

Agenda Item # 14.A.



STATE AND CONSUMER SERVICES AGENCY • ARNOLD SCHWARZENEGGER, GOVERNOR
BOARD OF VOCATIONAL NURSING & PSYCHIATRIC TECHNICIANS
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DATE: September 1, 2010

TO: Board Members

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

SUBJECT: Blake Austin College, Vacaville, Vocational Nursing Program – Request for Termination of Provisional Accreditation & Request to Admit Students (Director: Jennifer Cannon, Vacaville, Solano County, Private)

On May 22, 2009, the Board placed Blake Austin College Vocational Nursing Program, also known as CSI Career College Vocational Nursing Program, on provisional accreditation for the two-year period from May 22, 2009, through May 21, 2011. That action was taken due to the program's noncompliance with Section 2530 (l) 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."

On June 15, 2010, the program submitted a request for early reconsideration of its provisional accreditation status. Additionally, the following requests were made.

1. Request to admit students on September 28, 2010, to **replace** students graduating on September 24, 2010. Graduation of the proposed class is projected for March 2012.
2. Request to increase the number of students admitted per evening class from 30 to 45.
3. Request to admit an evening class of 45 students on March 8, 2011, graduating on September 4, 2012.
4. Request to admit a day class of 45 students on May 31, 2011, graduating on September 17, 2012.
5. Request for ongoing admissions for the evening class.

6. Request for ongoing admissions for the day class.

History of Prior Board Actions

- On August 17, 2005, CSI Career College was approved to begin a vocational nursing program with an initial class of 30 students commencing October 3, 2005, only. Additionally, the program curriculum was approved for 1620 hours, including 630 theory, and 990 clinical hours.
- On September 8, 2006, the Board approved the program's full initial accreditation for the period September 8, 2006, through September 7, 2010, and issued a certificate accordingly. Additionally, the program's request was approved to admit 45 students commencing January 16, 2007, only, and graduating December 15, 2007. This class **replaced** students who graduated December 20, 2006. In so doing, the program's class size increased from 30 to 45 students.
- On June 5, 2007, the Executive Officer approved CSI Career College, Vacaville, Vocational Nursing Program's request to commence a 60-week evening class commencing June 18, 2007 only, graduating January 2009, with a class of 30 students; **and** approved the program's request for ongoing admissions in day classes with a maximum of 45 students per class 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 one class of 45 students admitted in January of each calendar year; **and**
 - b. The director documents that adequate resources, i.e. faculty and facilities, are available to support each admitted class of students.
- **On July 6, 2007, a new program director was approved.**
- **On January 10, 2008, the Board was notified of the director's resignation effective December 31, 2007.**
- **On January 15, 2008, a new program director was approved.**
- On February 13, 2008, the program was notified that its average annual pass rate had fallen below 10 percentage points of the state average annual pass rate for the past four (4) quarters. The program was requested to submit a written plan for improving their NCLEX-PN[®] pass rates by March 13, 2008.
- **On April 21, 2008, the Board was notified of the director's resignation, effective immediately.**
- On May 6, 2008, the program was notified that its average annual pass rate had fallen below 10 percentage points of the state average annual pass rate for the past five (5) quarters.
- **On May 20, 2008, a new program director was approved.**

- On June 4, 2008, the program was issued a Notice of Violation for its assignment of students and completion of rotations in clinical facilities without prior Board approval. The program was requested to submit a detailed statement explaining how and why the violation occurred and planned actions to prevent reoccurrences.
- **On June 13, 2008, the Board was notified of the director's termination effective immediately.**
- On June 17, 2008, the program submitted a plan of correction addressing the violation cited on June 4, 2008.
- **On June 18, 2008, a new program director was approved, effective July 1, 2008.**
- On September 16, 2008, the program was notified that its annual average pass rate had fallen below 10 percentage points of the state average annual pass rate for the past six (6) quarters. The program was requested to submit documentation that verified implementation of the submitted plan of correction and the effects of the employed interventions on or before October 16, 2008.
- On September 23, 2008, the Board was notified of the director's termination.
- **On September 25, 2008, a new program director was approved.**
- On October 29, 2008, the assigned consultant met with the new program director relative to its plan for improving pass rates and other critical areas impacting student achievement.
- On November 17, 2008, the director submitted a revised plan of correction to improve the program's low pass rates.
- In preparation for the December 2008 report, inconsistencies were noted between enrolled classes as approved by the Board and the program's enrollment data. Clarification was provided by the director. The program's approved curriculum includes prerequisite and nursing classes. The actual length of day classes (prerequisite and nursing classes) is 14 months. The actual length of evening classes (prerequisite and nursing classes) is 17 months.
- On November 18, 2008, the program was notified that its average annual pass rate had fallen below 10 percentage points of the state annual average pass rate for the past seven (7) quarters.
- On December 8, 2008, Executive Officer **denied** the program's request to increase the size of its 17-month evening class from 30 to 45 students. Additionally, the program's request for ongoing admissions in its evening classes was **denied**. The program must have prior Board approval to admit evening classes.
- On March 16, 2009, the program was notified that its average annual pass rate had fallen below 10 percentage points of the state average annual pass rate for the past eight (8) quarters.

- On March 18, 2009, the Executive Officer approved the program's request to admit 30 students into its evening class commencing April 20, 2009 only, with an anticipated graduation of September 27, 2010. The proposed class would **replace** students who completed program requirements on December 20, 2008.

The program was placed on the May 22, 2009, Board meeting agenda for consideration of placement on provisional accreditation based on the performance of program graduates on the National Council Licensure Examination for Practical (Vocational) Nurses (NCLEX-PN®).

- On May 22, 2009, the Board placed the CSI Career College, Vacaville, Vocational Nursing Program on provisional accreditation for the two-year period from May 22, 2009, through May 21, 2011, and directed issuance of a notice to the program identifying specific areas of non compliance and requirements for correction as referenced in Section 2526.1 (e) of the California Code of Regulations. **The program was scheduled for reconsideration at the February 2011 Board meeting.**

Additionally, the program was required to show documented progress by submitting a follow-up report in 11 months but no later than May 21, 2010. The report must include a comprehensive analysis of the program, specific actions taken to improve program pass rates, timeline for implementation, and the effect of employed interventions. The following elements must be addressed in the analysis.

- 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. 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.
- n. Evaluation of Student Achievement.

- On May 25, 2009, the Board forwarded notification to the program relative to its placement on provisional accreditation. Areas of noncompliance and requirements for correction were identified.
- On April 1, 2010, the Board received a telephone inquiry from the director relative to termination of provisional accreditation.
- On June 15, 2010, the Board received correspondence from the director requesting placement on the Board agenda for consideration of early termination from provisional accreditation.

- On July 16, 2010, the Board received notification that, effective immediately, the program name had been changed to Blake Austin College Vocational Nursing Program.

Enrollment

The program offers day and evening classes. Currently, the program is approved to admit a day class of 45 students each January only, to **replace** graduating students. The day class is 14 months in length. The program requires prior Board approval to admit evening classes. The evening class is 17 months in length. The enrollment table below presents the pattern of admissions for **current and proposed** classes.

The following table represents **current and projected** student enrollment based on current and proposed class starts and completions. The table indicates a **maximum enrollment of 180 students** for the period from **April 2009 through May 2011**.

ENROLLMENT DATA				
CLASS DATES		#Students Admitted	#Students Current or Completed	Total Enrolled
Start	Completed			
4/09(PM)		24	20	20
2/10 (AM)		23	20	20 + 20 = 40
	9/10 (4/09 PM Class)		- 20	40 - 20 = 20
9/10 (Proposed PM)		45		20 + 45 = 65
	3/11 (2/10 AM Class)		- 20	65 - 20 = 45
3/11 (Proposed AM)		45		45 + 45 = 90
3/11 (Proposed PM)		45		90 + 45 = 135
5/11 (Proposed AM)		45		135 + 45 = 180

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 January 2007 through March 2009, specify the pass percentage rates for graduates of Blake Austin College 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
Jan – Mar 2007	3	1	33%	77%	33%	77%
Apr – Jun 2007	17	12	71%	74%	65%	77%
Jul – Sep 2007	3	1	33%	76%	61%	76%
Oct – Dec 2007	1	1	100%	76%	63%	76%
Jan – Mar 2008	24	11	46%	75%	56%	75%
Apr – Jun 2008	10	3	30%	70%	42%	74%
Jul – Sep 2008	1	0	0%	74%	42%	74%
Oct – Dec 2008	1	0	0%	73%	39%	73%
Jan – Mar 2009	10	9	90%	70%	55%	72%
Apr – Jun 2009	31	22	71%	71%	72%	70%
Jul – Sep 2009	9	7	78%	74%	75%	72%
Oct – Dec 2009	1	0	0%	76%	75%	73%
Jan – Mar 2010	18	17	94%	75%	78%	74%
Apr – Jun 2010	8	6	75%	74%	83%	75%

*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 current data available (April – June 2010), the program's average annual pass rate is 83%. The California average annual pass rate for graduates from accredited vocational nursing programs who took the NCLEX-PN® for the first time is 75%. The average annual pass rate for Blake Austin College Vocational Nursing Program is eight (8) 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 twenty (20), including the program director. The director has 100% administrative duties. Of the total faculty, seventeen (17) are approved to teach in the clinical area.

Based on a maximum enrollment of 180 students, twelve (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. This information has been verified by the consultant.

Other Considerations

Prior information illustrates the program's history of instability in the position of program director and low pass rates on the NCLEX-PN®. The current director was hired and approved on September 25, 2008.

On October 29, 2008, the assigned consultant met with the new director relative to the program's corrective plan to address the low performance of program graduates on the licensure examination, steps taken to improve pass rates, and other critical areas impacting student achievement. A number of modifications were recommended.

Subsequently, a marked improvement in program administration was identified. The director reported accomplishment of the following critical actions.

- a. Evaluations of all current instructors were completed.
- b. Several new experienced instructors were hired.
- c. All students were evaluated using Assessment Technologies Institute (ATI) assessment examinations. Students with theory and clinical deficits were identified. Remediation plans were established and implemented to address students' identified deficits.

On November 17, 2008, the director submitted a revised plan of correction. As specified therein, several goals addressed the low pass rates of program graduates on the NCLEX-PN®. Plans for implementation and a project timeline were developed. Additionally, plans for correcting the theory and knowledge deficits of currently enrolled students and a timeline were established.

On November 17, 2008, the director submitted a revised report relative to its plan for improving its pass rates. At that time, eleven (11) candidates had tested since the implementation of that plan. Of those candidates, nine (9) passed.

On March 16, 2009, the consultant notified the program that its average annual pass rate on the NCLEX/PN® had fallen below 10 percentage points of the state average annual pass rate for eight (8) consecutive quarters.

On May 22, 2009, the Board placed the program on provisional accreditation for the two – year period from May 22, 2009, through May 21, 2011 and scheduled reconsideration for February 2011. On May 25, 2009, the Board forwarded notification to the program relative to its placement on and term of provisional accreditation (see Attachment A).

On April 1, 2010, the program director informed the assigned consultant that the program desired early termination of provisional accreditation. The consultant advised the director to submit the request in writing no later than July 1, 2010. On June 15, 2010, the director submitted written correspondence requesting the program's placement on the September 2010 Board agenda for consideration of early termination of its provisional accreditation status. Additionally, the program's revised improvement plan was submitted (see Attachment B).

At the time of placement on provisional accreditation, the program's average annual pass rate was 55%. For the most current period (April – June 2010), the program's average annual pass rate is 83%. The California average annual pass rate for graduates from accredited vocational nursing programs who took the NCLEX-PN® for the first time is 75%. As such, the average annual pass rate for Blake Austin College Vocational Nursing Program is eight (8) percentage points **above** the state average annual pass rate. In summary, the program's average annual pass rate has exceeded the state average annual pass rate for five (5) consecutive quarters.

Documents from the director attributed the improvement to early identification of at – risk students, development and implementation of a rigid remediation program, and improved instruction and intervention of dedicated faculty. It is also noted that the reduced number of enrolled students allowed faculty the necessary time to concentrate their efforts on improving the achievement of enrolled students.

Recommendations:

1. Approve full accreditation of Blake Austin College Vocational Nursing Program for the four-year period from September 16, 2010 through September 15, 2014, and issue a certificate accordingly.
2. Approve the program's request to admit 45 students into an evening class on September 28, 2010, graduating on March 24, 2012, to **replace** students scheduled to graduate one September 24, 2010.
3. Approve the program's request to increase the maximum enrollment for evening classes from 30 to 45 students.
4. Approve the program's request to admit 45 students into a day class, graduating May 10, 2012, to **replace** students scheduled to graduate March 24, 2011.
5. Deny the program's request to admit 45 students into an evening class on March 8, 2011, graduating on September 4, 2012.
6. Continue the program's ongoing admission of 45 students into a day class per year to **replace** graduating students.
7. Deny the program's request for ongoing admissions for the evening class.

8. Require the program to obtain Board approval prior to the admission of each evening class.

Rationale: From August 2005 to September 2008, the program had five (5) different directors. The current director was approved on September 25, 2008. At that time the program's average annual pass rate was 42%.

As noted previously, the assigned consultant met with the director to discuss program elements critical to student achievement on October 29, 2008. The consultant recommended a thorough analysis of the program. Additionally, the consultant recommended several revisions of the program's plan of correction consistent with that analysis. The director received the recommendations and completed the recommended analysis. Based on that analysis, several key changes were made. On November 17, 2008, a revised plan of correction was submitted and implemented. That plan addressed all currently enrolled students.

On May 22, 2009, the program was placed on provisional accreditation due to low pass rates on the NCLEX/PN[®]. At that time, the program's average annual pass rate was 55%.

Since that time, the program's average annual pass rate has improved from 55% to 83%. Specifically, the quarter following placement on provisional accreditation, the program's average annual pass rate improved from 55% to 72% and exceeded the state average annual pass rate of 70%. For each subsequent quarter, the program's average annual pass rate has exceeded the state average pass rate. Such sustained improvement evidences the effectiveness of employed interventions and supports a recommendation for full accreditation. The improvement also supports the recommendations for the admission of **replacement** day and evening classes.

However, caution must be exercised to ensure sustained improvement in program pass rates. A rapid increase in the number of enrolled students may negate the improvement and distract focus from the effectiveness of the interventions.

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.

Attachment A – Notice of Change in Accreditation Status dated May 25, 2009.
Attachment B – Program correspondence dated June 2010.



ATTACHMENT A

May 25, 2009

Jennifer June Cannon, M.S.N., R.N., Director
Vocational Nursing Program
CSI Career College
611 - K Orange Drive
Vacaville, CA 95687

Subject: Notice of Change in Accreditation Status

Dear Ms. Cannon:

Pursuant to the action of the Board of Vocational Nursing and Psychiatric Technicians (Board) on May 22, 2009, the status of the CSI Career College Vocational Nursing Program has been changed from full accreditation to provisional accreditation. Please sign and return the enclosed "Acknowledgement of Change in Accreditation Status" form by **Monday, June 8, 2009**.

AREAS OF NON-COMPLIANCE [VIOLATION(S)]

In accordance with Section 2526.1(c) of title 16 of the California Code of Regulations,

"The Board may place any program on provisional accreditation when that program does not meet all requirements as set forth in this chapter and in Section 2526..."

Section 2530(l) of title 16 of the California Code of Regulations 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.

...

- (l) 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."

The program pass rates of the CSI Career College, Vacaville, Vocational Nursing Program for the past nine (9) quarters are set forth in the following table.

Notice of Change in Accreditation Status

May 25, 2009

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Quarter	State Annual Average Pass Rate	Program Annual Average Pass Rate
Jan – Mar 2007	77%	33%
Apr – Jun 2007	77%	65%
Jul – Sep 2007	76%	61%
Oct – Dec 2007	76%	63%
Jan – Mar 2008	75%	56%
Apr – Jun 2008	74%	42%
Jul – Sep 2008	74%	42%
Oct – Dec 2008	73%	39%
Jan – Mar 2009	72%	55%

Based on this data, the program failed to meet the annual average pass rate requirement.

REQUIRED CORRECTION(S)

1. In order to return to full accreditation status, the CSI Career College Vocational Nursing Program must bring its licensure examination annual average pass rate to no more than ten (10) percentage points below the State annual average pass rate for four (4) consecutive quarters by **May 21, 2011**.
2. The program must prepare and implement a written plan to improve its pass rate and make modifications to the plan as necessary based on the success or failure of the actions taken. That plan must include a comprehensive analysis of the program, specific actions that will be taken to improve program pass rates, and timelines for expected results. The following elements must be addressed in the analysis:
 - 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. 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.
 - n. Evaluation of Student Achievement.
3. The program must submit a follow-up report in 11 months, but no later than **May 21, 2010**, evaluating the effectiveness of any corrective actions taken by each element listed in number 2 above.

Notice of Change in Accreditation Status

May 25, 2009

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4. The program must comply with all accreditation standards in article 4 of the Vocational Nursing Practice Act, commencing at Business and Professions Code section 2880, and article 5 of the Board's regulations, commencing at California Code of Regulations, title 16, section 2525.

Failure to take these corrective actions may cause the Board to revoke the program's accreditation. In the event additional violations of the accreditation standards are identified, such violations may result in further corrective action or revocation of provisional accreditation.

FUTURE BOARD ACTION

Your program will be placed on the **February 2011** Board Meeting agenda for reconsideration of your accreditation status. The nursing education consultant assigned to your program will ask you to submit documentation of the correction of your violation(s) by the fifteenth day of the second month prior to that Board meeting.

OTHER IMPORTANT INFORMATION

Please be advised that, pursuant to the Board's regulations, the program will not be authorized to admit new classes beyond the established pattern of admissions previously approved by the Board. The established pattern of admissions approved by the Board is as follows: Admit a day class of 45 students each January, only, to **replace** graduating students; Prior Board approval is required to admit evening classes.

In the event your program is required to submit any report(s) as a corrective action pursuant to this notice, such reports are required in addition to any other reports required pursuant to 2527 of the Board's regulations.

The program may no longer advertise that it has full accreditation, and should take steps to correct any ongoing advertisements or publications in that regard.

A copy of title 16, California Code of Regulations, section 2526.1, regarding provisional accreditation is attached for your reference. A complete copy of the Board's laws and regulations can be found on the Board's web site at www.bvnpt.ca.gov.

Should you have questions, please do not hesitate to contact the Board.

Sincerely,

TERESA BELLO-JONES, J.D., M.S.N., R.N.

Executive Officer

cca

Notice of Change in Accreditation Status

May 25, 2009

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Enclosures

cc: Board Members



CSI Career College
School of Business & Healthcare

VOCATIONAL NURSING

PROGRAM IMPROVEMENT PLAN

Submitted to BVNPT and Approved December 2008
Follow Up Report Submitted to BVNPT May 2010

Jennifer Cannon, Director of Nursing

ATTACHMENT B

ORIGINATED: Nov. 2008

ORIGINATED:

UPDATED with Req. Corrections: June 2010

UPDATED & Submitted: May 2010

2. The program must prepare and implement a written plan to improve its pass rate and make modifications to the plan as necessary based on the success or failure of the actions taken. That plan must include a comprehensive analysis of the program, specific actions that will be taken to improve program pass rates, and timelines for expected results. The following elements must be addressed in the analysis.
 - 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. 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.
 - n. Evaluation of Student Achievement.

The following Program Improvement Plan is annotated with the above elements.
Elements are noted as **a** through **n**.

Increase NCLEX-PN post graduate scores to the State Average level or above.

Goal #1 Updated 2009	Responsibility	Activity	Benchmarks	Timeline
<p>CSI will enroll students that meet admission and selection criteria established by approved BVNPT policies.</p> <p>Elements: a, b</p>	<p>Director of Nurses Nursing faculty</p>	<p>Utilize Admission and Selection criteria for entry into the VN Program.</p>	<p>Utilization of admission and selection criteria will provide Continuous evaluation of all students throughout the program; Compare academic achievements with admissions ranking.</p>	<p>Current: Admission and Selection criteria will be used to select all VN students. Continuous: Review student's admissions ranking if below 75% on exams and at the conclusion of each semester. Annually or post Graduation: Compare exit examination and NCLEX-PN scores to student admission rankings. Re-evaluate criteria based on comparison.</p>
<p>Goal #2</p>				

CSI Career College – Program Improvement Plan

Originated: 11/2008; Updated: 6/2009; Updated: 5/2010

<p>CSI will provide students with instruction that enhances learning and improves outcomes.</p> <p>Elements: k, m, n</p>	<p>Director of Nurses Clinical Coordinator Nursing Faculty</p>	<p>Provide instructor in-services to enhance the educational delivery of material to students.</p> <p>Assign each group of 15 students with one clinical instructor and site for the entire first semester</p> <p>Clinical Coordinator will provide instructors with on-site support throughout the program; The Clinical Coordinator or the Director of Nurses will visit each instructor on site.</p>	<p>Knowledge of CSI curricula will provide improved delivery of material.</p> <p>Ensuring continuity of instruction during the foundational period will improve student outcomes.</p> <p>Providing direct resources to the clinical instructors will improve student outcomes and ensure adequate resources to the instructors.</p>	<p>Quarterly: Instructors will attend a mandatory “All Staff” meeting to review program curriculum, as well as outcomes of previous cohorts.</p> <p>At conclusion of each Semester: DON and Lead instructors will meet to review success and suggested improvements. Program evaluations will be used to enhance the process.</p> <p>Continuous: Review student outcomes throughout semester.</p> <p>At conclusion of Semester I: Review student outcomes during Scheduled staff meetings and as needed.</p> <p>Every 2 weeks: The clinical instructor will be visited to ensure that all resources are available and to ensure continuity of instruction.</p>
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CSI Career College – Program Improvement Plan

Originated: 11/2008; Updated: 6/2009; Updated: 5/2010

Goal #3

CSI will provide all new instructors with an extensive orientation

Elements: k, l, m, n

Director of Nurses
Clinical Coordinator
Skills Coordinator

New instructors will be required to complete the established orientation process.

- Observe theory instruction
- Observe Skills Lab instruction
- Observe Clinical Instruction
- Participate in the remediation process
- Receive specific instruction on all VN policies and procedures
- Co-teach for first 2 weeks of assignment
- Undergo 30 day peer review
- Undergo 30 day review by DON
- Undergo 90 day review by DON

An orientation process will improve continuity of education to VN students.

Ongoing: All new instructors will undergo the established orientation process.

Goal #4 Updated 2009

CSI will continue to recruit qualified faculty when instructor openings are available

Director of Nurses
School Director

Minimum requirement for recruitment will be an Associate Degree in Nursing. Special circumstances will be considered for qualified LVN's with previous teaching experience.

Increasing the RN to LVN instructional ratio will enhance the learning opportunities to students.

Ongoing: Faculty pool continues to meet this expectation.

Goal #5 Updated 2009			
<p>CSI will follow establish remediation process</p> <p>Elements: i, j</p>	<p>Director of Nurses Nursing Faculty Students</p>	<p>Remediation process is focused on specific student needs and includes student participation; student outcome requirements; deadlines for achievement; resources available; re-evaluation date; and consequences if outcomes that are not achieved.</p> <p>Faculty member will be “designated” as the remediation instructor and will be available during the remediation time frame to review exams, offer testing strategies, remediate skills, and support students through the Remediation process.</p>	<p>A specific remediation process will provide students and faculty with established expectations.</p> <p>A specific faculty member responsible for remediation will ensure compliance with the standards, provide feedback to faculty and DON, and ensure that students have met the expectations of the remediation.</p>
			<p>Prior to Each new Class: Remediation Policy will be reviewed during Orientation.</p> <p>Remediation Process will be posted in the VN Classroom</p> <p>Weekly: Student outcomes will be reviewed weekly with Remediation Instructor, DON and Faculty.</p> <p>Faculty will identify students who are “At Risk” of requiring Remediation; Academics, Skills or Clinical expectations, or due to attendance.</p>

CSI Career College – Program Improvement Plan

Originated: 11/2008; Updated: 6/2009; Updated: 5/2010

<p>Goal #6</p> <p>CSI will complete a comprehensive program review.</p> <p>Elements: c, d, e, f, g, h</p>	<p>Director of Nurses Nursing Faculty</p>	<p>The VN program will be reviewed at the conclusion of each semester.</p>	<p>A timely review process will allow for immediate feedback and evaluation of potential program changes.</p>	<p>Conclusion of each Semester: Director of Nurses and faculty members will review the following:</p> <ul style="list-style-type: none"> • Curriculum • Text Books • ATI • Student Evaluations • Facility Evaluations <p>As Required: Program changes will be submitted to the BVNPT</p>
<p>Goal #7 – Initiated 2009</p> <p>CSI graduation requirements will include successful completion of a Comprehensive Exit Examination.</p> <p>Elements: j, n</p>	<p>Director of Nurses Nursing Faculty</p>	<p>CSI will use ATI Post Predictor Examination. “Passing” will be determined by Comprehensive Data supplied by ATI and CSI student outcome analysis.</p> <p>Virtual ATI will be used as a remediation plan to assist students who may not pass the comprehensive exit exam and have demonstrated other acceptable grad requirements.</p>	<p>The Exit Exam will provide students and faculty with information to support academic achievement and readiness for NCLEX.</p> <p>Assumption: The expectations are cultivated into the programs culture, students and faculty will naturally work towards positive expectations and outcomes. Virtual ATI will be available to all students for NCLEX Prep.</p> <p>Remediation will provide assistance to borderline students improving outcome data and overall student success.</p>	<p>Ongoing: Data will be collected at the conclusion of each Exit examination and correlated with Exit Exam scores, overall course grades, and utilization of NCLEX preparation activities.</p> <p>Conclusion of program: ATI nurse educator will be utilized as part of the remediation process. DON will meet with students w/ky and review data provided by ATI.</p>

ESTABLISH A REMEDIATION PROCESS FOR CURRENTLY ENROLLED VN STUDENTS (Grad date: 12/2008)

Goal #1 - This Goal has been met	RESULTS: NCLEX Pass Rates Above State Average.
<p>CSI will assess current students and develop a process to increase likelihood of graduation and passing of the NCLEX-PN.</p>	<p>Director of Education Director of Nurses Nursing Faculty</p>
<p>The Director of Education will recruit a new Director of Nurses</p>	<p>Recruiting an experienced Director of Nurses will provide a sound foundation to the VN program.</p>
<p>An evaluation process will be initiated by the Director of Nurses to establish student baselines. The guideline will be used:</p> <ul style="list-style-type: none"> • Overall student grades • Overall exam grades • Student interviews • Evaluation exam on Nursing Process • ATI assessment (Fundamentals of Nursing I) 	<p>A complete evaluation will provide the basis for individual student remediation.</p>
<p>Students will be reminded of CSI graduation requirements listed in the CSI Student Handbook.</p> <ul style="list-style-type: none"> • Must pass a comprehensive exit exam 	<p>Provides clear expectations to students.</p>
<p>September 30, 2008: A new director was hired.</p>	<p>October 14, 2008: Reviews were complete. Outcomes are as follows: 5 students dismissed 8 students placed on academic probation with the following expectations</p> <ul style="list-style-type: none"> • Must achieve 70% on all remaining Exams and Quizzes • Must attend all remaining open labs • No absences or tardies • Must complete all non-proctored ATI assessments and be prepared for proctored by Nov. 20, 2008.
<p>November 4, 2008: Graduation requirements were copied and given to each student as well as posted for the entire student body.</p>	<p>November 4, 2008: Graduation requirements were copied and given to each student as well as posted for the entire student body.</p>

CSI Career College – Program Improvement Plan

Originated: 11/2008; Updated: 6/2009; Updated: 5/2010

	<p>A remediation process will be developed to assist students who may not pass the comprehensive exit exam.</p>	<p>Remediation will provide assistance to borderline students improving outcome data and overall student success.</p>	<p>Conclusion of program: ATI nurse educator will be utilized as part of the remediation process.</p>
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May 2010

History and Outcome Analysis
CSI, Vocational Nursing Program
Jennifer Cannon, Director of Nursing

Prior to the BVNPT Board placing CSI on Provisional Accreditation, CSI was proactive in the creation and implementation of the above Program Improvement Plan. Furthermore, CSI demonstrated in the 1st Quarter of 2009 NCLEX pass rates above the Quarterly State Average and improving Annual State Averages by 16%.

Since placement on Provisional Status CSI's Program Improvement Plan has continued to result in positive outcomes with 4 consecutive quarters above the Annual State Average.

The Director has determined that the success' are primarily due to a rigid remediation process, early identification of At Risk students, and the dedication of its faculty. CSI's Nursing Department now has a foundation on which to succeed. The Program Improvement Plan includes a process for faculty initiation to ensure that CSI graduates continue to have positive outcomes