

Agenda Item #9.F.



STATE AND CONSUMER SERVICES AGENCY • ARNOLD SCHWARZENEGGER, GOVERNOR

BOARD OF VOCATIONAL NURSING & PSYCHIATRIC TECHNICIANS
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DATE: September 3, 2009

TO: Board Members

FROM: Cheryl C. Anderson, M.S., R. N.
Nursing Education Consultant

SUBJECT: Career Networks Institute, Orange, Vocational Nursing Program –
Reconsideration of Provisional Accreditation (Director: Vijayakumari Bhaskar,
Costa Mesa, Orange County, Private)

Career Networks Institute, Orange, Vocational Nursing Program is presented to the Board for reconsideration of its provisional accreditation. The program's status was changed to provisional accreditation on February 1, 2008. That action was taken due to the program's noncompliance with Section 2530 (I) of the Vocational Nursing Rules and Regulations, which states:

“The program shall maintain a yearly average minimum pass rate on the licensure examination that does not fall below 10 percentage points of the state average pass rate for first time candidates of accredited vocational nursing schools for the same period.

(1) Failure to maintain the required yearly average minimum pass rate for two years or eight consecutive quarters may be cause to place a program on provisional accreditation.”

History of Prior Board Actions

- On May 14, 2004, the Board approved Career Networks Institute's request to commence a vocational nursing program with a full-time class of 45 students beginning May 17, 2004, in Orange, California with a projected graduation date of May 10, 2005. The Board also approved the program's curriculum for 1560 hours, including 580 theory and 980 clinical hours.
- On February 4, 2005, the Board approved initial full accreditation for the Career Networks Institute Vocational Nursing Program for the period February 4, 2005, through February 3, 2009, and issued a certificate accordingly.

Additionally, the Board approved the program's request to admit a second full-time class of 45 students beginning February 14, 2005 only, graduating on February 7, 2006, and admit a third full-time class of 45 students beginning May 16, 2005 only, **replacing** students that graduate May 10, 2005.

- On May 13, 2005, the Board approved the program's request to admit a fourth full-time class of 45 students beginning August 15, 2005 only, with a projected graduation date of August 8, 2006.

The Board also approved the program's request to admit a fifth full-time class of 45 students beginning November 14, 2005 only, graduating on November 7, 2006.

- On September 16, 2005, the Board took the following actions.
 1. The Board approved the program's request to admit 45 students into a full-time Class A beginning February 13, 2006, to **replace** students graduating February 7, 2006.
 2. The Board approved the program's request to admit 45 students into a full-time Class B beginning May 15, 2006, to **replace** students graduating May 9, 2006.
 3. The Board approved the program's request for ongoing admissions to **replace** graduating classes only, with the following stipulations:
 - a. No additional classes are added to the program's current pattern of admissions without prior Board approval. The program's current pattern of admissions includes four full-time classes of 45 students admitted each calendar year.
 - b. The director documents that adequate resources, i.e. faculty and facilities, are available to support each admitted class of students.
- **On May 3, 2006, a new program director was approved.**
- On September 15, 2006, the program was notified that the pass rates for Career Networks Institute Vocational Nursing Program had fallen below 10 percentage points of the state average pass rate for four (4) consecutive quarters.
- On December 4, 2006, the program submitted correspondence setting forth its plans to increase NCLEX-PN[®] pass rates.
- On December 13, 2006, the program was notified that its pass rates had fallen below 10 percentage points of the state average pass rate for five (5) consecutive quarters.
- On April 13, 2007, the program was notified that its pass rates had fallen below 10 percentage points of the state average pass rate for six (6) consecutive quarters.
- On April 30, 2007, the program confirmed implementation of its plan of correction and defined specific employed interventions.
- **On May 22, 2007, a new program director was approved.**
- On June 27, 2007, the program was notified that its pass rates had fallen below 10 percentage points of the state average pass rate for seven (7) consecutive quarters. Additionally, the director was requested to submit the following information: 1)

Current enrollment; 2) Current faculty and facility information; 3) Clinical rotation schedules for all current classes; 4) Analysis of program's previously submitted corrective plan identifying those elements that have been successful and those unsuccessful and planned alterations to address the program analysis.

- On June 29, 2007, Board staff met with the program director and Career Networks Institute Vice President to discuss the program's status and strategies for improvement of NCLEX-PN pass rates.
- On July 13, 2007, the Board received the program's analysis of its corrective plan and corresponding actions.
- On August 20, 2007, the program was notified that its pass rates had fallen below 10 percentage points of the state average pass rate for eight (8) consecutive quarters.
- On December 19, 2007, the program director advised that a revision of the curriculum is in progress with completion projected by January 11, 2008.
- On February 1, 2008, the Board placed the program on Provisional Accreditation for the two – year period from February 1, 2008 through January 31, 2010, and issued a notice to the program identifying specific areas of non – compliance and requirements for correction referenced in Section 2526.1 (e) of the California Code of Regulations. **The program was placed on the agenda for the September 2009 Board meeting for reconsideration of the program's accreditation status.**
- On March 28, 2008, the Board issued the program a notice identifying areas of non – compliance and requirements for corrections. (See Attachment A)
- On June 24, 2009, the Board forwarded correspondence to the program advising that the Board would reconsider its accreditation status at the September 11, 2009 meeting. A comprehensive report was requested by July 17, 2009.
- On July 20, 2009, the Board received the program's comprehensive report.

Enrollment

Currently, the 52-week full-time program is authorized to admit a full-time class of 45 students four (4) times each calendar year. The pattern of admissions for current and projected classes is seen in the enrollment table below.

The following table represents **projected** student enrollment based on current and proposed class starts and completions. The table indicates **a maximum enrollment of 169 students** for the period from November 2008 through February 2010.

ENROLLMENT DATA				
CLASS DATES		#Students Admitted	#Students Current or Completed	Total Enrolled
Start	Completed			
11/08		40	23	23
02/09		45	30	23 + 30 = 53
05/09		45	34	53 + 34 = 87
08/09 (Projected)		45		87 + 45 = 132
	11/09 (11/08 Class)		- 23	132 - 23 = 109
11/09 (Projected)		45		109 + 45 = 154
	02/10 (02/09 Class)		- 30	154 - 30 = 124
02/10 (Projected)		45		124 + 45 = 169

Licensing Examination Statistics

The following statistics, furnished by the Pearson Vue and published by the National Council of State Boards of Nursing as "Jurisdictional Summary of All First-Time Candidates Educated in Member Board Jurisdiction," for the period October 2005 through June 2009, specify the pass percentage rates for graduates of the Career Networks Institute Vocational Nursing Program on the National Council Licensure Examination for Practical (Vocational) Nurses (NCLEX-PN®).

NCLEX-PN® Licensure Examination Data						
Quarterly Statistics					Annual Statistics*	
Quarter	# Candidates	# Passed	% Passed	State Quarterly Pass Rate	Program Average Annual Pass Rate	State Average Annual Pass Rate
Oct - Dec 2005	2	1	50%	79%	65%	81%
Jan - Mar 2006	3	1	33%	80%	62%	79%
Apr - Jun 2006	37	23	62%	76%	62%	79%
Jul - Sept 2006	24	14	58%	79%	59%	79%
Oct - Dec 2006	26	19	73%	77%	63%	78%
Jan - Mar 2007	36	18	50%	77%	60%	77%
Apr - Jun 2007	34	18	52%	74%	58%	77%
Jul - Sept 2007	29	15	51%	76%	56%	76%
Oct - Dec 2007	33	21	64%	76%	55%	76%
Jan - Mar 2008	44	25	57%	75%	57%	75%
Apr - Jun 2008	31	25	81%	70%	64%	74%
Jul - Sept 2008	20	15	75%	74%	68%	74%
Oct - Dec 2008	32	28	88%	73%	73%	73%
Jan - Mar 2009	15	14	93%	70%	84%	72%
Apr - Jun 2009	13	12	92%	71%	86%	70%

*The Annual Pass Rate changes every quarter. It is calculated by dividing the number of candidates who passed during the current and previous three-quarters by the number of candidates who tested during the same period.

Based on the most recent data available (April–June 2009), the program's average annual pass rate is 86%. The California average annual pass rate for graduates from accredited vocational nursing programs who took the NCLEX-PN® for the first time during the same period is 70%. The average annual pass rate for the Career Networks Institute Vocational Nursing Program is 16 percentage points **above** the state average annual pass rate.

Faculty and Facilities

Section 2534(d) of the Vocational Nursing Rules and Regulations states:

"For supervision of clinical experience, there shall be a maximum of 15 students for each instructor."

The total number of Board approved faculty is 21, including the program director. The director has 100% administrative duties. Of the total instructors, 20 are approved to teach in the clinical area.

Based on a maximum enrollment of 169 students, 12 instructors are needed. Therefore, the number of current faculty is adequate for the current and proposed enrollment.

Section 2534(b) of the Vocational Nursing Rules and Regulations states:

"Schools shall have clinical facilities adequate as to number, type, and variety of patients treated, to provide clinical experience for all students in the areas specified by Section 2533. There must be available for student assignment, an adequate daily census of patients to afford a variety of clinical experiences consistent with competency-based objectives and theory being taught."

The program has clinical facilities that are adequate as to type and variety of patients treated to enable current and proposed students to meet clinical objectives, in accordance with Section 2534(b) of the Vocational Nursing Rules and Regulations.

Other Considerations

On September 15, 2006, the director was notified that pass rates for the Career Networks Institute Vocational Nursing Program had fallen below 10 percentage points of the state average annual pass rate for four (4) quarters. The director was requested to complete an analysis of the program, identify factors negatively impacting student achievement, and develop a written plan for improving program pass rates.

On December 4, 2006, the Board received correspondence from the program director setting forth a plan to increase NCLEX-PN® scores.

On April 13, 2007, the program was notified that program pass rates had fallen more than 10 percentage points below the state average pass rate for six (6) consecutive quarters. The director was requested to submit documentation to substantiate that the program's plan for correction had been implemented and the effects of the employed interventions. On April 30, 2007, the director confirmed implementation of the program's plan of correction.

On May 22, 2007, a new program director was approved. On June 27, 2007, the program was notified that its pass rates had fallen below 10 percentage points of the state average pass rate for seven (7) consecutive quarters.

On June 29, 2007, the assigned consultant met with the new program director and Career Networks Institute's Vice President to discuss the program's status and strategies for improvement of program pass rates. Several critical recommendations were presented. The consultant strongly recommended the director complete a thorough analysis of the program to include:

- a. Admission Criteria.
- b. Screening and Selection Criteria.
- c. Terminal Objectives.
- d. Curriculum Objectives.
- e. Instructional Plan.
- f. Theory and Clinical Objectives for Each Course.
- g. Lesson Plans for Each Course.
- h. List of Textbooks.
- i. Attendance Policy.
- j. Remediation Policy.
- k. Evaluations of Theory and Clinical Faculty.
- l. Evaluations of Theory Presentations.
- m. Evaluations of Clinical Rotations and Their Correlation to Theory Presentations.

On July 13, 2007, the program director confirmed implementation of a revised plan for improving pass rates. The following interventions were implemented:

- a. Revised admission criteria to include a personal interview with each prospective student.
- b. Regular evaluations of all faculty members.
- c. Reassignment of faculty consistent with identified strengths and weaknesses.
- d. Strict enforcement of the revised grading policy.
- e. Added a requirement for students' completion of Kaplan's On-Line Review prior to completion of the final term.
- f. Completion of the Health Education Systems, Inc. (HESI) exit examination prior to graduation.
- g. Implementation of curriculum support workshops to assist faculty in writing items and examination construction.

On August 20, 2007, the program was notified that its pass rates had fallen below 10 percentage points of the state average pass rate for five (8) consecutive quarters.

In December 2007, the director advised that a significant revision of its curriculum was in progress. The assigned consultant recommended several modifications. The director completed the recommended changes. Subsequently, the revised curriculum was approved and implemented in March 2008.

To date, the program's average annual pass rates have risen progressively. Program performance statistics for April–June 2009 specify the program's average annual pass rate is 86%. As such, the average annual pass rate for the Career Networks Institute Vocational Nursing Program is **16 percentage points above the state average annual pass rate**.

Recommendation:

Approve full accreditation of Career Networks Institute Vocational Nursing Program for the four-year period from September 17, 2009 through September 16, 2013, and issue a certificate accordingly.

Rationale: Board staff met with the program director and vice president relative to the status of the program. Several recommendations were discussed relative to program elements critical to student achievement. The director received the information and completed the recommended comprehensive analysis. Based on that analysis, several critical changes were made. The effectiveness of those changes is evidenced by the significant improvement in the program's average annual pass rates on the NCLEX/PN[®]. The program has demonstrated full compliance with Article 5 of the California Code of Regulations.

Board staff will continue to monitor the program by tracking its licensure examination pass rate quarterly, reviewing Annual Reports submitted by the director, and performing accreditation surveys every four years.