

**Consideration of Change in Approval Status  
from Full Approval to Full Approval with Warning  
Teamwork Career Institute in Grand Prairie, Texas  
Vocational Nursing Education Program**

**Summary of Request:**

Consider the proposed change in approval status for Teamwork Career Institute (TCI) Vocational Nursing (VN) Education Program in Grand Prairie, Texas, from Full Approval to Full Approval with Warning based upon the 2014 NCLEX-PN® examination pass rate and areas of noncompliance with Rule 214 identified in the 2014 Self-Study Report.

**Historical Perspective:**

- The VN Education Program at TCI received initial approval at the April 2011 Board meeting approving an annual admission of twenty-four (24) students.
- TCI changed its name from Teamwork Services in January 2015.
- In addition to housing a VN education program, TCI offers programs leading to certification as a medication aide, medical assistant, phlebotomist, pharmacy technician, and patient care technician.
- There have been three (3) directors since the program was approved.
- Marcia Smith, BSN, RN became the director in January 2015.
- The most recent survey visit occurred in July 2013.
- The NCLEX-PN® examination pass rates for the past three (3) years are included in the table below:

| <b>NCLEX Examination Year</b> | <b>BON Approval Status</b> | <b>NCLEX-RN® Examination Pass Rate</b> | <b>Number of First Time Candidates (Passed/Total)</b> |
|-------------------------------|----------------------------|--|---|
| 2014                          | Full                       | 57.14%                                 | 12/21   |
| 2013                          | Full                       | 18.75%                                 | 3/16  |
| 2012                          | Full                       | 100%                                   | 6/6   |

- Due to the 2013 NCLEX-PN® examination pass rate of 13.33%, Board Staff sent a letter to the TCI VN program director in February 2014 citing a deadline for the submission of a Self-Study Report (SSR) as stipulated by Rule 214.4(c) which requires that “When the passing score of first-time NCLEX-PN® candidates is less than 80% on the examination during the examination year, the nursing program shall submit a Self-Study Report that evaluates factors that may have contributed to the graduates’ performance on the NCLEX-PN examination and a description of the corrective measures to be implemented.”
- Based on the 2014 SSR and the identified factors contributing to graduates’ performance, the program developed and implemented the following corrective measures:
  - Revise admission requirements, including standardized testing criteria;

- Strengthen student policies related to remediation and readmission;
- Improve new faculty orientation and mentoring;
- Improve participation of students in requirement of remediation as needed following results of the standardized exit exam by changes to program policy and monitoring of students.

**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-PN® candidates ... is less than 80% for two (2) consecutive examination years; and the program has been in violation of Board requirements.”

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

**Staff Recommendations:**

Move to change the approval status for Teamwork Career Institute Vocational Nursing Education Program in Grand Prairie, Texas, from Full Approval to Full Approval with Warning based upon the 2014 NCLEX-PN® examination pass rate and areas of noncompliance with Rule 214 identified in the 2014 Self-Study Report, and impose the conditions and requirements in the attached Board Order (Attachment #1)

DRAFT LETTER

April 20, 2015

Marcia Smith, BSN, RN  
Director, Vocational Nursing Education Program  
Teamwork Career Institute  
307 East Pioneer Pkwy.  
Grand Prairie, TX 75051

Dear Ms. Smith:

At the April 16-17, 2015 meeting, members of the Texas Board of Nursing (BON) discussed the approval status of Teamwork Career Institute Vocational Nursing Education Program in Grand Prairie, Texas, based upon the NCLEX-PN® examination pass rate for 2014 and areas of noncompliance with Rule 214 identified in the 2014 Self-Study Report. Members of the Board wish to thank you and xxxxxxx for being present at the meeting to answer questions.

Based upon the discussion and review of information, it was the decision of the Board to change the approval status of Teamwork Career Institute 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: Ola Ropo-Tusin, School Director

**BEFORE THE TEXAS BOARD OF NURSING**

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**In the Matter of:**

Teamwork Career Institute  
Vocational Nursing Education Program  
Grand Prairie, Texas

**ORDER OF THE BOARD**

A public meeting of the Texas Board of Nursing, hereinafter referred to as the Board, was held on April 16, 2015, 333 Guadalupe, Tower II, Room 225, Austin, Texas, to consider the approval status of Teamwork Career Institute 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-PN® examination pass rate for 2014 and areas of noncompliance with Rule 214 identified in the 2014 Self-Study Report.

After review and due consideration of the filed materials, as well as the presentation by representatives from Teamwork Career Institute in Grand Prairie, Texas, and other interested parties, if any, the Board hereby CHANGES the approval status of Teamwork Career Institute 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 2015.
2. An evaluation of the effectiveness of the corrective measures outlined in the 2014 Self-Study Report is to be submitted to Board Staff no later than June 1, 2015, per Education Guideline 3.2.1.a.

Entered this 16<sup>th</sup> day of April, 2015

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