCLEX-RN® candidates .... is less than 80% for two (2) consecutive examination years..."

The Education Guideline for writing a Self-Study Report requires that "The effects of the corrective measures should be evaluated as a part of the Total Program Evaluation Plan".

**Staff Recommendations:**

Move to change the approval status for the Concorde Career College Vocational Nursing (VN) Education Program in Grand Prairie, Texas, from Full Approval to Full Approval with Warning based upon the 2015 NCLEX-PN® examination pass rate, findings in the 2015 Self-Study Report, and compliance with Rule 214, and impose the conditions and requirements in the attached letter and Board Order (Attachment #2).



Texas Board of Nursing  
Gayle P. Varnell, PhD, RN, CPNP-PC  
Nursing Consultant for Education  
333 Guadalupe, Suite 3-460  
Austin, TX 78701-3944

Dear Dr. Varnell,

We appreciate your time in the review of our self-study. At Concorde, we strive for excellence in providing pre-licensure education. This goal is sought by executing consistent improvement from self-reflection and the resources and valued input provided by the Texas Board of Nursing. This has been exemplified with the increase of our NCLEX Pass Rate of 77.22 in 2014, to our current NCLEX Pass Rate of 79.13. With the changes implemented as outlined in our self-study, we expect to exceed the Board's expectations of the NCLEX pass rate in 2016.

Once we have received the Board of Nursing's formal notification of the change in status we will assure our students that this will not affect their eligibility to apply for licensure and to take the NCLEX examination.

We anticipate that changes made within the program address our challenges and look forward to our 2016 results. We are grateful for the Educational Consultants and their continued guidance and support to our commitment to provide high quality nursing education.

Sincerely,

A handwritten signature in black ink that reads "Debra Venvertloh RN, MSN, R". The signature is fluid and cursive.

Debra Venvertloh RN, MSN  
Director of Nursing Education  
3015 W. I-20 Grand Prairie, Texas 75052  
469-348-2504 (office)  
214-864-4033 (cell)

April 22, 2016

Debbie Venvertloh, MSN, RN  
Director, Vocational Nursing Education Program  
Concorde Career College  
3015 Interstate 20  
Grand Prairie, TX 75052

Dear Ms. Venvertloh:

At the April 21-22, 2016 meeting, members of the Texas Board of Nursing (Board) discussed the approval status of the Concorde Career College Vocational Nursing Education Program in Grand Prairie, Texas, based upon the NCLEX-RN® examination pass rate for 2015, findings in the 2015 Self-Study Report, and compliance with Rule 214.

Based upon the discussion and review of information, it was the decision of the Board to change the approval status of the Concorde Career College Vocational Nursing Education Program in Grand Prairie, Texas from Full Approval to Full Approval with Warning and impose the conditions and requirements in the attached Board Order.

If you have any questions or if we may be of any assistance, please contact Board Staff at [gayle.varnell@bon.texas.gov](mailto:gayle.varnell@bon.texas.gov) or 512-621-5179.

Sincerely,

Katherine A. Thomas, MN, RN, FAAN  
Executive Director

Copy: Erin Henry, President  
Accrediting Commission of Career Schools and Colleges

**BEFORE THE TEXAS BOARD OF NURSING**

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**ORDER OF THE BOARD**

In the Matter of  
Concorde Career College  
Vocational Nursing Education Program  
Grand Prairie, Texas

A public meeting of the Texas Board of Nursing, hereinafter referred to as the Board, was held on April 21, 2016, 333 Guadalupe, Tower II, Room 225, Austin, Texas, to consider the approval status of the Concorde Career College Vocational Nursing Education Program in Grand Prairie, Texas, pursuant to Section 301.157, Texas Occupations Code and 22 Tex. Admin. Code Chapter 214, based upon the NCLEX-RN® examination pass rate for 2015, findings in the Self-Study Report, and compliance with Rule 214.

Representatives from Concorde Career College Vocational Nursing Education Program in Grand Prairie, discussed the change in approval status during a conference call with Board Staff and was offered the opportunity to provide a written response for the Board's consideration. After review and due consideration of the materials presented by Staff and filed by Concorde Career College Vocational Nursing Education Program in Grand Prairie, Texas, the Board hereby CHANGES the approval status of Concorde Career College Vocational Nursing Education Program in Grand Prairie, Texas from FULL APPROVAL to FULL APPROVAL WITH WARNING and imposes the following conditions and requirements:

1. In accordance with Rule 214.4(a)(3)(A), a program survey visit will be conducted by Board Staff during 2016.
2. An evaluation of the effectiveness of the corrective measures outlined in the 2015 Self-Study Report is to be submitted to Board Staff no later than December 1, 2016, per Education Guideline 3.2.1.a.

Entered this 21<sup>st</sup> day of April, 2016

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Katherine A. Thomas, MN, RN, FAAN  
Executive Director  
On Behalf of the Texas Board of Nursing