

## Agenda Item #14.A.4.



STATE AND CONSUMER SERVICES AGENCY • GOVERNOR EDMUND G. BROWN JR.

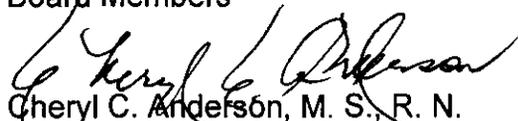
**BOARD OF VOCATIONAL NURSING & PSYCHIATRIC TECHNICIANS**  
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DATE: February 6, 2012

TO: Board Members

FROM:

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

SUBJECT: Medical Career College, Fremont, Vocational Nursing Program –  
Reconsideration of Provisional Accreditation and Request to Admit  
Students (Director: Marilyn Castillo, Fremont, Alameda County, Private)

On February 18, 2010, the Board placed Medical Career College, Fremont, Vocational Nursing Program on provisional accreditation for the two - year period from February 18, 2010, through February 17, 2012. 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.”

The Board specified that Medical Career College Vocational Nursing Program must bring its average annual pass rate to no more than ten (10) percentage points below the state average annual pass rate for four (4) consecutive quarters by February 17, 2011. Reconsideration was scheduled for February 24, 2012.

The following table shows the variance of the program's pass rates from the state average annual pass rates of first - time graduates of accredited vocational nursing programs for the past seventeen (17) consecutive quarters. This data substantiates the program's continued noncompliance with Section 2530(l) of the Vocational Nursing Rules and Regulations.

NCLEX-PN® Licensure Examination Pass Rates			
Quarter	State Average Annual Pass Rate	Program Average Annual Pass Rate	Variance from State Average Annual Pass Rate
Oct – Dec 2007	76%	35%	-41
Jan – Mar 2008	75%	36%	-39
Apr – Jun 2008	75%	35%	-40
Jul – Sep 2008	74%	33%	-41
Oct – Dec 2008	73%	33%	-40
Jan – Mar 2009	72%	0%	-72
Apr – Jun 2009	70%	29%	-41
Jul – Sep 2009	72%	37%	-35
Oct – Dec 2009	73%	37%	-36
Jan – Mar 2010	74%	33%	-41
Apr – Jun 2010	75%	40%	-35
Jul – Sep 2010	75%	42%	-33
Oct – Dec 2010	76%	39%	-37
Jan – Mar 2011	77%	52%	-25
Apr – Jun 2011	76%	40%	-36
Jul – Sep 2011	77%	41%	-36
Oct – Dec 2011	75%	52%	-23

The program requests approval to admit 15 students into a day class commencing April 2, 2012, and graduating April 18, 2013, to **replace** students scheduled to graduate March 22, 2012. Additionally, the program requests approval to admit 15 students into an evening class commencing April 2, 2012.

### History of Prior Board Actions

- On May 12, 2006, the Executive Officer approved Medical Career College's request to begin a vocational nursing program with an initial class of 30 students on June 19, 2006 only, **and** approved the program curriculum for 1600 hours, including 630 theory, and 970 clinical hours.
- On July 10, 2007, the Executive Officer approved initial full accreditation for the Medical Career College Vocational Nursing Program for the period from July 10, 2007, through July 9, 2011, and issued a certificate accordingly; **and** approved the program's request to admit a full-time class of 30 students on August 20, 2007, only, to **replace** students graduating on August 8, 2007; **and** approved the program's request to admit a second full-time class of 30 students on October 1, 2007 only, with a projected graduation date of October 31, 2008.
- On February 27, 2008, the Executive Officer approved the program's request to admit 30 students on March 17, 2008, only, with an anticipated graduation date of May 8, 2009.

- On June 4, 2008, the Executive Officer approved the program's request to admit 30 students on July 14, 2008 only, with an anticipated graduation date of August 21, 2009.
- On October 8, 2008, the Executive Officer approved the program's request to admit 15 students on December 1, 2008 only, graduating January 29, 2010, to **replace** a full – time day class; **and** approved the program's request to admit 15 students on December 1, 2008 only, to **replace** a full-time evening class. Graduation of that class is scheduled for January 29, 2010.
- On November 13, 2008, the assigned consultant forwarded correspondence notifying the director that the program's average annual pass rates had fallen more than ten (10) percentage points below state average annual pass rates for the past four (4) consecutive quarters. The program was requested to submit a written plan for improving its NCLEX-PN<sup>®</sup> pass rates by December 13, 2008.

The director reported that the program requires completion of the ATI tool as part of the program's curriculum review and NCLEX-PN<sup>®</sup> preparation process. Additionally, the director noted that the program had hired consultants to work with faculty on professional development issues.

- On March 18, 2009, the assigned consultant forwarded correspondence notifying the director that the program's average annual pass rates had fallen more than ten (10) percentage points below state average annual pass rates for the past five (5) consecutive quarters. The director was requested to submit a copy of the program's detailed plan for improving the NCLEX-PN<sup>®</sup> pass rates, the date the plan was implemented, and the effectiveness of the employed interventions by April 2, 2009.

The director reported that the program received feedback that students were not following ATI requirements for completion of the Virtual ATI products that were added. The program switched to another review product offered by ATI, and students met with program consultants to review individualized reports regarding their progress. The program re-assigned faculty and hired an assistant director in an effort to strengthen student instruction.

- On April 21, 2009, the assigned consultant forwarded correspondence notifying the program director that the program's average annual pass rates had fallen more than ten (10) percentage points below state average annual pass rates for six (6) consecutive quarters. The program was requested to submit documentation verifying that the elements of the program's plan of correction had been implemented. The program was asked to send a full listing of student names, and specific documentation showing how each student met the admissions, screening and selection criteria for admission to the program by May 21, 2009. The program failed to submit the requested documentation.

- On July 15, 2009, the director reported, "As part of our plan of correction, we replaced Instructors, enhanced our curriculum and were working on creating an Admissions Committee and new policies to be submitted for approval. Once approved, we are looking forward to a more successful student population, and once approved for our next class we plan on instituting and having an ongoing evaluation of improvement regarding our newly approved policies."
- On July 16, 2009, the Board received correspondence from the director and evidence that all students meet the admissions, screening and selection criteria.
- On August 19, 2009, the assigned consultant forwarded correspondence notifying the program director that the program's average annual pass rates had fallen more than ten (10) percentage points of state average annual pass rates for seven (7) consecutive quarters. The consultant requested submission of an analysis of the effects of the program improvement plan.
- On September 3, 2009, the Executive Officer **denied** the program's request for admission of a class of **30** students on September 21, 2009, with a projected graduation date of November 30, 2010, to **replace** students that graduated on May 1, 2009. This denial was based upon the program's average annual pass rate of 29%. The Executive Officer **approved** the program's admission of a class of **15** students on September 21, 2009, only, with a projected graduation date of November 30, 2010, only, to **replace** students that graduated on May 1, 2009.

Additionally, the Executive Officer **denied** the program's request for admission of a class of **30** students on September 21, 2009, with a projected graduation date of November 30, 2010, to **replace** students that graduated on August 21, 2009. That denial was based upon the program's average annual pass rate of 29%, and historical Executive Officer approval of class sizes of 15 students. The Executive Officer **approved** the program's admission of a class of **15** students on September 21, 2009, only, with a projected graduation date of November 30, 2010, only, to **replace** students that graduated on August 21, 2009.

- **On October 12, 2009, the Board approved a new program director.**
- On February 18, 2010, the Board placed Medical Career College, Fremont, Vocational Nursing Program on provisional accreditation for the two - year period from February 18, 2010, through February 17, 2012. The following corrections were required.
  1. The Medical 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 **February 17, 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. Current Student Enrollment.
  - b. Admission Criteria.
  - c. Screening and Selection Criteria.
  - d. Terminal Objectives.
  - e. Curriculum Objectives.
  - f. Instructional Plan.
  - g. Theory and Clinical Objectives for Each Course.
  - h. Lesson Plans for Each Course.
  - i. Textbooks.
  - j. Attendance Policy.
  - k. Remediation Policy.
  - l. Evaluations of Theory and Clinical Faculty.
  - m. Evaluations of Theory Presentations.
  - n. Evaluations of Clinical Rotations and Their Correlation to Theory Presentations.
  - o. Evaluation of Student Achievement.
3. The program must submit a follow-up report in ten (10) and twenty – two (22) months evaluating the effectiveness of any corrective actions taken by each element listed in number 2 above.
  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.
- On March 10, 2010, the Board forwarded correspondence to the program per certified and regular mail delineating actions taken by the Board relative to the program's placement on provisional accreditation.
  - On March 16, 2010, the Board received verification of program receipt of the Notice of Change in Accreditation Status, dated March 10, 2010, from the U.S. Postal Service.
  - **On March 30, 2010, a new program director was approved.**
  - On June 26, 2010, the Executive Officer **deferred action** on the program's request to admit students to the Board for consideration at the September 16, 2010 meeting. This decision was based on the program's **average annual pass rate of 33%**. The consultant notified the director of the decision per telephone.
  - September 1, .2010, the Executive Officer **approved** Medical Career College Vocational Nursing Program's request to admit a full – time day class of 15 students on September 27, 2010 only, with a projected graduation date of November 18, 2011, to **replace** full – time day students who graduated February 11, 2010; and

approved the program's request to admit a full – time evening class of 15 students on September 27, 2010 only, with a projected graduation date of November 18, 2011, to **replace** full – time evening students who graduated February 11, 2010; and required the program to obtain Board approval prior to the admission of each class. That decision was based on the program's **average annual pass rate of 40%**, seven percentage points improved since the previous quarter.

- On November 5, 2010, the Board received program correspondence requesting approval to admit a day and evening class.
- On December 13, 2010, the Board received electronic correspondence from the program director titled, "*Program Response to Provisional Accreditation.*"
- On December 13, 2010, the assigned consultant forwarded correspondence advising the director that the submitted "*Program Response to Provisional Accreditation,*" did not fully comply with the Board's decisions of February 18, 2010. The program was requested to submit all required documents by December 24, 2010.
- On December 23, 2010, the Board received the director's electronic correspondence and revised "*Program Response to Provisional Accreditation.*"
- January 13, 2011, the Supervising Nursing Education Consultant sent correspondence to the director requesting the submission of documents for Board presentation.
- On January 24, 2011, copies of the program's report were received for dissemination to Board members.
- On February 25, 2011, the Board considered the program's request to admit students. The Board approved the program's admission of the following.
  - a. Fifteen (15) students into a day class commencing March 7, 2011, and graduating March 22, 2012, to **replace** students scheduled to graduate February 10, 2011; and
  - b. Fifteen (15) students into an evening class commencing March 7, 2011, and graduating March 22, 2012, to **replace** students that graduated October 28, 2010.

The program was required to admit no further students unless approved by the full Board. Additionally, the program was required to bring its average annual pass rate to no more than ten (10) percentage points below the State average annual pass rate by **February 28, 2012**. Additionally, the Board directed issuance of a Revised Notice of Noncompliance and Requirements for Correction to reflect:

- a. Prior violations relative to the program's annual average pass rate on the National Council Licensure Examination for Practical/Vocational Nurses (NCLEX/PN) shall be corrected by February 28, 2012; and

b. Compliance with all accreditation standards is required.

Reconsideration of provisional accreditation was scheduled for February 24, 2012.

- On April 5, 2011, the Board forwarded, per certified and regular mail, a Revised Notice of Noncompliance and Requirements for Correction.
- On April 13, 2011, the Board received the program's signed Acknowledgement of Change in Accreditation Status. The document was signed by the program director on April 7, 2011.
- On December 2, 2011, the Board received program correspondence and the required follow – up report specified in the Notice dated April 5, 2011. Information contained therein indicated commencement of the 15 students approved on February 25, 2011 to **replace** students that graduated February 10, 2011 was delayed to July 18, 2012.
- On January 23, 2012, the assigned consultant sent correspondence requesting submission of documents for dissemination to Board members.
- On January 27, 2012, copies of the program's report were received for dissemination to Board members.

### Enrollment

The program offers full – time day and evening classes that are 53 weeks in length. Board approval is required prior to the admission of each class. 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 59** students during the period **December 2008 through April 2012**.

ENROLLMENT DATA				
CLASS DATES		#Students Admitted	#Students Current or Completed	Total Enrolled
Start	Complete			
12/08 AM		14	14	14
12/08 PM		15	15	14 + 15 = 29
9/09 PM		15	15	29 + 15 = 44
1/10 AM		15	15	44 + 15 = 59
	2/10 (12/08 AM Class)		-14	59 – 14 = 45

<b>ENROLLMENT DATA</b>				
<b>CLASS DATES</b>		<b>#Students Admitted</b>	<b>#Students Current or Completed</b>	<b>Total Enrolled</b>
<b>Start</b>	<b>Complete</b>			
	2/10 (12/08 PM Class)		-15	45 - 15 = 30
9/10 AM		11	10	30 + 10 = 40
9/10 PM		11	9	40 + 9 = 49
	10/10 (9/09 PM Class)		-15	49 - 15 = 34
	2/11 (1/10 AM Class)		-15	34 - 15 = 19
3/11		10	10	19 + 10 = 29
7/11		13	13	29 + 13 = 42
	11/11 (9/10 AM Class)		-10	42 - 10 = 32
	11/11 (9/10 PM Class)		-9	32 - 9 = 23
	3/12 (3/11 AM Class)		-10	23 - 10 = 13
4/12 (Proposed AM)		15		13 + 15 = 28
4/12 (Proposed PM)		15		28 + 15 = 43
	8/12 (7/11 PM Class)		-13	43 - 13 = 30

### **Licensing Examination Statistics**

The following statistics, furnished by 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 2008 through December 2011, specify the pass percentage rates for graduates of Medical Career 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
Oct – Dec 2007	17	6	35%	76%	35%	76%
Jan - Mar 2008	5	2	40%	76%	36%	76%
Apr - Jun 2008	1	0	0%	70%	35%	75%
Jul - Sep 2008	1	0	0%	75%	33%	74%
Oct – Dec 2008	No Candidates Tested			73%	33%	73%
Jan – Mar 2009	No Candidates Tested			70%	0%	72%
Apr – Jun 2009	20	6	30%	71%	29%	70%
July - Sep 2009	31	13	42%	74%	37%	72%
Oct – Dec 2009	11	4	36%	76%	37%	73%
Jan – Mar 2010	10	1	10%	76%	33%	74%
Apr – Jun 2010	8	6	75%	74%	40%	75%
Jul – Sep 2010	14	7	50%	76%	42%	75%
Oct – Dec 2010	4	0	0%	77%	39%	76%
Jan – Mar 2011	5	3	60%	82%	52%	77%
Apr – Jun 2011	7	2	29%	71%	40%	76%
Jul – Sep 2011	6	4	67%	74%	41%	77%
Oct – Dec 2011	3	2	67%	74%	52%	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. If no data is available for the relevant period, the statistic is carried over from the last quarter for which data is available.

Based on the most recent data available (October – December 2011), the program's average annual pass rate is 52%. 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 75%. The pass rate for the Medical Career College Vocational Nursing Program is 23 percentage points **below** 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 program's Board - approved faculty totals seven (7), including the program director. The director has 100% administrative duties. Of the total faculty, six (6) are approved to teach in the clinical area.

Based on a maximum enrollment of 59 students, four (4) instructors are needed. Therefore, the number of 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's clinical facilities 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**

As noted previously, the Board placed the Medical Career College Vocational Nursing Program on provisional accreditation on **February 18, 2010**, due to the performance of program graduates on the NCLEX-PN®. **At that time, the program had an average annual pass rate of 37%**. Further, the program's average annual pass rates had been more than ten (10) percentage points below state average annual pass rates for eight (8) consecutive quarters. As such, the program was noncompliant with section 2530 (I) of the Vocational Nursing Rules and Regulations. (See Attachment A)

On March 10, 2010, the assigned consultant forwarded correspondence per certified and regular mail notifying the program of the Board's action placing the program on provisional accreditation (see Attachment B). On March 16, 2010, the Board received verification of program receipt of the Notice of Change in Accreditation Status, dated March 10, 2010, from the U.S. Postal Service (see Attachment C).

**On March 30, 2010, a new program director was approved.**

On April 5, 2010, the Board received correspondence from the director requesting approval to admit two (2) classes. The assigned consultant discussed the director's request and strongly recommended the director implement strategies to achieve sustained improvement in student achievement.

On June 26, 2010, the Executive Officer deferred action on the program's request to admit students for Board consideration at the September 16, 2010 meeting. This decision was based on the program's **average annual pass rate of 33%**. The consultant notified the director of the decision.

For the period **January – March 2010**, the program's **quarterly** pass rate was **10%**; the program's **average annual** pass rate was **33%**. The California average annual pass

rate for graduates from accredited vocational nursing programs completing the NCLEX-PN® for the first time during the same period was 74%. Therefore, the program's average annual pass rate was **41 percentage points below** the state average annual pass rate.

For the period **April – June 2010**, the program's **quarterly** pass rate improved to **75%**; the average **annual** pass rate improved to **40%**. The California average annual pass rate for graduates from accredited vocational nursing programs who completed the NCLEX-PN® for the first time during the same period was 75%. Therefore, the program's average annual pass rate was **35 percentage points below** the state average annual pass rate.

On September 1, 2010, the Executive Officer approved the program's request to admit a full – time day class of 15 students and a full – time evening class of 15 students on September 27, 2010. This decision was based on the program's improved quarterly and average annual pass rate statistics.

For the period **July – September 2010**, the program's **quarterly** pass rate declined to **50%**; the average **annual** pass rate was **42%**. The California average annual pass rate for graduates from accredited vocational nursing programs who completed the NCLEX-PN® for the first time during the same period is 75%. Therefore, the program's average annual pass rate was **33 percentage points below** the state average annual pass rate.

On November 5, 2010, the Board received the program's request for approval to admit two (2) classes. Specifically, the program proposed the admission of a day class of 15 students and an evening class of 15 students, both classes to commence March 22, 2011.

On December 13, 2010, the Board received the program's electronic correspondence titled, "*Program Response to Provisional Accreditation.*" Upon analysis, the assigned consultant identified that the program's response was not fully compliant with the Board's decisions of February 18, 2010. Additional information was requested.

On December 23, 2010, the Board received the director's electronic correspondence and revised, "*Program Response to Provisional Accreditation.*" On January 24, 2011, copies of the program's report were received for dissemination to Board members.

As presented therein, the program reported implementation of the following interventions:

➤ **Revised Admission Criteria.**

As presented, the program's admission criteria were revised to require applicants to complete the Test of Essential Academic Skills (TEAS). Additionally, the director reported that applicants for admission must have completed two (2) prerequisite classes, such as Anatomy & Physiology and Medical Terminology.

➤ **Revised Instructional Plan.**

The director reported the following revisions in its instructional plan.

1. Improved correlation between presented theory and clinical instruction.
2. Revision of examinations to reflect the style and format of examination items on the NCLEX/PN®.
3. ATI and HESI Assessment Tests have been incorporated throughout the curriculum.
4. Increased emphasis placed on critical thinking.
5. Clinical simulation added to enhance theoretical presentation.

➤ **Identification of Students with Performance Deficits.**

The director reported that all students are assessed on a weekly basis to identify academic strengths and weaknesses. Additionally, the program reported its graduation criteria have been revised to require students to score 80% on a comprehensive exit examination.

➤ **Revised Attendance Policy.**

The director reported the following revisions in its Attendance Policy.

1. Students are required to contact instructors and establish a remediation plan for achievement of unmet objectives.
2. Students are required to participate in scheduled Skills Lab.

➤ **Revised Remediation Policy.**

The director reported revision of its Remediation Policy to require placement of students on academic probation for grades below 75%.

➤ **Adequacy of Instructional Methods and Materials.**

The program reported workshops and seminars have been conducted to improve the development of assigned faculty.

For the period **October – December 2010**, the program's **quarterly** pass rate declined to **0%**; the average **annual** pass rate was **39%**. The California average annual pass rate for graduates from accredited vocational nursing programs who completed the NCLEX-PN® for the first time during the same period was 76%. Therefore, the program's average annual pass rate was **37 percentage points below** the state average annual pass rate.

On February 25, 2011, the Board reconsidered the program's accreditation status and request to admit students (see Attachment D). The Board continued provisional accreditation and approved the program's admission of the following.

- a. Fifteen (15) students into a day class commencing March 7, 2011, and graduating March 22, 2012, to **replace** students scheduled to graduate February 10, 2011; and
- b. Fifteen (15) students into an evening class commencing March 7, 2011, and graduating March 22, 2012, to **replace** students that graduated October 28, 2010.

The program was required to admit no further students unless approved by the full Board. Additionally, the program was required to bring its average annual pass rate to no more than ten (10) percentage points below the State average annual pass rate by **February 28, 2012**. The Board directed issuance of a Revised Notice of Noncompliance and Requirements for Correction to reflect:

- a. Prior violations relative to the program's annual average pass rate on the National Council Licensure Examination for Practical/Vocational Nurses (NCLEX/PN) shall be corrected by February 28, 2012; and
- b. Compliance with all accreditation standards is required.

Reconsideration of provisional accreditation was scheduled for February 24, 2012.

On April 5, 2011, the Board forwarded to the program a revised Notice of Noncompliance and Requirements for Correction (see Attachment E). On April 13, 2011, the Board received the program's signed Acknowledgement of Change in Accreditation Status. The document was signed by the program director on April 7, 2011. (See Attachment F)

For the period **January – March 2011**, the program's **quarterly** pass rate improved to **60%**; the average **annual** pass rate improved to **52%**. The California average annual pass rate for graduates from accredited vocational nursing programs who completed the NCLEX-PN® for the first time during the same period was 77%. As such, the program's average annual pass rate was **25 percentage points below** the state average annual pass rate.

For the period **April – June 2011**, the program's **quarterly** pass rate declined to **29%**; the average **annual** pass rate declined to **40%**. The California average annual pass rate for graduates from accredited vocational nursing programs who completed the NCLEX-PN® for the first time during the same period was 76%. As such, the program's average annual pass rate was **36 percentage points below** the state average annual pass rate.

For the period **July – September 2011**, the program's **quarterly** pass rate improved to **67%**; the average **annual** pass rate improved to **41%**. The California average annual pass rate for graduates from accredited vocational nursing programs who completed the NCLEX-PN® for the first time during the same period was 77%. Therefore, the program's average annual pass rate was **36 percentage points below** the state average annual pass rate.

On December 2, 2011, the Board received the program's follow – up report. The director reported that the program continued implementation of the previously reported plan. (See Attachment G)

In summary, the program has failed to bring its average annual pass rate to no more than ten (10) percentage points below the State average annual rate for four (4) consecutive quarters, as required. The director has reported implementation of interventions to address students' identified deficits in theoretical knowledge and clinical performance. However, it must be noted that the program's pass rates do **not** evidence **sustained** improvement. Specifically, program performance statistics evidence that the program's average annual pass rates have been more than ten (10) percentage points below the State average annual pass rates for seventeen (17) consecutive quarters.

On February 18, 2010, the Board placed the program on provisional accreditation from February 1, 2010 through September 30, 2012. The Board directed the program to bring its average annual pass rate to no more than ten (10) percentage points below the State annual average pass rate for four (4) consecutive quarters by February 17, 2011. **At that time, the program's average annual pass rate was 37%.**

Since placement on provisional accreditation, published program performance statistics confirm that 57 program graduates have completed the NCLEX-PN®. Of the total tested, 44% of the program's graduates (25 graduates) passed; 56% (32 graduates) failed.

Based on the most recent reporting period (October – December 2011), the program's **quarterly pass rate is 67%**; the program's **average annual pass rate pass is 52%, an increase of 15 percentage points since placement on provisional accreditation.** As such, the program's **current average annual pass rate is 23 percentage points below** the state average annual pass rate.

On January 23, 2012, the Board forwarded correspondence requesting the submission of documents for dissemination to Board members (see Attachment H). On January 27, 2012, the Board received copies of the program's report for dissemination to Board members (see Attachment I).

#### **Recommendations:**

1. Approve the program's request to admit 15 students into a day class commencing April 2, 2012 only, graduating April 22, 2013, to **replace** a class that scheduled to graduate March 22, 2012.
2. Approve the program's request to admit 15 students into an evening class commencing April 2, 2012 only, graduating April 22, 2013.
3. Require the program to admit no additional students unless approved by the full Board.
4. Extend the Medical Career College Vocational Nursing Program's Provisional Accreditation for the one - year period from February 18, 2012 through February 28, 2013, and issue a certificate, and issue a notice to the program to identify specific

areas of non compliance and requirements for correction as referenced in Section 2526.1 (e) of the California Code of Regulations (see Attachment J.

5. Require the program to submit a follow-up report in nine months, but no later than **November 1, 2012**. 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 report must address all elements as identified in the Notice of Change in Accreditation Status dated April 5, 2011.
6. Require the program to bring its average annual pass rate to no more than ten (10) percentage points below the State average annual pass rate by **February 28, 2013**.
7. Require the program to 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 2526.
8. Require the program to demonstrate incremental progress in correcting the violations. If the program fails to satisfactorily demonstrate incremental progress, the full Board may revoke the program's accreditation.
9. Failure to take any of these corrective actions may cause the full Board to revoke the program's accreditation.
10. Place the program on the **February 2013** Board agenda for reconsideration of provisional accreditation.

**Rationale:** As noted previously, **the program was placed on provisional accreditation on February 18, 2010 through February 17, 2012, due to noncompliance with regulatory requirements relative to performance pass rates.** Specifically, the program's average annual pass rates have been more than ten (10) percentage points below the State **annual** pass rates for thirteen (13) consecutive quarters. The Board directed that the program shall bring its average annual pass rate to no more than ten (10) percentage points below the State annual average pass rate for four (4) consecutive quarters by February 17, 2011. **At that time, the program's average annual pass rate was 37%.**

The following table presents the program's pass rates since placement on provisional accreditation.

Reporting Period	Quarterly Pass Rates		Average Annual Pass Rates		Variance
	Program	State	Program	State	
Oct – Dec 2009	36%	76%	37%	73%	-36
Jan – Mar 2010	10%	76%	33%	74%	-41
Apr – Jun 2010	75%	74%	40%	75%	-35
Jul – Sep 2010	50%	76%	42%	75%	-33
Oct – Dec 2010	0%	77%	39%	76%	-37
Jan – Mar 2011	60%	82%	52%	77%	-25
Apr – Jun 2011	29%	71%	40%	76%	-36
Jul – Sep 2011	67%	74%	41%	77%	-36
Oct – Dec 2011	67%	74%	52%	75%	-23

Based on reported performance statistics, 143 program graduates completed the NCLEX/PN<sup>®</sup> from October 2007 through December 2011. Of the total program graduates tested, 39% (56 graduates) passed; 61% (87 graduates) failed the NCLEX/PN<sup>®</sup>.

Since placement on provisional accreditation in February 2010, published program performance statistics confirm that 57 program graduates completed the NCLEX-PN<sup>®</sup>. Of the total tested, 44% of the program's graduates (25 graduates) passed; 56% (32 graduates) failed.

The director has reported implementation of strategies to improve student achievement and program pass rates. During the past four (4) consecutive quarters, the program's quarterly pass rates have varied. The average annual pass rates have also varied.

However, it is noted that over the last two (2) consecutive quarters, the program's quarterly pass rate has remained less than ten (10) percentage points below the State quarterly pass rate. It is further noted that the program's average annual pass rate has **increased 15 percentage points since placement on provisional accreditation**. Such improvement supports the recommendation to extend provisional accreditation through February 28, 2013.

- Attachment A: Board Report Dated February 2, 2010; Presented February 18, 2010.
- Attachment B: Notice of Change in Accreditation Status Dated March 10, 2010.
- Attachment C: Verification of Program Receipt of Notice Received March 16, 2010.
- Attachment D: Board Report Dated February 9, 2011; Presented February 18, 2010.
- Attachment E: Notice of Change in Accreditation Status Dated April 5, 2011.
- Attachment F: Program Acknowledgement of Change in Accreditation Status, signed April 7, 2011; Received by Board on April 13, 2011.
- Attachment G: Program Correspondence Dated November 30, 2011; Received December 2, 2011.
- Attachment H: Board Correspondence Dated January 23, 2012.
- Attachment I: Program Report Received January 27, 2012.
- Attachment J: Draft Notice of Change in Accreditation Status.

# Agenda Item # 14.A.4. Attachement A



STATE AND CONSUMER SERVICES AGENCY • ARNOLD SCHWARZENEGGER, GOVERNOR

**BOARD OF VOCATIONAL NURSING & PSYCHIATRIC TECHNICIANS**  
2535 Capitol Oaks Drive, Suite 205, Sacramento, CA 95833-2945  
Phone (916) 263-7800 Fax (916) 263-7866 | Web [www.bvnpt.ca.gov](http://www.bvnpt.ca.gov)



**DATE:** February 2, 2010

**TO:** Board Members

**FROM:** Anne Powers, Ph.D., R.N.  
Nursing Education Consultant

**SUBJECT:** Medical Career College Vocational Nursing Program – Consideration of Placement on Provisional Accreditation (Director: Mary Pat Bonham, Fremont, Alameda County, Private)

Medical Career College Vocational Nursing Program is presented to the Board for consideration of placement on provisional accreditation.

In accordance with Section 2526.1(c) of the Vocational Nursing Rules and Regulations,

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

Section 2530(l) of the Vocational Nursing Rules and 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.

(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.”

The following table shows the variance of the program's pass rates from the state average annual pass rates of first time graduates of accredited vocational nursing programs for the past nine (9) quarters. These data substantiate the program's noncompliance with Section 2530(l) of the Vocational Nursing Rules and Regulations.

NCLEX-RN Licensure Examination Pass Rates			
Quarter	State Annual Average Pass Rate	Program Annual Average Pass Rate	Variance from State Annual Average Pass Rate
Jul – Sep 2007	76%	35%	-41
Oct – Dec 2007	76%	36%	-40
Jan – Mar 2008	75%	33%	-42
Apr - Jun 2008	74%	33%	-41
Jul - Sep 2008	74%	29%	-45
Oct – Dec 2008	73%	47%	-26
Jan – Mar 2009	72%	29%	-43
Apr – Jun 2009	70%	35%	-35
Jul – Sep 2009	72%	41%	-31
Oct – Dec 2009	73%	40%	-33

### History of Prior Board Actions

- On May 12, 2006, the Executive Officer approved the Medical Career College to begin a vocational nursing program with an initial class of 30 students on June 19, 2006, only, and approved the program curriculum for 1600 hours, including 630 theory, and 970 clinical hours.
- On July 10, 2007, the Board approved initial full accreditation for the Medical Career College Vocational Nursing Program for the period from July 10, 2007, through July 9, 2011, and issued a certificate accordingly.

The Board approved the Medical Career College Vocational Nursing Program to admit a full-time class of 30 students on August 20, 2007, only, to replace students graduating on August 8, 2007.

The Board also approved the program's request to admit a second full-time class of 30 students on October 1, 2007, only, with a projected graduation date of October 31, 2008.

- On February 27, 2008, the Board approved the Medical Career College Vocational Nursing Program's request to admit 30 students on March 17, 2008, only, with an anticipated graduation date of May 8, 2009.
- On June 4, 2008, the Board approved the Medical Career College Vocational Nursing Program's request to admit 30 students on July 14, 2008, only, with an anticipated graduation date of August 21, 2009.

- On October 8, 2008, the Executive Officer approved the Medical Career College Vocational Nursing Program to **replace** a full-time morning class of 15 students on December 1, 2008, only, with an anticipated graduation date of January 29, 2010.

The Executive Officer also approved the Medical Career College Vocational Nursing Program to **replace** a full-time evening class of 15 students on December 1, 2008, only, with an anticipated graduation date of January 29, 2010.

- On November 13, 2008, the Board representative notified the program director that the pass rates for the Medical Career College Vocational Nursing Program had fallen below 10 percentage points of the state average pass rate for the past four quarters. The Board requested a written plan for improving the program's NCLEX-PN® pass rates by December 13, 2008.

The director stated that the program is requiring completion of the ATI tool as part of the program's curriculum review and NCLEX-PN® preparation process. The program hired consultants to work with faculty on professional development issues.

- On March 18, 2009, the Board representative notified the program director that the pass rates for the Medical Career College Vocational Nursing Program have fallen below 10 percentage points of the state average pass rate for the past five (5) quarters. The Board requested a copy of the program's detailed plan for improving the NCLEX-PN® pass rates, the date the plan was implemented, and the effectiveness of the employed interventions. This information was due on April 2, 2009.

The director stated that the program received feedback that students were not following ATI requirements for completion of the Virtual ATI products that were added. The program switched to another review product offered by ATI, and students met with program consultants to review individualized reports regarding their progress. The program re-assigned faculty and hired an assistant director in efforts to strengthen student instruction.

- On April 21, 2009, the Board representative notified the program director that the pass rates for Medical Career College Vocational Nursing Program have fallen below 10 percentage points of the state average pass rate for the past six quarters. The current annual pass rate is 47%. The Board representative requested documentation verifying that the elements of the program's plan of correction are being carried out. The program was asked to send a full listing of student names, and specific documentation showing how each student met the admissions, screening and selection criteria for admission to the program. The documentation was due by May 21, 2009, but was not received.

On July 15, 2009, the director stated "As part of our plan of correction, we replaced Instructors, enhanced our curriculum and were working on creating an Admissions Committee and new policies to be submitted for approval. Once approved, we are

looking forward to a more successful student population, and once approved for our next class we plan on instituting and having an ongoing evaluation of improvement regarding our newly approved policies.”

On July 16, 2009, the director sent evidence that all students meet the admissions, screening and selection criteria.

- On August 19, 2009, the Board notified the program that the pass rates for the Medical Career College Vocational Nursing Program had fallen below 10 percentage points of the state average pass rate for seven (7) consecutive quarters. The consultant requested submission of an analysis of the effects of the program improvement plan.
- On September 3, 2009, the Executive Officer denied the program's request for admission of a class of 30 students on September 21, 2009, with a projected graduation date of November 30, 2010, to **replace** students that graduated on May 1, 2009. This denial is based upon an annual pass rate of 29%.

The Executive Officer approved the program's admission of a class of 15 students on September 21, 2009, only, with a projected graduation date of November 30, 2010, only, to **replace** students that graduated on May 1, 2009.

The Executive Officer denied the program's request for admission of a class of 30 students on September 21, 2009, with a projected graduation date of November 30, 2010, to **replace** students that graduated on August 21, 2009. This denial is based upon an annual pass rate of 29%, and historical Executive Officer approval of class sizes of 15 students.

The Executive Officer approved the program's admission of a class of 15 students on September 21, 2009, only, with a projected graduation date of November 30, 2010, only, to **replace** students that graduated on August 21, 2009.

- On October 12, 2009, Mary Pat Bonham was approved as director.

### **Enrollment**

The full-time program is 53 weeks in length. The program requires prior approval for each class admission.

The following table represents **projected** student enrollment based on current and proposed class starts and completions. The table indicates a **maximum enrollment of 89 students** for the period from December 2008 through September 2009.

ENROLLMENT DATA				
CLASS DATES		#Students Admitted	#Students Current or Completed	Total Enrolled
Start	Complete			
12/08 am		14	14	14
12/08 pm		15	15	14+15 = 29
9/09 am		30 (proposed)		29+30 = 59
9/09 pm		30 (proposed)		59+30 = 89

**Licensing Examination Statistics**

The following statistics, furnished by 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 2008 through December 2009, specify the pass percentage rates for graduates of Medical Career 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 2008	5	2	40%	75%	36%	75%
Apr - Jun 2008	1	0	0%	70%	33%	74%
Jul - Sep 2008	1	0	0%	74%	33%	74%
Oct - Dec 2008	No tests	NA	NA	73%	29%	73%
Jan - Mar 2009	13	7	54%	70%	47%	72%
Apr - June 2009	20	6	30%	71%	29%	70%
July-Sep 2009	31	13	42%	74%	41%	72%
Oct - Dec 2009	11	4	36%	76%	40%	73%

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 (October to December 2009), the program's average annual pass rate is 40%. 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 73%. The pass rate for the Medical Career College Vocational Nursing Program is 33 percentage points below 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 13, including the program director. The director has full-time administrative duties. Of the total faculty, ten (10) are approved to teach in the clinical area.

For a maximum enrollment of 89 students, six (6) instructors are needed. Therefore, the number of 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's clinical facilities 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**

Section 2530(l) of the Vocational Nursing Rules and 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."**

**Violation:** The program has failed to 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, for nine (9) quarters.

## **Recommendations:**

1. Place the Medical Career College Vocational Nursing Program on provisional accreditation for the two-year period from February 18, 2010, through February 17, 2012, and issue a notice to the program to identify specific areas of noncompliance and requirements for correction as referenced in Section 2526.1 (e) of the California Code of Regulations (see Attachment A Draft).
2. Require the program to show documented progress by submitting a follow-up reports in 10 and 22 months. The report must include a comprehensive analysis of the program, specific actions taken to improve program pass rates, timelines for expected results, and the effectiveness of corrective actions taken to address the following elements:
  - a. Current Student Enrollment.
  - b. Admission Criteria.
  - c. Screening and Selection Criteria.
  - d. Terminal Objectives.
  - e. Curriculum Objectives.
  - f. Instructional Plan.
  - g. Theory and Clinical Objectives for Each Course.
  - h. Lesson Plans for Each Course.
  - i. Textbooks.
  - j. Attendance Policy.
  - k. Remediation Policy.
  - l. Evaluations of Theory and Clinical Faculty.
  - m. Evaluations of Theory Presentations.
  - n. Evaluations of Clinical Rotations and Their Correlation to Theory Presentations.
  - o. Evaluation of Student Achievement.
3. Require the program to 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.

**Rationale:** The Board has serious concerns relative to the program's non-compliance with regulations relative to pass rate on the NCLEX-PN<sup>®</sup> for the last eight (8) quarters.

Attachment A – Notice of Change in Accreditation Status Draft.



# Agenda Item #14.A.4. Attachment B



STATE AND CONSUMER SERVICES AGENCY • ARNOLD SCHWARZENEGGER, GOVERNOR  
**BOARD OF VOCATIONAL NURSING & PSYCHIATRIC TECHNICIANS**  
2535 Capitol Oaks Drive, Suite 205, Sacramento, CA 95833-2945  
Phone (916) 263-7800 Fax (916) 263-7866 | Web [www.bvnpt.ca.gov](http://www.bvnpt.ca.gov)



## ***CERTIFIED MAIL***

March 10, 2010

Marilyn S. Castillo, M.S., B.S.N., R.N., President  
Vocational Nursing Program  
Medical Career College  
41300 Christy Street  
Fremont, CA 94538

***Subject: Notice of Change in Accreditation Status***

Dear Ms. Castillo:

Pursuant to the action of the Board of Vocational Nursing and Psychiatric Technicians (Board) on February 18, 2010, the status of the Medical Career College Vocational Nursing Program has been changed from full accreditation to provisional accreditation for the two – year period from February 18, 2010, through February 17, 2012. Please sign and return the enclosed “Acknowledgement of Change in Accreditation Status” form by **Friday, March 19, 2010**.

### **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 Medical Career College, Fremont, Vocational Nursing Program for the past ten (10) quarters are set forth in the following table.

Quarter	State Annual Average Pass Rate	Program Annual Average Pass Rate
Jul – Sep 2007	76%	35%
Oct – Dec 2007	76%	36%
Jan – Mar 2008	75%	33%
Apr – Jun 2008	74%	33%
Jul – Sep 2008	74%	29%
Oct – Dec 2008	73%	47%
Jan – Mar 2009	72%	29%
Apr – Jun 2009	70%	35%
Jul – Sep 2009	72%	41%
Oct – Dec 2009	73%	40%

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

### **REQUIRED CORRECTION(S)**

1. The Medical 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 **February 17, 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. Current Student Enrollment.
  - b. Admission Criteria.
  - c. Screening and Selection Criteria.
  - d. Terminal Objectives.
  - e. Curriculum Objectives.
  - f. Instructional Plan.
  - g. Theory and Clinical Objectives for Each Course.
  - h. Lesson Plans for Each Course.
  - i. Textbooks.
  - j. Attendance Policy.
  - k. Remediation Policy.
  - l. Evaluations of Theory and Clinical Faculty.
  - m. Evaluations of Theory Presentations.
  - n. Evaluations of Clinical Rotations and Their Correlation to Theory Presentations.
  - o. Evaluation of Student Achievement.

3. The program must submit a follow-up report in ten and 22 months evaluating the effectiveness of any corrective actions taken by each element listed in number 2 above.
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: Prior Board approval is required for the admission of each class.

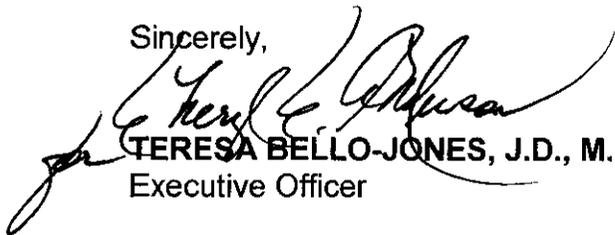
In the event your program is required to submit any report(s) as a corrective action pursuant to this notice, such reports are required in addition to any other reports required pursuant to 2527 of the Board's regulations.

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](http://www.bvnpt.ca.gov).

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

Sincerely,

A handwritten signature in black ink, appearing to read 'Teresa Bello-Jones', written over a horizontal line.

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

cca

Enclosures

cc: Board Members



## Acknowledgement of Change in Accreditation Status

I, **MARILYN S. CASTILLO**, president of **MEDICAL CAREER COLLEGE**  
(Director's Name) Name of Program)

**VOCATIONAL NURSING PROGRAM**, hereby acknowledge that this program's accreditation status has been changed from full accreditation to provisional accreditation. I understand that in accordance with Section 2526.1 (f) of the Vocational Nursing Rules and Regulations and Section 2581.1 (f) of the Psychiatric Technician Rules and Regulations, the Board will consider any advertisement of full accreditation while on provisional accreditation as "material misrepresentation of fact". "Material misrepresentation of fact" may lead to revocation of the program's accreditation. Further, I understand the program's provisional accreditation status will be reflected on the Board's internet website.

Please complete and return this form to the Board by **Friday, March 19, 2010**.

I certify under penalty of perjury under the laws of the State of California that the foregoing is true and correct.

\_\_\_\_\_  
(SIGNATURE, DIRECTOR)

\_\_\_\_\_  
(DATE)



# Agenda Item #14.A.4. Attachment C

7009 2820 0001 7038 9981

<b>U.S. Postal Service™</b> <b>CERTIFIED MAIL™ RECEIPT</b> <small>(Domestic Mail Only; No Insurance Coverage Provided)</small> <small>For delivery information visit our website at www.usps.com</small>	
Postage \$	Postmark Here
Certified Fee	
Return Receipt Fee (Endorsement Required)	
Restricted Delivery Fee (Endorsement Required)	
Total Postage & Fees \$	
Sent To	Marilyn S. Castillo, M.S., B.S.N., R.N.
Street, Apt. No., or P.O. Box No.	Vocational Nursing Program
City, State, ZIP	Medical Career College 41300 Christy Street Fremont, CA 94538
PS Form 3811, August 2001 <span style="float: right;">See Reverse for Instructions</span>	

*sect  
3-10-10  
RR*

SENDER: COMPLETE THIS SECTION	COMPLETE THIS SECTION ON DELIVERY
<ul style="list-style-type: none"> <li>Complete items 1, 2, and 3. Also complete item 4 if Restricted Delivery is desired.</li> <li>Print your name and address on the reverse so that we can return the card to you.</li> <li>Attach this card to the back of the mailpiece, or on the front if space permits.</li> </ul>	<p>A. Signature <input type="checkbox"/> Agent <input checked="" type="checkbox"/> Addressee</p> <p>B. Received by (Printed Name) <input checked="" type="checkbox"/> C. Date of Delivery 3/15</p> <p>D. Is delivery address different from item 1? <input type="checkbox"/> Yes If YES, enter delivery address below: <input type="checkbox"/> No</p> <p style="font-size: 2em; font-family: cursive;">DELFIN TATAD</p>
<p>1. Article Addressed to:</p> <p>Marilyn S. Castillo, M.S., B.S.N., R.N. Vocational Nursing Program Medical Career College 41300 Christy Street Fremont, CA 94538</p>	<p>3. Service Type</p> <p><input type="checkbox"/> Certified Mail <input type="checkbox"/> Express Mail  <input type="checkbox"/> Registered <input type="checkbox"/> Return Receipt for Merchandise  <input type="checkbox"/> Insured Mail <input type="checkbox"/> C.O.D.</p> <p>4. Restricted Delivery? (Extra Fee) <input type="checkbox"/> Yes</p>
<p>2. Article Number (Transfer from service label)</p> <p>7009 2820 0001 7038 9981</p>	



# Agenda Item #14.4. Attachment D



STATE AND CONSUMER SERVICES AGENCY • GOVERNOR EDMUND G. BROWN JR.

**BOARD OF VOCATIONAL NURSING & PSYCHIATRIC TECHNICIANS**  
2535 Capitol Oaks Drive, Suite 205, Sacramento, CA 95833-2945  
Phone (916) 263-7800 Fax (916) 263-7855 Web [www.bvnpt.ca.gov](http://www.bvnpt.ca.gov)



**DATE:** February 9, 2011

**TO:** Board Members

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

**SUBJECT:** Medical Career College, Fremont, Vocational Nursing Program –  
Reconsideration of Provisional Accreditation; Request to Admit Students  
(Director: Marilyn Castillo, Fremont, Alameda County, Private)

On February 18, 2010, the Board placed Medical Career College, Fremont, Vocational Nursing Program on provisional accreditation for the two - year period from February 18, 2010, through February 17, 2012. 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."

The Board specified that Medical Career College Vocational Nursing Program must bring its licensure examination average annual pass rate to no more than ten (10) percentage points below the State annual average pass rate for four (4) consecutive quarters by February 17, 2011.

The following table shows the variance of the program's pass rates from the state average annual pass rates of first time graduates of accredited vocational nursing programs for the past thirteen (13) quarters. This data substantiates the program's continued noncompliance with Section 2530(I) of the Vocational Nursing Rules and Regulations.

NCLEX-PN Licensure Examination Pass Rates			
Quarter	State Average Annual Pass Rate	Program Average Annual Pass Rate	Variance from State Average Annual Pass Rate
Oct – Dec 2007	76%	35%	-41
Jan – Mar 2008	75%	36%	-39
Apr – Jun 2008	75%	35%	-40
Jul – Sep 2008	74%	33%	-41
Oct – Dec 2008	73%	33%	-40
Jan – Mar 2009	72%	0%	-72
Apr – Jun 2009	70%	29%	-41
Jul – Sep 2009	72%	37%	-35
Oct – Dec 2009	73%	37%	-36
Jan – Mar 2010	74%	33%	-41
Apr – Jun 2010	75%	40%	-35
Jul – Sep 2010	75%	42%	-33
Oct – Dec 2010	76%	39%	-37

The program requests approval to admit 15 students into a day class commencing March 7, 2011, and graduating March 22, 2012, to **replace** students scheduled to graduate February 10, 2011. Additionally, the program requests approval to admit 15 students into an evening class commencing March 7, 2012, graduating March 22, 2012, to **replace** students who graduated October 28, 2010.

### History of Prior Board Actions

- On May 12, 2006, the Executive Officer approved Medical Career College's request to begin a vocational nursing program with an initial class of 30 students on June 19, 2006 only, **and** approved the program curriculum for 1600 hours, including 630 theory, and 970 clinical hours.
- On July 10, 2007, the Executive Officer approved initial full accreditation for the Medical Career College Vocational Nursing Program for the period from July 10, 2007, through July 9, 2011, and issued a certificate accordingly; **and** approved the program's request to admit a full-time class of 30 students on August 20, 2007, only, to **replace** students graduating on August 8, 2007; **and** approved the program's request to admit a second full-time class of 30 students on October 1, 2007 only, with a projected graduation date of October 31, 2008.
- On February 27, 2008, the Executive Officer approved the program's request to admit 30 students on March 17, 2008, only, with an anticipated graduation date of May 8, 2009.
- On June 4, 2008, the Executive Officer approved the program's request to admit 30 students on July 14, 2008 only, with an anticipated graduation date of August 21, 2009.

- On October 8, 2008, the Executive Officer approved the program's request to admit 15 students on December 1, 2008 only, graduating January 29, 2010, to **replace** a full – time day class; **and** approved the program's request to admit 15 students on December 1, 2008 only, to **replace** a full-time evening class. Graduation of that class is scheduled for January 29, 2010.
- On November 13, 2008, the assigned consultant forwarded correspondence notifying the director that the program's average annual pass rate had fallen below 10 percentage points of the state average annual pass rate for the past four (4) consecutive quarters. The program was requested to submit a written plan for improving its NCLEX-PN® pass rates by December 13, 2008.

The director reported that the program requires completion of the ATI tool as part of the program's curriculum review and NCLEX-PN® preparation process. Additionally, the director noted that the program had hired consultants to work with faculty on professional development issues.

- On March 18, 2009, the assigned consultant forwarded correspondence notifying the director that the program's average annual pass rate had fallen below 10 percentage points of the state average annual pass rate for the past five (5) consecutive quarters. The director was requested to submit a copy of the program's detailed plan for improving the NCLEX-PN® pass rates, the date the plan was implemented, and the effectiveness of the employed interventions by April 2, 2009.

The director reported that the program received feedback that students were not following ATI requirements for completion of the Virtual ATI products that were added. The program switched to another review product offered by ATI, and students met with program consultants to review individualized reports regarding their progress. The program re-assigned faculty and hired an assistant director in an effort to strengthen student instruction.

- On April 21, 2009, the assigned consultant forwarded correspondence notifying the program director that the program's average annual pass rate had fallen below 10 percentage points of the state average annual pass rate for six (6) consecutive quarters. The program was requested to submit documentation verifying that the elements of the program's plan of correction had been implemented. The program was asked to send a full listing of student names, and specific documentation showing how each student met the admissions, screening and selection criteria for admission to the program by May 21, 2009. The program failed to submit the requested documentation.
- On July 15, 2009, the director reported, "As part of our plan of correction, we replaced Instructors, enhanced our curriculum and were working on creating an Admissions Committee and new policies to be submitted for approval. Once approved, we are looking forward to a more successful student population, and once

approved for our next class we plan on instituting and having an ongoing evaluation of improvement regarding our newly approved policies.”

- On July 16, 2009, the Board received correspondence from the director and evidence that all students meet the admissions, screening and selection criteria.
- On August 19, 2009, the assigned consultant forwarded correspondence notifying the program director that the program’s average annual pass rate had fallen below 10 percentage points of the state average annual pass rate for seven (7) consecutive quarters. The consultant requested submission of an analysis of the effects of the program improvement plan.
- On September 3, 2009, the Executive Officer denied the program’s request for admission of a class of 30 students on September 21, 2009, with a projected graduation date of November 30, 2010, to **replace** students that graduated on May 1, 2009. This denial is based upon the program’s annual pass rate of 29%.

The Executive Officer approved the program’s admission of a class of 15 students on September 21, 2009, only, with a projected graduation date of November 30, 2010, only, to **replace** students that graduated on May 1, 2009.

The Executive Officer denied the program’s request for admission of a class of 30 students on September 21, 2009, with a projected graduation date of November 30, 2010, to **replace** students that graduated on August 21, 2009. This denial is based upon an annual pass rate of 29%, and historical Executive Officer approval of class sizes of 15 students.

The Executive Officer approved the program’s admission of a class of 15 students on September 21, 2009, only, with a projected graduation date of November 30, 2010, only, to **replace** students that graduated on August 21, 2009.

- **On October 12, 2009, the Board approved a new program director.**
- On February 18, 2010, the Board placed Medical Career College, Fremont, Vocational Nursing Program on provisional accreditation for the two - year period from February 18, 2010, through February 17, 2012. The following corrections were required.
  1. The Medical 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 **February 17, 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. Current Student Enrollment.
  - b. Admission Criteria.
  - c. Screening and Selection Criteria.
  - d. Terminal Objectives.
  - e. Curriculum Objectives.
  - f. Instructional Plan.
  - g. Theory and Clinical Objectives for Each Course.
  - h. Lesson Plans for Each Course.
  - i. Textbooks.
  - j. Attendance Policy.
  - k. Remediation Policy.
  - l. Evaluations of Theory and Clinical Faculty.
  - m. Evaluations of Theory Presentations.
  - n. Evaluations of Clinical Rotations and Their Correlation to Theory Presentations.
  - o. Evaluation of Student Achievement.
3. The program must submit a follow-up report in ten (10) and twenty – two (22) months evaluating the effectiveness of any corrective actions taken by each element listed in number 2 above.
  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.
- On March 10, 2010, the Board forwarded correspondence to the program per certified and regular mail delineating actions taken by the Board relative to the program's placement on provisional accreditation.
  - **On March 30, 2010, a new program director was approved.**
  - On June 26, 2010, the Executive Officer deferred action on the program's request to admit students to the Board for consideration at the September 16, 2010 meeting. This decision was based on the program's pass rate statistics. The consultant notified the director of the decision per telephone.
  - September 1, .2010, the Executive Officer approved Medical Career College Vocational Nursing Program's request to admit a full – time day class of 15 students on September 27, 2010 only, with a projected graduation date of November 18, 2011, to **replace** full – time day students who graduated February 11, 2010; **and** approved the program's request to admit a full – time evening class of 15 students on September 27, 2010 only, with a projected graduation date of November 18, 2011, to **replace** full – time evening students who graduated February 11, 2010; **and** required the program to obtain Board approval prior to the admission of each class.
  - On November 5, 2010, the Board received program correspondence requesting approval to admit a day and evening class.

- On December 13, 2010, the Board received electronic correspondence from the program director titled, "*Program Response to Provisional Accreditation.*"
- On December 13, 2010, the assigned consultant forwarded correspondence advising the director that the submitted "*Program Response to Provisional Accreditation,*" did not fully comply with the Board's decisions of February 18, 2010. The program was requested to submit all required documents by December 24, 2010.
- On December 23, 2010, the Board received the director's electronic correspondence and revised "*Program Response to Provisional Accreditation.*"
- January 13, 2011, the Supervising Nursing Education Consultant sent correspondence to the director requesting the submission of documents for Board presentation.
- On January 24, 2011, copies of the program's report were received for dissemination to Board members.

### **Enrollment**

The program offers full – time day and evening classes that are 53 weeks in length. Board approval is required prior to the admission of each class. 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 59** students during the period **December 2008 through March 2011.**

<b>ENROLLMENT DATA</b>				
<b>CLASS DATES</b>		<b>#Students Admitted</b>	<b>#Students Current or Completed</b>	<b>Total Enrolled</b>
<b>Start</b>	<b>Complete</b>			
12/08 AM		14	14	<b>14</b>
12/08 PM		15	15	<b>14 + 15 = 29</b>
9/09 PM		15	15	<b>29 + 15 = 44</b>
1/10 AM		15	15	<b>44 + 15 = 59</b>
	2/10 (12/08 AM Class)		-14	<b>59 - 14 = 45</b>
	2/10 (12/08 PM Class)		-15	<b>45 - 15 = 30</b>
9/10 AM		11	10	<b>30 + 10 = 40</b>
9/10 PM		11	9	<b>40 + 9 = 49</b>
	10/10 (9/09 PM Class)		-15	<b>49 - 15 = 34</b>
	2/11 (1/10 AM Class)		-15	<b>34 - 15 = 19</b>
3/11 (Proposed AM)		15		<b>19 + 15 = 34</b>
3/11 Proposed PM)		15		<b>34 + 15 = 49</b>

### **Licensing Examination Statistics**

The following statistics, furnished by 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 2008 through December 2010, specify the pass percentage rates for graduates of Medical Career 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
Oct – Dec 2007	17	6	35%	76%	35%	76%
Jan - Mar 2008	5	2	40%	76%	36%	76%
Apr - Jun 2008	1	0	0%	70%	35%	75%
Jul - Sep 2008	1	0	0%	75%	33%	74%
Oct – Dec 2008	No Candidates Tested			73%	33%	73%
Jan – Mar 2009	No Candidates Tested			70%	0%	72%
Apr – Jun 2009	20	6	30%	71%	29%	70%
July - Sep 2009	31	13	42%	74%	37%	72%
Oct – Dec 2009	11	4	36%	76%	37%	73%
Jan – Mar 2010	10	1	10%	76%	33%	74%
Apr – Jun 2010	8	6	75%	74%	40%	75%
Jul – Sep 2010	14	7	50%	76%	42%	75%
Oct – Dec 2010	4	0	0%	77%	39%	76%

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 (October – December 2010), the program's average annual pass rate is 39%. 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 76%. The pass rate for the Medical Career College Vocational Nursing Program is 37 percentage points **below** 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 program's Board - approved faculty totals seven (7), including the program director. The director has 100% administrative duties. Of the total faculty, six (6) are approved to teach in the clinical area.

Based on a maximum enrollment of 59 students, four (4) instructors are needed. Therefore, the number of 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’s clinical facilities 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**

As noted previously, the Board placed the Medical Career College Vocational Nursing Program on provisional accreditation on **February 18, 2010**, due to the performance of program graduates on the NCLEX-PN®. **At that time, the program had an average annual pass rate of 37%**. Further, the program average annual pass rate had been more than ten (10) percentage points below the state average annual pass rate for eight (8) consecutive quarters. As such, the program was noncompliant with section 2530 (I) of the Vocational Nursing Rules and Regulations.

On March 10, 2010, the assigned consultant forwarded correspondence per certified and regular mail notifying the program of the Board’s action placing the program on provisional accreditation. (See Attachment A) **On March 30, 2010, a new program director was approved.**

On April 5, 2010, the Board received correspondence from the director requesting approval to admit two (2) classes. The assigned consultant discussed the director’s request and strongly recommended the director implement strategies to achieve sustained improvement in student achievement.

On June 26, 2010, the Executive Officer deferred a decision on the program’s request to admit students to the Board for consideration at the September 16, 2010 meeting. This decision was based on the program’s pass rate statistics. The consultant notified the director of the decision.

For the period **January – March 2010**, the program’s average **quarterly** pass rate was **10%**; the program’s average **annual** pass rate was **33%**. The California average annual pass rate for graduates from accredited vocational nursing programs completing the NCLEX-PN® for the first time during the same period was 74%. Therefore, the program’s average annual pass rate was **41 percentage points below** the state average annual pass rate.

For the period **April – June 2010**, the program's average **quarterly** pass rate improved to **75%**; the average **annual** pass rate improved to **40%**. The California average annual pass rate for graduates from accredited vocational nursing programs who completed the NCLEX-PN® for the first time during the same period was 75%. Therefore, the program's average annual pass rate was **35 percentage points below** the state average annual pass rate.

On September 1, 2010, the Executive Officer approved the program's request to admit a full – time day class of 15 students and a full – time evening class of 15 students on September 27, 2010. This decision was based on the program's improved average quarterly and average annual pass rate statistics.

For the period **July – September 2010**, the program's average **quarterly** pass rate declined to **50%**; the average **annual** pass rate was **42%**. The California average annual pass rate for graduates from accredited vocational nursing programs who completed the NCLEX-PN® for the first time during the same period is 75%. Therefore, the program's average annual pass rate was **33 percentage points below** the state average annual pass rate.

On November 5, 2010, the Board received the program's request for approval to admit two (2) classes. Specifically, the program proposed the admission of a day class of 15 students and an evening class of 15 students, both classes to commence March 22, 2011. (See Attachment B)

On December 13, 2010, the Board received the program's electronic correspondence titled, "*Program Response to Provisional Accreditation.*" Upon analysis, the assigned consultant identified that the program's response was not fully compliant with the Board's decisions of February 18, 2010. Additional information was requested. (See Attachment C)

On December 23, 2010, the Board received the director's electronic correspondence and revised, "*Program Response to Provisional Accreditation.*" On January 24, 2011, copies of the program's report were received for dissemination to Board members. (See Attachment D)

As presented therein, the program reported implementation of the following interventions:

➤ **Revised Admission Criteria.**

As presented, the program's admission criteria were revised to require applicants to complete the Test of Essential Academic Skills (TEAS). Additionally, the director reported that applicants for admission must have completed two (2) prerequisite classes, such as Anatomy & Physiology and Medical Terminology.

➤ **Revised Instructional Plan.**

The director reported the following revisions in its instructional plan.

1. Improved correlation between presented theory and clinical instruction.
2. Revision of examinations to reflect the style and format of examination items on the NCLEX/PN®.
3. ATI and HESI Assessment Tests have been incorporated throughout the curriculum.
4. Increased emphasis placed on critical thinking.
5. Clinical simulation added to enhance theoretical presentation.

➤ **Identification of Students with Performance Deficits.**

The director reported that all students are assessed on a weekly basis to identify academic strengths and weaknesses. Additionally, the program reported its graduation criteria have been revised to require students to score 80% on a comprehensive exit examination.

➤ **Revised Attendance Policy.**

The director reported the following revisions in its Attendance Policy.

1. Students are required to contact instructors and establish a remediation plan for achievement of unmet objectives.
2. Students are required to participate in scheduled Skills Lab.

➤ **Revised Remediation Policy.**

The director reported revision of its Remediation Policy to require placement of students on academic probation for grades below 75%.

➤ **Adequacy of Instructional Methods and Materials.**

The program reports workshops and seminars have been conducted to improve the development of assigned faculty.

For the period **October – December 2010**, the program's average **quarterly** pass rate declined to **0%**; the average **annual** pass rate was **39%**. The California average annual pass rate for graduates from accredited vocational nursing programs who completed the NCLEX-PN® for the first time during the same period is 76%. Therefore, the program's average annual pass rate was **37 percentage points below** the state average annual pass rate.

In summary, the director has reported implementation of interventions to address students' deficiencies in knowledge and clinical performance. However, it must be noted that the program's pass rates do **not** evidence sustained improvement.

Specifically, program performance statistics evidence that the program's quarterly pass rate has been more than ten (10) percentage points below the State quarterly pass rate for twelve (12) of the thirteen (13) previous quarters. Further, the program's average annual pass rate has been more than ten (10) percentage points below the State average annual pass rate for thirteen (13) consecutive quarters.

On February 18, 2010, the Board placed the program on provisional accreditation from February 1, 2010 through September 30, 2012. The Board directed that the program shall bring its average annual pass rate to no more than ten (10) percentage points below the State annual average pass rate for four (4) consecutive quarters by February 17, 2011. At that time, the program's average annual pass rate was 37%.

The program has failed to bring its average annual pass rate to no more than ten (10) percentage points below the State annual average rate for four (4) consecutive quarters as required. Based on the most recent period (October – December 2010), the program's average annual pass rate pass is 39%. As such, the program's average annual pass rate is 37 percentage points **below** the state average annual pass rate.

**Recommendations:**

1. Approve the program's request to admit 15 students into a day class commencing March 7, 2011, and graduating March 22, 2012, to **replace** students scheduled to graduate February 10, 2011.
2. Approve the program's request to admit 15 students into an evening class commencing March 7, 2011, and graduating March 22, 2012, to **replace** students that graduated October 28, 2010.
3. Require the Medical Career College Vocational Nursing Program to bring its average annual pass rate to no more than ten (10) percentage points below the State annual average pass rate by **February 28, 2012**.
4. Require the program to admit no further students unless approved by the full Board.
5. Issue a Revised Notice of Noncompliance and Requirements for Correction to reflect:
  - a. Prior violations relative to the program's annual average pass rate on the National Council Licensure Examination for Practical/Vocational Nurses (NCLEX/PN<sup>®</sup>) shall be corrected by February 28, 2012; and
  - b. Compliance with all accreditation standards is required.
6. Schedule the program for reconsideration of provisional accreditation at the February 2012 Board meeting.

**Rationale:** As noted previously, the program was placed on provisional accreditation on February 18, 2010 through February 17, 2012, due to noncompliance with regulatory requirements relative to performance pass rates. Specifically, the program's average annual pass rates have been more

than ten (10) percentage points below the State **annual** pass rates for thirteen (13) consecutive quarters. The Board directed that the program shall bring its average annual pass rate to no more than ten (10) percentage points below the State annual average pass rate for four (4) consecutive quarters by February 17, 2011. At that time, the program's average annual pass rate was 37%.

The following table presents the program's pass rates since placement on provisional accreditation.

Reporting Period	Average Quarterly Pass Rates		Average Annual Pass Rates		Variance
	Program	State	Program	State	
Oct – Dec 2009	36%	76%	37%	73%	-36
Jan – Mar 2010	10%	76%	33%	74%	-41
Apr – Jun 2010	75%	74%	40%	75%	-35
Jul – Sep 2010	50%	76%	42%	75%	-33
Oct – Dec 2010	0%	77%	39%	76%	-37

Based on reported performance statistics, 122 Medical Career College Vocational Nursing Program graduates completed the NCLEX/PN<sup>®</sup> from October 2007 through December 2010. Of the total program graduates tested, 37% (45 graduates passed; 63% (73 graduates) failed the NCLEX/PN<sup>®</sup>.

During the past three (3) consecutive quarters, the program's average quarterly pass rates have varied. The average annual pass rates have also varied; however, it is noted that prior to the most recent quarter, the average annual pass rate improved progressively from 33% to 42%. Such improvement supports the recommendation to continue provisional accreditation through February 28, 2012.

- Attachment A: Notice of Change in Accreditation Status dated March 10, 2010.
- Attachment B: Program electronic correspondence dated November 4, 2010; received November 5, 2010.
- Attachment C: Attachment D: Board correspondence dated December 13, 2010.
- Attachment D: Program electronic correspondence received December 23, 2010, and January 24, 2011.
- Attachment E: Draft Notice of Change in Accreditation Status.



# Agenda Item #14.A.4. Attachment E



STATE AND CONSUMER SERVICES AGENCY • GOVERNOR EDMUND G. BROWN JR

**BOARD OF VOCATIONAL NURSING & PSYCHIATRIC TECHNICIANS**  
2535 Capitol Oaks Drive, Suite 205, Sacramento, CA 95833-2945  
Phone (916) 263-7800 Fax (916) 263-7859 Web [www.bvnpt.ca.gov](http://www.bvnpt.ca.gov)



## **CERTIFIED MAIL**

April 5, 2011

Marilyn S. Castillo, M.S., B.S.N., R.N.  
Director, Vocational Nursing Program  
Medical Career College  
41300 Christy Street  
Fremont, CA 94538

**Subject: Notice of Change in Accreditation Status**

Dear Ms. Castillo:

Pursuant to the action of the Board of Vocational Nursing and Psychiatric Technicians (Board) on February 25, 2011, the Medical Career College Vocational Nursing Program continues on provisional accreditation for the two – year period from February 18, 2010 through February 29, 2012. Please sign and return the enclosed "Acknowledgement of Change in Accreditation Status" form by **Friday, April 15, 2011**.

### **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."

**Notice of Change in Accreditation Status**

April 15, 2011

Page 2 of 4

The program pass rates of the Medical Career College Vocational Nursing Program for the past thirteen (13) quarters are set forth in the following table.

<b>NCLEX-PN® Licensure Examination Pass Rates</b>			
<b>Quarter</b>	<b>State Annual Average Pass Rate</b>	<b>Program Annual Average Pass Rate</b>	<b>Variance from State Annual Average Pass Rate</b>
Oct – Dec 2007	76%	35%	-41
Jan – Mar 2008	75%	36%	-39
Apr – Jun 2008	75%	35%	-40
Jul - Sep 2008	74%	33%	-41
Oct - Dec 2008	73%	33%	-40
Jan – Mar 2009	72%	0%	-72
Apr – Jun 2009	70%	29%	-41
Jul - Sep 2009	72%	37%	-35
Oct – Dec 2009	73%	37%	-36
Jan – Mar 2010	74%	33%	-41
Apr – Jun 2010	75%	40%	-35
Jun – Sep 2010	75%	42%	-33
Oct – Dec 2010	76%	39%	-37

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

**REQUIRED CORRECTION(S)**

1. The Medical Career College Vocational Nursing Program must bring its average annual pass rate on the National Council Licensure Examination for Practical/Vocational Nurses (NCLEX/PN®) to no more than ten (10) percentage points below the State annual average pass rate by **February 29, 2012**.
2. The program is approved to admit 15 students into a **day** class commencing March 7, 2011, and graduating March 22, 2012, to **replace** students scheduled to graduate February 10, 2011.
3. The program is approved to admit 15 students into an **evening** class commencing March 7, 2011, and graduating March 22, 2012, to **replace** students that graduated October 28, 2010.
4. The program must admit no additional students unless approved by the full Board.
5. The program must prepare and submit a written plan to improve its pass rates and make modifications to the plan as necessary based on the success or failure of the actions taken. Follow – up reports must be submitted in five (5) months, but no later than **July 1, 2011**, and ten (10) months, but no later than **December 1, 2011**. The reports must include a comprehensive analysis of the program, specific actions taken to

## Notice of Change in Accreditation Status

April 15, 2011

Page 3 of 4

improve program pass rates, timeline for implementation, and the effect of employed interventions. The following elements must be addressed in the analysis.

- a. Current Enrollment.
  - b. Admission Criteria.
  - c. Screening and Selection Criteria.
  - d. Terminal Objectives.
  - e. Curriculum Objectives.
  - f. Instructional Plan.
  - g. Theory and Clinical Objectives for Each Course.
  - h. Lesson Plans for Each Course.
  - i. Textbooks.
  - j. Attendance Policy.
  - k. Remediation Policy.
  - l. Evaluations of Theory and Clinical Faculty.
  - m. Evaluations of Theory Presentations.
  - n. Evaluations of Clinical Rotations and Their Correlation to Theory Presentations.
  - o. Evaluation of Student Achievement.
6. 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 2526.

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 2012** 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: **Prior Board approval is required for the admission of each class.**

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.

**Notice of Change in Accreditation Status**

April 15, 2011

Page 4 of 4

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](http://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

Enclosures

cc: Board Members



NEC

# Agenda Item #14.A.4. Attachment F



STATE AND COMMUNITY SERVICES AGENCY • GOVERNOR EDMOND G. BROWN, JR.  
**BOARD OF VOCATIONAL NURSING & PSYCHIATRIC TECHNICIANS**  
2535 Capitol Oaks Drive, Suite 205, Sacramento, CA 95833-2945  
Phone (916) 263-7800 Fax (916) 263-7859 Web www.bvnpt.ca.gov



*edee*  
BVNPT Received  
on 4-13-11 with KR

## Acknowledgement of Change in Accreditation Status

I, MARILYN CASTILLO, director of MEDICAL CAREER COLLEGE  
(Director's Name) Name of Program)

hereby acknowledge that this program's status has been changed from full accreditation to provisional accreditation. I understand that in accordance with Section 2526.1 (f) of the Vocational Nursing Rules and Regulations and Section 2581.1 (f) of the Psychiatric Technician Rules and Regulations, the Board will consider any advertisement of full accreditation while on provisional accreditation as "material misrepresentation of fact". "Material misrepresentation of fact" may lead to revocation of the program's accreditation. Further, I understand the program's provisional accreditation status will be reflected on the Board's internet website.

Please complete and return this form to the Board by April 15, 2011.

***I certify under penalty of perjury under the laws of the State of California that the foregoing is true and correct.***

*[Signature]*  
(Signature of Director)

4/7/2011  
(Date)



# Agenda Item #14.A.4. Attachment G



**Medical Career College**

BVNPT  
2011 DEC -2 PM 3:00

BVNPT Received *edu*  
on 12/5/11 with KR

November 30, 2011

Board of Vocational Nursing  
And Psychiatric Technicians  
2535 Capitol Oaks Drive, Suite 205  
Sacramento, CA. 95833-2945

Dear Ms. Anderson:

I would like to request your kind office for classes that will replace the morning class that will graduate on March 22, 2012 and an additional evening class with 15 students each class for the Vocational Nursing Program of Medical Career College in Fremont, California. The start date for both requested classes will be April 2, 2012 and will end April 22, 2013.

The clinical schedules are as follow:

Morning class of 15 students that started March 7, 2011 has Monday and Tuesday from 7:00 a.m. - 3:30 p.m. clinical schedule

Instructors: Rosita Betonio, R.N. (Main Clinical Instructor)  
Veronica Fuentes, R.N. (Substitute)

Clinical Sites: Windsor Country Drive Care Center, Fremont

All Saints Sub-Acute and Rehabilitation Center, San Leandro  
Kaiser Permanente Medical Office, Milpitas, CA  
The Learning Tree, Fremont  
Valley House Care Center, Santa Clara, CA.  
A Grace Sub Acute Rehabilitation Care Center, San Jose, CA  
Bay Point Health Care Center, Hayward, CA.

Evening Class of 15 students that started last July 18, 2011 has Monday and Tuesday from 3:00 p.m. - 11:30 p.m. clinical schedule

Instructors: Fred Cohen, L.V.N. (Main Clinical Instructor)  
Gloria Galindez, R.N. (Substitute)



## **Medical Career College**

Clinical Sites: Windsor Country Drive Care Center, Fremont  
Bay Point Health Care Center, Hayward, CA.  
All Saints Sub Acute and Rehabilitation Center, San Leandro  
Kaiser Permanente Medical Office, Milpitas, CA  
The Learning Tree, Fremont  
Valley House Care Center, Santa Clara, CA.  
A Grace Sub Acute Rehabilitation Center, San Jose, CA

The new morning class with start date of April 2, 2011 has a clinical schedule as follows:  
Tuesday and Wednesday 7:00a.m- 3:30p.m.

Instructors: Rosita Betonio, R.N. (Main Clinical Instructor)  
Veronica Fuentes, R.N. (Substitute)

Clinical Sites: Windsor Country Drive Care Center, Fremont  
Care Center of Rossmoor, Walnut Creek  
Bay Point Health Care Center, Hayward  
Kaiser Permanente Medical Office, Milpitas, CA  
The Learning Tree, Fremont  
Valley House Care Center, Santa Clara

The new evening class with start date of March 7, 2011 has a clinical schedule as follows:

Wednesday and Thursday 3:00 p.m. - 11:30p.m.

Instructors: Wilhelmina Barin, R.N. (Main Instructor)  
Josephine Germaine, R.N. (Substitute)

Clinical Sites: Windsor Country Drive Care Center, Fremont  
A Grace Sub Acute and Rehabilitation Center, San Jose, CA  
All Saints Sub Acute and Rehab. Center, San Leandro  
Bay Point Health Care Center, Hayward, CA.  
Kaiser Permanente Medical Office, Milpitas, CA  
The Learning Tree, Fremont



## **Medical Career College**

With regards to the school resources, MCC is able to provide ample comfortable space for classroom, library/conference room and skills lab with adequate equipment and supplies needed for students to use.

MEDICAL CAREER COLLEGE is at 41300 Christy St. on a 9,449 sq. ft. space building. The school has different rooms for the purpose of providing a better atmosphere for learning. It has 2 large classrooms and 1 large skills lab (6 bed capacity) for VN Program. Other rooms include library/conference, computer lab, faculty room, Director's office, classrooms for CNA's, Hemodialysis Technicians and a separate skills lab for those programs. There is also a storage room, printer room, break room and 2 large bathrooms. With regards to access to transportation, there are two bus stops right in front of the school coming from the Bart Station.

Thank you for your kind consideration regarding this matter.

Sincerely,

Marilyn Castillo, R.N., B.S.N.  
Director of VN Program





Please complete the following **Enrollment Data Table** for all **currently enrolled** classes and for those classes that are **proposed**.

School Name: Medical Career College

ENROLLMENT DATA			
CLASS DATES		#Students Admitted at time of class start	#Students who are still in the class
Date class started or will start	Date class will Complete		
03/07/2011	03/22/2012	10	10
07/18/2012	08/14/2012	13	13
04/02/2012	04/18/2012	-	-
04/02/2012	04/18/2012	-	-

Signature:  , RN

Date: 11/30/11



**Maternity and Pediatric Tracking Form**

**Medical Career College**

The purpose of this form is to delineate the program's presentation of theory instruction and clinical experience in Maternity Nursing and Pediatric Nursing to enrolled students and to ensure that every student receives the number of hours of theory instruction and clinical training consistent with the Board - approved curriculum.

List each student assignment for Maternity Nursing and Pediatric Nursing. Include both theory instruction and clinical experience, according to the program's instructional plan. Fill in the corresponding week of theory instruction and clinical experience from the program's instructional plan (IP). Modify the form as needed to show the number of students you are requesting and the number of weeks in your terms.

Students	IP Wk #1Tue -Wed	IP Wk #1Thu -Fri	IP Wk #2Tue -Wed	IP Wk #2Thu -Fri	IP Wk #3Tue -Wed	IP Wk #3Thu -Fri	IP Wk #4Tue -Wed	IP Wk #4Thu -Fri	IP Wk #5Tue -Wed	IP Wk #5Thu -Fri	IP Wk #6Tue -Wed	IP Wk #6Thu -Fri
1.	C-OB	T-OB	C-OB	T-OB	C-OB	T-OB	C-Pedi	T-Pedi	C-Pedi	T-Pedi	C-Pedi	T-Pedi
2.	C-OB	T-OB	C-OB	T-OB	C-OB	T-OB	C-Pedi	T-Pedi	C-Pedi	T-Pedi	C-Pedi	T-Pedi
3.	C-OB	T-OB	C-OB	T-OB	C-OB	T-OB	C-Pedi	T-Pedi	C-Pedi	T-Pedi	C-Pedi	T-Pedi
4.	C-OB	T-OB	C-OB	T-OB	C-OB	T-OB	C-Pedi	T-Pedi	C-Pedi	T-Pedi	C-Pedi	T-Pedi
5.	C-OB	T-OB	C-OB	T-OB	C-OB	T-OB	C-Pedi	T-Pedi	C-Pedi	T-Pedi	C-Pedi	T-Pedi
6.	C-OB	T-OB	C-OB	T-OB	C-OB	T-OB	C-Pedi	T-Pedi	C-Pedi	T-Pedi	C-Pedi	T-Pedi
7.	C-OB	T-OB	C-OB	T-OB	C-OB	T-OB	C-Pedi	T-Pedi	C-Pedi	T-Pedi	C-Pedi	T-Pedi
8.	C-OB	T-OB	C-OB	T-OB	C-OB	T-OB	C-Pedi	T-Pedi	C-Pedi	T-Pedi	C-Pedi	T-Pedi
9.	C-OB	T-OB	C-OB	T-OB	C-OB	T-OB	C-Pedi	T-Pedi	C-Pedi	T-Pedi	C-Pedi	T-Pedi
10.	C-OB	T-OB	C-OB	T-OB	C-OB	T-OB	C-Pedi	T-Pedi	C-Pedi	T-Pedi	C-Pedi	T-Pedi
11.	C-OB	T-OB	C-OB	T-OB	C-OB	T-OB	C-Pedi	T-Pedi	C-Pedi	T-Pedi	C-Pedi	T-Pedi
12.	C-OB	T-OB	C-OB	T-OB	C-OB	T-OB	C-Pedi	T-Pedi	C-Pedi	T-Pedi	C-Pedi	T-Pedi
13.	C-OB	T-OB	C-OB	T-OB	C-OB	T-OB	C-Pedi	T-Pedi	C-Pedi	T-Pedi	C-Pedi	T-Pedi
14.	C-OB	T-OB	C-OB	T-OB	C-OB	T-OB	C-Pedi	T-Pedi	C-Pedi	T-Pedi	C-Pedi	T-Pedi
15.	C-OB	T-OB	C-OB	T-OB	C-OB	T-OB	C-Pedi	T-Pedi	C-Pedi	T-Pedi	C-Pedi	T-Pedi

C- Clinical 8 hours a day of instruction plus 2 hours preparation  
T- Theory 6 hours a day of instruction



## Medical Career College

### Program Response to Provisional Accreditation

The purpose of this report is to present the ongoing activities of Medical Career College (MCC) to the Board of Vocational Nursing and Psychiatric Technician to improve the pass rate for the NCLEX PN examination in fulfillment of the requirements in accreditation.

The LVN Program was initiated by MCC in 2006. On February 28, 2010, the school was placed on a provisional accreditation based on the poor pass rate and ordered that the program's pass rate should be improved to no more than ten (10) percentages below the State annual average pass rate. Here is a report of the pass rate from 2007-2011:

The pass rate of the school for the quarters of 2007-2011 is as follows:

DATE	State Annual Average Pass Rate	Program Annual Pass Rate
July-Sept 2007	76%	35%
Oct-Dec 2007	76%	36%
Jan –March 2008	75%	33%
April-June 2008	74%	33%
July –Sept. 2008	74%	29%
Oct-Dec 2008	73%	47%
Jan-Mar 2009	72%	29%
Apr – Jun 2009	70%	35%
July –Sept. 2009	72%	41%
Oct-Dec 2009	73%	40%
Feb 2010		0%
Oct 2010		66.67%
Feb 2011		100%



## **Medical Career College**

Based on the two previous quarter results, the College has scored below 10% of the State Annual average pass rate. The College continues in implementing the plan that was submitted in the previous report.

**A.** Curriculum review and revision with emphasis on student outcomes utilizing both direct and indirect measurements.

1. Direct Indicators of Learning:

a. Case Studies and care plans (done individually and as a group) The students' case studies and care plans provide direct evidence of what students know and can do and their level of competence for identified learning. The study/plan encompasses most or all the Student Learning Outcomes) of the course. Feedback from faculty enhanced the learning and makes it interactive. At the end of the course, the Director of the Program and the rest of the faculty staff do a critique and check the alignment with the Program Learning Outcomes.

**Sample of Daily Schedule in School:**

1. Lectures per Syllabus Schedule on Wed and Thursday (class has clinical training on Monday and Tuesday with Ms. Rosita Betonio)
2. Discussion with class with questions and answers
3. Give examples with patients in hospital clinical training and/or real life experiences
4. Class Activities such as flashcards, nursing jeopardy game, group class activities...
5. Give Handouts to class for class activity and/or Homework assignments
6. Review with class from Sandra Smith's NCLEX Book in regards to what had been covered so far in lectures/syllabus schedules
7. Give class Books pages numbers from both Fundamentals Book and Med Surgical Book, also refer to Med Math/Pharmacology books
8. Class is beginning ATI practice tests with Ms. Marilyn on Fundamentals
9. Weekly Quizzes/tests and Midterm and Final in end of term
10. Correct weekly quizzes
11. Skills Lab practice when there is time after lectures...Students are also learning and practicing nursing skills in clinical training
12. Daily Lesson Plans and class students objectives for Lectures

**Teach Class Study Skills:**

1. Attend class daily and no absences and no tardiness or leaving early if possible
2. Study every single day at home or library for at least one hour or 2 hours is better consistently
3. Use Flashcards and handouts and do homework assignments
4. Read the Books every day from both Med Surgical and Fundamentals book in addition to Lecture notes in class
5. Study groups with classmates one day per week or as much as possible and quiz each other
6. Whatever you do not understand, you will need to read the books and lectures notes and ask questions from teacher, classmates...
7. Be positive and you will learn!



## **Medical Career College**

8. Take care of yourself and eat nutritiously and sleep well and reduce stress and take a time off break or flexible work schedules sometimes
9. Study in an environment that is conducive to learning such as MCC school classroom or library or close the door at home and wear ear plugs...and study in a group with classmates on some days too
10. Support and help each other in class
11. Practice nursing skills in clinical training and at home for example vital signs, ADLs (activities of daily living)

Example of Nursing Care Plan for a patient with TIA- CVA (Transient Ischemic Attack or Cerebrovascular Accident)

Pathophysiology:

A stroke is also called a CVA which is the rapidly developing loss of brain functions due to disturbance in the blood supply to the brain, caused by a blocked or burst of a blood vessel. This can be due to ischemia lack of glucose and oxygen supply caused by a thrombosis or embolism or due to a hemorrhage. As a result, the affected area of the brain is unable to function, leading to inability to move one or more limbs on one side of the body, inability to understand or formulate speech, or inability to see on one side of the visual field.

The underlying cause of a TIA often is a buildup of cholesterol-containing fatty deposits called plaques (atherosclerosis) in an artery or one of its branches that supply oxygen and nutrients to the brain. Plaques can decrease blood flow thru an artery or lead to a clot which can come from another part of the body or from the heart and goes to the brain.

Risk factors include family history, being over 55 years old, being a man, being African American, high blood pressure, CV disease, PAD, smoking, inactivity, diabetes, poor nutrition, high cholesterol, obesity, drinking alcohol, use of birth control pills.

Signs and symptoms: sudden weakness, numbness or paralysis on face or arm or leg, one side of body, slurred speech, sudden blindness, dizziness

Medications- anti-platelets like Aspirin or Plavix, Aggrenox, Ticlid

Anticoagulants like Heparin or Coumadin and Lipitor to reduce cholesterol

Surgery- angioplasty and stent put in heart (cardiac catheter)

Diagnostic Test- CT Scan of head and EKG of heart

Laboratory testing- CBC with Diff, Chemistry panel, urinalysis

Dietary- low sodium diet and low fat and low cholesterol diet

Routine Nursing Activities:

Assess Vital signs, oxygen sat rate, pain level, responsive or not,

Evaluate level of consciousness , Assess Neurological status including check pupils, arm and leg strengths, assess speech, notify MD for any abnormalities, labs ordered per MD, monitor alarms, assist patient with ADLs, follow diet ordered, exercise ordered that pt can tolerate, meds ordered, assess any abnormal signs and symptoms and report to MD immediately in case of recurrence of CVA-TIA

Priority Assessments:

Assess Vital signs, pulse oxygen rate, pain levels, assess heart and lungs sounds, assess peripheral pulses



## **Medical Career College**

Assessing Cardiac function and respiratory systems- possibility of respiratory distress due to cerebral event

Assess Neurological status decreased LOC and peripheral neurological function and strength of arms and legs, check pupils PERLA...

Assess skin integrity due to reduced mobility

ADLs assist or total patient care

Psychosocial support for patient

Nursing Diagnosis:

Risk for injury related to reduce neurological function as evidenced by several transient ischemic attack episodes with the last week.

Rationale: reduction in neurological function could put the patient at risk for falls and other potential hazards.

Nursing Interventions:

The nurse does frequent assessments of LOC and Vital signs and oxygen sat rate as well as Neurological function. The nurse will report any changes or abnormalities to the MD.

In addition, the nurse will assess the cardiac function such as apical pulse and heart sounds, lung sounds and monitor any abnormalities and report to MD.

Expected Outcomes:

The patient will be monitored to prevent falls and potentially hazardous situations during ADLs and every shift daily.

The patient will be monitored closely for reduced LOC every shift and as needed daily.

Other Nursing Diagnoses could be: Self Care Deficit, Impaired Physical Mobility, Impaired Memory, Activity Intolerance, Social Isolation, Impaired Swallowing, Impaired Transfer Mobility, Disturbed Thought Processes, Risk for Trauma, Risk for Injury, Impaired Verbal Communication...In Clinical Practice and in reality, a patient will have multiple medical problems and also multiple nursing diagnoses in the care plan.

### **Class Activity and Homework Assignment**

Reference books from Fundamentals Book and Med Surgical Books and Med Math/Pharmacology books:

1. Review Anatomy and Physiology on Respiratory System and explain it.
2. Develop a Nursing Care Plan for a patient with Pneumonia in regards to medical diagnosis (pathophysiology) explanation, nursing (physical assessments), diet/nutrition ordered, medications, lab and diagnostic testing, Nursing interventions and Nursing activities and outcome/evaluation desired for patient. Also, include Nursing Diagnosis ( list in back of Medical Surgical book and sample care plans in books ) (\*\*\*) think of Nursing Process steps (\*\*\*)
3. Develop a Care Plan for a patient with COPD (Chronic Obstructive Pulmonary Disease)  
MCC Class Activity and Homework by Veronica Fuentes, RN, MSN
  1. Explain the anatomy and physiology of Cardiovascular System
  2. Develop a Nursing Care Plan for a patient with Congestive Heart Failure
  3. Develop a Nursing Care Plan for a patient with Anemia
  4. Develop a Nursing Care Plan for a patient with MI (Myocardial Infarction)



## **Medical Career College**

### MCC Class Activity and Homework

1. Explain the anatomy and physiology of Gastrointestinal System
2. Develop a Nursing Care Plan for a patient with GERD ( Gastro-esophageal Reflux Disease)
3. Develop a Nursing Care Plan for a patient with Constipation/Fecal Impaction

### MCC Class Activity and Homework by Veronica Fuentes

1. Explain the anatomy and physiology for Neurological System
2. Develop a Nursing Care Plan for a patient with CVA- Stroke
3. Develop a Nursing Care Plan for a patient with a Seizure Disorder

### MCC Class Activity and Homework by Veronica Fuentes

1. Explain the anatomy and physiology of Musculoskeletal System
2. Develop a Nursing Care Plan for a patient

### MCC Class Activity and Homework

1. Explain the psychological components in physical illness and the stress and adjustment process...
2. Develop a Nursing Care Plan for a patient with a psychological disorder such as clinical depression or bipolar disorder or schizophrenia

### MCC Class Activity and Homework by Veronica Fuentes

#### Endocrine

#### Diabetes Mellitus

#### Thyroid Disorder- hyperthyroid and/or hypothyroidism

### MCC class Activity and Homework by Veronica Fuentes

1. Explain the anatomy and physiology of Urinary System- GU system
2. Develop a Nursing Care Plan for a patient with UTI
3. Develop a Care Plan for a patient with Renal Failure

### MCC Class Activity and Homework by Veronica Fuentes

1. Explain the anatomy and physiology of Integumentary System- skin, nails, hair
2. Develop a Care Plan for a patient with

### MCC Class Handout and Homework by Veronica Fuentes

1. Explain the body systems changes that occur for the elderly patients, Geriatrics.
2. Develop a Care Plan for an Elderly patient

The case studies and the care plans both at the theory and clinical level are tied up with the student learning outcomes/course. Correlation with the NCLEX plan is included.

b. Faculty Course Evaluation, done at the end of each course, it is a summative assessment for each course by the faculty who taught the course. Faculty also has to submit a course evaluation. Improvements for the course are suggested and the program director reviews them.



# Medical Career College

## Evaluations of Clinical Rotations and Their Correlation to Theory Presentation

Please respond to the following items by selecting the appropriate response:

SD – Strongly Disagree; D- Disagree; N- Neutral; A- Agree; SA- Strongly Agree; and NA- Not Applicable

For those items that you disagree or strongly disagree with, briefly discuss your reasons in the comments section.

		SD	D	N	A	SA	NA
1.	The clinical experiences in the agency are appropriate for meeting clinical objectives						
2.	Staff are accepting of clinical goals and student learning experiences						
3.	There are adequate numbers of role models in the clinical agency available for students						
4.	Facility personnel interact effectively with students and faculty						
5.	Delivery of care provided in the clinical agency of quality						
6.	The nursing process is used in the facility						
7.	Documentation procedure is adequate to meet student's learning needs						
8.	Case management is used effectively in the agency						
9.	Discharge planning is adequate to meet client needs						
10.	The patient population is adequate to meet clinical objectives						
11.	The patient population provides opportunities for students to develop needed skills						
12.	The patient population is appropriate for the level of students						
13.	The agency provides adequate parking spaces						
14.	The philosophy of the agency is consistent with professional practice expectations						
15.	Policies are realistic and clearly communicated						
16.	The orientation to the clinical facility by agency staff is appropriate and comprehensive						
17.	The clinical learning opportunities presented by this agency are consistent with the objectives of Medical Career College						

Comments:

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# Medical Career College

## Evaluations of Theory Presentation

	Excellent	Very Good	Good	Poor
Training program				
Theory classroom				
Objectives explained				
• Topics taught clearly				
• Instruction easily understood				
Laboratory skills room				
• Equipment				
• Clinical training facility				
Receptiveness of Staff				
Clinical Objectives met				
Overall rating of college/ agency				

Comments:

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Program Term:     Basic     Intermediate     Advanced

Student's Name: \_\_\_\_\_

Student's Signature: \_\_\_\_\_

Date: \_\_\_\_\_



## **Medical Career College**

### **2. Indirect Indicators of Learning**

- a. Peer review of the program by external reviewer. Assessing course delivery and the effectiveness of faculty is a useful way of analyzing whether student achievement correlates appropriately with program objectives. The College is planning the use of skilled external reviewers who will be instrumental in identifying program strengths and weaknesses. Students will also be individually assessed prior to NCLEX and problematic issues will be strengthened through a remediation process in relation to the NCLEX examination plan. (See Attachment Appendix A)

The College has not invited the external reviewer due to the fact that the focus is still on the implementation of the changes and its effect on the pass rate and rigor of the program. An external review of the program will be done at the end of this quarter. A remediation plan has been in place for students whose GPA's and performance in class are not at par with the standards. Other interventions done by the faculty are attached. (Appendix B –Structuring Success; Appendix C-Strategies for Effective Testing)

### **B. Facility Development**

The study area has been further enhanced and the ratio of computers to students is 1 is to 5. Acclimatization to the NCLEX environment by examination simulation is continued.

### **C. Faculty/Staff Development**

The present faculty of the program have extensive years of experience in the program of study. Utilizing visual, auditory and kinesthetic learning styles and the small number of students in the classroom, mentoring is excellent. The faculty is constantly having regular conferences in student learning and cross training and exchanges among themselves are constantly occurring. Every faculty has a performance improvement plan that the program director discusses with them. Yearly faculty audits and documentation of the process have started. Using the result of the student surveys, the feedbacks are to improve, correct and in the active learning process. The Director of the program is daily monitoring and share the weekly observations with the instructors. The culture of mentoring and teaching has been established.



## Medical Career College

### F. Current Student Enrollment

ENROLLMENT DATA			
CLASS DATES		#Student Admitted At Time of class start	#Students who are still in the class
Date class Started or will start	Date class will Complete		
03/07/2011	03/22/2012	10	10
07/18/2012	08/14/2012	13	13
04/02/2012	04/18/2012	-	-
04/02/2012	04/18/2012	-	-

### G. Other Plans :Program Review

The program review of the LVN program will commence on the first quarter of 2012. The following areas will be studied and addressed:

1. Introduction and Overview of the Program
2. Mission and Goals of the Program
3. Alignment of all outcomes
4. Reflection on any changes
5. Effectiveness of the Instructional Program
6. Effectiveness of the teaching and learning
7. Recruitment, retention and student services
8. Financial/Budgetary
9. Faculty and Staff
10. Space Allocation
11. Technology and Information Literacy
12. Other Issues

#### Summary:

The ultimate test of the strategies implemented by the College will be the employability and quality of care the graduates will give to the community. The administration, faculty, and staff of the entire College are committed to pursuing the mission and goals of the College.



# Medical Career College

## Appendix A:

# Strategic Plan for Success

Date:	
Student:	Faculty:
Beginning Date of Remediation:	Ending Date of Remediation Plan:
Brief Description of the problem(s):	
Nature of the Problem	Supportive Evidence of the Problem
Absenteeism                      Tardiness	
Exam Failure                      Learning Style Inventory	
Unprepared for Clinical: <ul style="list-style-type: none"> <li>• Unsatisfactory Plan of Client Care</li> <li>• Did not research client problems/diagnoses, lab values, medications, potential complications, etc.</li> </ul>	
Unsafe Clinical Practice: <ul style="list-style-type: none"> <li>• Did not demonstrate mastery of basic skills</li> <li>• Unable to calculate medication dosages, IV rates, heparin drips, etc.</li> <li>• Unable to communicate clearly</li> <li>• Others</li> </ul>	
Noncompliance with dress code	
Did not follow through on faculty recommendations for remediation	



# Medical Career College

<p>Lacking in professional demeanor:</p> <ul style="list-style-type: none"><li>▪ Does not relate effectively with faculty, staff, clients, and peers</li><li>▪ Violated client confidentiality</li><li>▪ Does not communicate truthfully/honestly with faculty and staff</li><li>▪ Demonstrates irresponsible behavior by:</li> <li>▪ Does not follow faculty directions / instructions</li><li>▪ Other:</li></ul>	
--	--

Written Work Deficit
----------------------

Other:
--------

<b>Recommendations for overcoming the problem (s):</b> (check all that apply)
--

Improve academic/clinical preparation
---------------------------------------

Seek counseling for personal and/or academic concerns
---

Reduce outside work hours if possible/prioritize school work
--

Must practice in nursing skills lab with faculty (specific arrangements documented below)
---



# Medical Career College

<b>Remediation Limitations/Obligation:</b> (check all that apply)	
May not be late for or absent from clinical	
Must meet with faculty on a _____ (frequency) basis	
Must be present in proper attire with appropriate equipment	
Must visit the Writing Center and produce a satisfactory written assignment	
Other:	
<b>Specific Remediation Plan Components (not addressed above):</b>	
<b>Possible Consequences:</b>	All Remediation Plans are in force for the entire specific nursing program.
Course Withdrawal	
Course Failure	
<b>Signatures:</b>	
After the development of the action plan or learning contract (circle one), the instructor(s) and student will sign below:	
Signed (Student)	Date
Signed (Faculty)	Date
Signed (Faculty)	Date
Signed (Assistant Director)	Date

### Faculty Notes on Student's Progress:

When a Remediation Plan is instituted, the student and faculty will meet to evaluate progress

Date:	Comments:	Student Initials	Instructor Initials

### Outcomes:

Date of Evaluation Conferences


Course Withdrawal  
Course Failure



# Medical Career College

<b>Signatures:</b>	
After the evaluation of the action plan or learning contract, the instructor(s) and student will sign below:	
Signed (Student)	Date
Signed (Faculty)	Date
Signed (Faculty)	Date
Signed (Assistant Director)	Date



# Medical Career College

## Appendix B:

### STRUCTURING SUCCESS

Kindly answer the following questions.....your cooperation will be most appreciated and it will help the instructor to help you learn.

1. Please do not get caught up in competing with other students for the “highest grade” or for other reasons....I want you to become interested in **LEARNING** about **NURSING** and how I can help to spark your interest in this most wonderful field.
2. I think you will find that as future nurses you are going to be involved in so many situations that require you to **ANALYZE** what is going on, find what is best to do accordingly to **NURSING STANDARDS** and make decisions that affect both you and your patient. These are the challenges that await you.
3. I will be working with each of you individually as well as a “Class”. I will try to meet your **INDIVIDUAL NEEDS** as best as I can. After all, I realize we all have different backgrounds and needs.
4. I will challenge you but I will support you and will inform you of your individual progress.
5. Test scores have a place but I do not judge a student based solely on test scores. But I will hold you to high standards. The other standards are: classroom participation, completion of homework and research projects in a professional, neat and timely manner, clinical knowledge and the spirit of your patient care, and lastly is how you interact with your peers, staff and patients.

Please answer the following:

1. What do you as a student expect from the school and from me as your instructor in order to learn nursing? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
2. What can I do to help motivate, guide and assist you during your time here at Medical Career College? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_



**Appendix C:**

**Strategies for Effective Testing**

<b>ERROR CATEGORIES</b>	Test 1	Test 2	Test 3	Test 4	N	N	<b>ERROR CATEGORIES</b>	Test 1	Test 2	Test 3	Test 4	Items Wrong per Error Category
1. Did not recognize or remember subject matter							8. Read into question					
2. Did not understand subject matter							9. Used incorrect rationale for selecting answer					
3. Did not recognize item idea							10. Changed the answer					
4. Did not recognize principle or rationale for correct answer							11. Other					
5. Missed key word							<b>TOTAL ITEMS WRONG /TEST</b>					
6. Did not read all distractors carefully												
7. Did not understand question												

**Test Strategies**

**Identify the KEY CONCEPT**






# Agenda Item #14.A.4. Attachment H



STATE AND CONSUMER SERVICES AGENCY • GOVERNOR EDMUND G. BROWN JR.

**BOARD OF VOCATIONAL NURSING & PSYCHIATRIC TECHNICIANS**  
2535 Capitol Oaks Drive, Suite 205, Sacramento, CA 95833-2945  
Phone (916) 263-7800 Fax (916) 263-7859 Web [www.bvnpt.ca.gov](http://www.bvnpt.ca.gov)



January 23, 2012

Marilyn Castillo, B.S.N., R.N.  
Director, Vocational Nursing Program  
Medical Career College  
41300 Christy Street  
Fremont, CA 94538

**Subject: Reconsideration of Provisional Accreditation; Request to Admit Students**

Dear Ms. Castillo:

The Board of Vocational Nursing and Psychiatric Technicians (Board) is scheduled to reconsider the provisional accreditation of the **Medical Career College Vocational Nursing Program** on February 24, 2012. Additionally, the Board will consider your request to admit students.

On December 2, 2011, the Board received your correspondence and follow – up report relative to the program's status. To ensure dissemination to individual Board members and relevant staff for timely consideration at the February 24, 2012 Board Meeting, please submit:

- Fifteen (15) copies of pertinent documents that you desire Board members to consider. Please remember existing statutes require that any document considered by the Board will become a public record. Accordingly, **please redact all names of students.**
- In addition, please provide information on a compact disc (CD) for Board use. Again, please remember to redact any student names prior to copying information onto the CD.

To ensure dissemination and review by Board Members prior to the meeting, the deadline for submission of the requested documents and the CD is **Monday, January 30, 2012.**

Although the primary purpose of this letter is to convey the Board's need for the copies, please be assured that, if timely submitted, any correspondence and attachments will be reviewed and, if appropriate, information submitted may be included in the report of the assigned consultant.

Please do not hesitate to contact the Board at (916) 263-7843 should you have questions.

Sincerely,

**CHERYL C. ANDERSON, M.S., R.N.**  
Supervising Nursing Education Consultant



# Agenda Item #14.A.4. Attachment I

## Medical Career College



*W. Lee*  
 BVNPT Received  
 on 1-27-12 with KR

BVNPT

### Program Response to Provisional Accreditation

2012 JAN 27 PM 1:22

The purpose of this report is to present the ongoing activities of Medical Career College (MCC) to the Board of Vocational Nursing and Psychiatric Technician to improve the pass rate for the NCLEX PN examination in fulfillment of the requirements in accreditation.

The LVN Program was initiated by MCC in 2006. On February 28, 2010, the school was placed on a provisional accreditation based on the poor pass rate and ordered that the program's pass rate should be improved to no more than ten (10) percentages below the State annual average pass rate. Here is a report of the pass rate from 2007-2011:

The pass rate of the school for the quarters of 2007-2011 is as follows:

DATE	State Annual Average Pass Rate	Program Annual Pass Rate
July-Sept 2007	76%	35%
Oct-Dec 2007	76%	36%
Jan -March 2008	75%	33%
April-June 2008	74%	33%
July -Sept. 2008	74%	29%
Oct-Dec 2008	73%	47%
Jan-Mar 2009	72%	29%
Apr - Jun 2009	70%	35%
July -Sept. 2009	72%	41%
Oct-Dec 2009	73%	40%
Feb 2010		0%
Oct 2010		66.67%
Feb 2011		100%



## **Medical Career College**

8. Take care of yourself and eat nutritiously and sleep well and reduce stress and take a time off break or flexible work schedules sometimes
9. Study in an environment that is conducive to learning such as MCC school classroom or library or close the door at home and wear ear plugs...and study in a group with classmates on some days too
10. Support and help each other in class
11. Practice nursing skills in clinical training and at home for example vital signs, ADLs (activities of daily living)

Example of Nursing Care Plan for a patient with TIA- CVA (Transient Ischemic Attack or Cerebrovascular Accident)

Pathophysiology:

A stroke is also called a CVA which is the rapidly developing loss of brain functions due to disturbance in the blood supply to the brain, caused by a blocked or burst of a blood vessel. This can be due to ischemia lack of glucose and oxygen supply caused by a thrombosis or embolism or due to a hemorrhage. As a result, the affected area of the brain is unable to function, leading to inability to move one or more limbs on one side of the body, inability to understand or formulate speech, or inability to see on one side of the visual field.

The underlying cause of a TIA often is a buildup of cholesterol-containing fatty deposits called plaques (atherosclerosis) in an artery or one of its branches that supply oxygen and nutrients to the brain. Plaques can decrease blood flow thru an artery or lead to a clot which can come from another part of the body or from the heart and goes to the brain.

Risk factors include family history, being over 55 years old, being a man, being African American, high blood pressure, CV disease, PAD, smoking, inactivity, diabetes, poor nutrition, high cholesterol, obesity, drinking alcohol, use of birth control pills.

Signs and symptoms: sudden weakness, numbness or paralysis on face or arm or leg, one side of body, slurred speech, sudden blindness, dizziness

Medications- anti-platelets like Aspirin or Plavix, Aggrenox, Ticlid

Anticoagulants like Heparin or Coumadin and Lipitor to reduce cholesterol

Surgery- angioplasty and stent put in heart (cardiac catheter)

Diagnostic Test- CT Scan of head and EKG of heart

Laboratory testing- CBC with Diff, Chemistry panel, urinalysis

Dietary- low sodium diet and low fat and low cholesterol diet

Routine Nursing Activities:

Assess Vital signs, oxygen sat rate, pain level, responsive or not,

Evaluate level of consciousness , Assess Neurological status including check pupils, arm and leg strengths, assess speech, notify MD for any abnormalities, labs ordered per MD, monitor alarms, assist patient with ADLs, follow diet ordered, exercise ordered that pt can tolerate, meds ordered, assess any abnormal signs and symptoms and report to MD immediately in case of recurrence of CVA-TIA

Priority Assessments:

Assess Vital signs, pulse oxygen rate, pain levels, assess heart and lungs sounds, assess peripheral pulses



## **Medical Career College**

### MCC Class Activity and Homework

1. Explain the anatomy and physiology of Gastrointestinal System
2. Develop a Nursing Care Plan for a patient with GERD ( Gastro-esophageal Reflux Disease)
3. Develop a Nursing Care Plan for a patient with Constipation/Fecal Impaction

### MCC Class Activity and Homework by Veronica Fuentes

1. Explain the anatomy and physiology for Neurological System
2. Develop a Nursing Care Plan for a patient with CVA- Stroke
3. Develop a Nursing Care Plan for a patient with a Seizure Disorder

### MCC Class Activity and Homework by Veronica Fuentes

1. Explain the anatomy and physiology of Musculoskeletal System
2. Develop a Nursing Care Plan for a patient

### MCC Class Activity and Homework

1. Explain the psychological components in physical illness and the stress and adjustment process...
2. Develop a Nursing Care Plan for a patient with a psychological disorder such as clinical depression or bipolar disorder or schizophrenia

### MCC Class Activity and Homework by Veronica Fuentes

#### Endocrine

#### Diabetes Mellitus

#### Thyroid Disorder- hyperthyroid and/or hypothyroidism

### MCC class Activity and Homework by Veronica Fuentes

1. Explain the anatomy and physiology of Urinary System- GU system
2. Develop a Nursing Care Plan for a patient with UTI
3. Develop a Care Plan for a patient with Renal Failure

### MCC Class Activity and Homework by Veronica Fuentes

1. Explain the anatomy and physiology of Integumentary System- skin, nails, hair
2. Develop a Care Plan for a patient with

### MCC Class Handout and Homework by Veronica Fuentes

1. Explain the body systems changes that occur for the elderly patients, Geriatrics.
2. Develop a Care Plan for an Elderly patient

The case studies and the care plans both at the theory and clinical level are tied up with the student learning outcomes/course. Correlation with the NCLEX plan is included.

- b. Faculty Course Evaluation, done at the end of each course, it is a summative assessment for each course by the faculty who taught the course. Faculty also has to submit a course evaluation. Improvements for the course are suggested and the program director reviews them.



# Medical Career College

## Evaluations of Theory Presentation

	Excellent	Very Good	Good	Poor
Training program				
Theory classroom				
Objectives explained				
• Topics taught clearly				
• Instruction easily understood				
Laboratory skills room				
• Equipment				
• Clinical training facility				
Receptiveness of Staff				
Clinical Objectives met				
Overall rating of college/ agency				

Comments:

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Program Term:    Basic    Intermediate    Advanced

Student's Name: \_\_\_\_\_

Student's Signature: \_\_\_\_\_

Date: \_\_\_\_\_



## **Medical Career College**

Faculty development seminars were conducted on the following occasions:

1. Alignment of the Program Curriculum and NCLEX-September 29, 2011; Nov 2, 2011
2. FERPA- August 12, 2011 at 3:30pm
3. Scholastic Learning and Teaching-December 2011

### **D. Student Resources**

The HESI review and exit examination, tutoring and mentoring in studying techniques and soft skills, combined minds study buddies where students are partnered with each other as a co-mentoring program are improving the NCLEX outcomes. Data is being gathered to establish the correlation between the interventions utilized and test results.

### **E. Admissions Criteria, Screening and Selection**

The admission requirements using the Test of Essential Academic Skills is continued.

" The purpose of \*TEAS® test (Test of Essential Academic Skills) is to identify strengths and weaknesses in the basic information needed to successfully complete a nursing program and ultimately pass NCLEX and begin a career in this satisfying medical profession. Because of its reputation, some nursing schools use the TEAS test as their entrance examination.

The \*TEAS® test has 170 items and is divided into four parts. It takes just under four hours and each section is timed separately.

1. **READING** has 40 items covering paragraph comprehension, comprehension of longer passages, and making inferences and coming to conclusions. This section lasts 50 minutes.
2. **MATH** has 45 items covering whole numbers, metric conversions, fractions, decimals, algebraic equations, percentages, and ratios/proportions. This section lasts 56 minutes.
3. **SCIENCE** has 30 items covering science reasoning, science knowledge, biology, chemistry, anatomy, physiology, basic physical principles, and general science. This section lasts 38 minutes.

4. The **ENGLISH and LANGUAGE USAGE** section has 55 items and covers punctuation, grammar, sentence structure, contextual words, and spelling. This section lasts 65 minute."

Other admission requirements are the proof of high school diploma, completion of two prerequisites such as Anatomy & Physiology (25 points) and Medical Terminology (25 points), and 2 letters of recommendations (10 points). Candidates are selected by adding the points and taking into consideration the timeliness and completeness of the submitted requirements

The Director for Vocational Nursing and Director of Admissions conduct the entrance interview and all the necessary documents are submitted for the compliance.



# Medical Career College

## Appendix A:

# Strategic Plan for Success

Date:	
Student:	Faculty:
Beginning Date of Remediation:	Ending Date of Remediation Plan:
Brief Description of the problem(s):	
Nature of the Problem	Supportive Evidence of the Problem
Absenteeism                      Tardiness	
Exam Failure                      Learning Style Inventory	
Unprepared for Clinical: <ul style="list-style-type: none"> <li>• Unsatisfactory Plan of Client Care</li> <li>• Did not research client problems/diagnoses, lab values, medications, potential complications, etc.</li> </ul>	
Unsafe Clinical Practice: <ul style="list-style-type: none"> <li>• Did not demonstrate mastery of basic skills</li> <li>• Unable to calculate medication dosages, IV rates, heparin drips, etc.</li> <li>• Unable to communicate clearly</li> <li>• Others</li> </ul>	
Noncompliance with dress code	
Did not follow through on faculty recommendations for remediation	



# Medical Career College

<b>Remediation Limitations/Obligation:</b> (check all that apply)	
May not be late for or absent from clinical	
Must meet with faculty on a _____ (frequency) basis	
Must be present in proper attire with appropriate equipment	
Must visit the Writing Center and produce a satisfactory written assignment	
Other:	
<b>Specific Remediation Plan Components (not addressed above):</b>	
<b>Possible Consequences:</b>	All Remediation Plans are in force for the entire specific nursing program.
Course Withdrawal	
Course Failure	
<b>Signatures:</b>	
After the development of the action plan or learning contract (circle one), the instructor(s) and student will sign below:	
Signed (Student)	Date
Signed (Faculty)	Date
Signed (Faculty)	Date
Signed (Assistant Director)	Date

### Faculty Notes on Student's Progress:

When a Remediation Plan is instituted, the student and faculty will meet to evaluate progress

Date:	Comments:	Student Initials	Instructor Initials

### Outcomes:

Date of Evaluation Conferences


Course Withdrawal  
Course Failure



# Medical Career College

## Appendix B:

### STRUCTURING SUCCESS

Kindly answer the following questions. ....your cooperation will be most appreciated and it will help the instructor to help you learn.

1. Please do not get caught up in competing with other students for the “highest grade” or for other reasons....I want you to become interested in **LEARNING** about **NURSING** and how I can help to spark your interest in this most wonderful field.
2. I think you will find that as future nurses you are going to be involved in so many situations that require you to **ANALYZE** what is going on, find what is best to do accordingly to **NURSING STANDARDS** and make decisions that affect both you and your patient. These are the challenges that await you.
3. I will be working with each of you individually as well as a “Class”. I will try to meet your **INDIVIDUAL NEEDS** as best as I can. After all, I realize we all have different backgrounds and needs.
4. I will challenge you but I will support you and will inform you of your individual progress.
5. Test scores have a place but I do not judge a student based solely on test scores. But I will hold you to high standards. The other standards are: classroom participation, completion of homework and research projects in a professional, neat and timely manner, clinical knowledge and the spirit of your patient care, and lastly is how you interact with your peers, staff and patients.

Please answer the following:

1. What do you as a student expect from the school and from me as your instructor in order to learn nursing? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
2. What can I do to help motivate, guide and assist you during your time here at Medical Career College? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_





# **Medical Career College**

November 30, 2011

Board of Vocational Nursing  
And Psychiatric Technicians  
2535 Capitol Oaks Drive, Suite 205  
Sacramento, CA. 95833-2945

Dear Ms. Anderson:

I would like to request your kind office for classes that will replace the morning class that will graduate on March 22, 2012 and an additional evening class with 15 students each class for the Vocational Nursing Program of Medical Career College in Fremont, California. The start date for both requested classes will be April 2, 2012 and will end April 22, 2013.

The clinical schedules are as follow:

Morning class of 15 students that started March 7, 2011 has Monday and Tuesday from 7:00 a.m. - 3:30 p.m. clinical schedule

Instructors: Rosita Betonio, R.N. (Main Clinical Instructor)  
Veronica Fuentes, R.N. (Substitute)

Clinical Sites: Windsor Country Drive Care Center, Fremont  
All Saints Sub-Acute and Rehabilitation Center, San Leandro  
Kaiser Permanente Medical Office, Milpitas, CA  
The Learning Tree, Fremont  
Valley House Care Center, Santa Clara, CA.  
A Grace Sub Acute Rehabilitation Care Center, San Jose, CA  
Bay Point Health Care Center, Hayward, CA.

Evening Class of 15 students that started last July 18, 2011 has Monday and Tuesday from 3:00 p.m. - 11:30 p.m. clinical schedule

Instructors: Fred Cohen, L.V.N. (Main Clinical Instructor)  
Gloria Galindez, R.N. (Substitute)



# **Medical Career College**

Clinical Sites: Windsor Country Drive Care Center, Fremont  
Bay Point Health Care Center, Hayward, CA.  
All Saints Sub Acute and Rehabilitation Center, San Leandro  
Kaiser Permanente Medical Office, Milpitas, CA  
The Learning Tree, Fremont  
Valley House Care Center, Santa Clara, CA.  
A Grace Sub Acute Rehabilitation Center, San Jose, CA

The new morning class with start date of April 2, 2011 has a clinical schedule as follows:  
Tuesday and Wednesday 7:00a.m- 3:30p.m.

Instructors: Rosita Betonio, R.N. (Main Clinical Instructor)  
Veronica Fuentes, R.N. (Substitute)

Clinical Sites: Windsor Country Drive Care Center, Fremont  
Care Center of Rossmoor, Walnut Creek  
Bay Point Health Care Center, Hayward  
Kaiser Permanente Medical Office, Milpitas, CA  
The Learning Tree, Fremont  
Valley House Care Center, Santa Clara

The new evening class with start date of March 7, 2011 has a clinical schedule as follows:

Wednesday and Thursday 3:00 p.m. - 11:30p.m.

Instructors: Wilhelmina Barin, R.N. (Main Instructor)  
Josephine Germaine, R.N. (Substitute)

Clinical Sites: Windsor Country Drive Care Center, Fremont  
A Grace Sub Acute and Rehabilitation Center, San Jose, CA  
All Saints Sub Acute and Rehab. Center, San Leandro  
Bay Point Health Care Center, Hayward, CA.  
Kaiser Permanente Medical Office, Milpitas, CA  
The Learning Tree, Fremont



## **Medical Career College**

With regards to the school resources, MCC is able to provide ample comfortable space for classroom, library/conference room and skills lab with adequate equipment and supplies needed for students to use.

MEDICAL CAREER COLLEGE is at 41300 Christy St. on a 9,449 sq. ft. space building. The school has different rooms for the purpose of providing a better atmosphere for learning. It has 2 large classrooms and 1 large skills lab (6 bed capacity) for VN Program. Other rooms include library/conference, computer lab, faculty room, Director's office, classrooms for CNA's, Hemodialysis Technicians and a separate skills lab for those programs. There is also a storage room, printer room, break room and 2 large bathrooms. With regards to access to transportation, there are two bus stops right in front of the school coming from the Bart Station.

Thank you for your kind consideration regarding this matter.

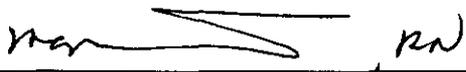
Sincerely,

Marilyn Castillo, R.N., B.S.N.  
Director of VN Program

Please complete the following **Enrollment Data Table** for all **currently enrolled** classes and for those classes that are **proposed**.

School Name: Medical Career College

ENROLLMENT DATA			
CLASS DATES		#Students Admitted at time of class start	#Students who are still in the class
Date class started or will start	Date class will Complete		
03/07/2011	03/22/2012	10	10
07/18/2012	08/14/2012	13	13
04/02/2012	04/18/2012	-	-
04/02/2012	04/18/2012	-	-

Signature:  , RN Date: 11/30/11







## Maternity and Pediatric Tracking Form

Medical Career College
------------------------

The purpose of this form is to delineate the program's presentation of theory instruction and clinical experience in Maternity Nursing and Pediatric Nursing to enrolled students and to ensure that every student receives the number of hours of theory instruction and clinical training consistent with the Board - approved curriculum.

List each student assignment for Maternity Nursing and Pediatric Nursing. Include both theory instruction and clinical experience, according to the program's instructional plan. Fill in the corresponding week of theory instruction and clinical experience from the program's instructional plan (IP). Modify the form as needed to show the number of students you are requesting and the number of weeks in your terms.

Students	IP Wk #1Tue -Wed	IP Wk #1Thu -Fri	IP Wk #2Tue -Wed	IP Wk #2Thu -Fri	IP Wk #3Tue -Wed	IP Wk #3Thu -Fri	IP Wk #4Tue -Wed	IP Wk #4Thu -Fri	IP Wk #5Tue -Wed	IP Wk #5Thu -Fri	IP Wk #6Tue -Wed	IP Wk #6Thu -Fri
1.	C-OB	T-OB	C-OB	T-OB	C-OB	T-OB	C-Pedi	T-Pedi	C-Pedi	T-Pedi	C-Pedi	T-Pedi
2.	C-OB	T-OB	C-OB	T-OB	C-OB	T-OB	C-Pedi	T-Pedi	C-Pedi	T-Pedi	C-Pedi	T-Pedi
3.	C-OB	T-OB	C-OB	T-OB	C-OB	T-OB	C-Pedi	T-Pedi	C-Pedi	T-Pedi	C-Pedi	T-Pedi
4.	C-OB	T-OB	C-OB	T-OB	C-OB	T-OB	C-Pedi	T-Pedi	C-Pedi	T-Pedi	C-Pedi	T-Pedi
5.	C-OB	T-OB	C-OB	T-OB	C-OB	T-OB	C-Pedi	T-Pedi	C-Pedi	T-Pedi	C-Pedi	T-Pedi
6.	C-OB	T-OB	C-OB	T-OB	C-OB	T-OB	C-Pedi	T-Pedi	C-Pedi	T-Pedi	C-Pedi	T-Pedi
7.	C-OB	T-OB	C-OB	T-OB	C-OB	T-OB	C-Pedi	T-Pedi	C-Pedi	T-Pedi	C-Pedi	T-Pedi
8.	C-OB	T-OB	C-OB	T-OB	C-OB	T-OB	C-Pedi	T-Pedi	C-Pedi	T-Pedi	C-Pedi	T-Pedi
9.	C-OB	T-OB	C-OB	T-OB	C-OB	T-OB	C-Pedi	T-Pedi	C-Pedi	T-Pedi	C-Pedi	T-Pedi
10.	C-OB	T-OB	C-OB	T-OB	C-OB	T-OB	C-Pedi	T-Pedi	C-Pedi	T-Pedi	C-Pedi	T-Pedi
11.	C-OB	T-OB	C-OB	T-OB	C-OB	T-OB	C-Pedi	T-Pedi	C-Pedi	T-Pedi	C-Pedi	T-Pedi
12.	C-OB	T-OB	C-OB	T-OB	C-OB	T-OB	C-Pedi	T-Pedi	C-Pedi	T-Pedi	C-Pedi	T-Pedi
13.	C-OB	T-OB	C-OB	T-OB	C-OB	T-OB	C-Pedi	T-Pedi	C-Pedi	T-Pedi	C-Pedi	T-Pedi
14.	C-OB	T-OB	C-OB	T-OB	C-OB	T-OB	C-Pedi	T-Pedi	C-Pedi	T-Pedi	C-Pedi	T-Pedi
15.	C-OB	T-OB	C-OB	T-OB	C-OB	T-OB	C-Pedi	T-Pedi	C-Pedi	T-Pedi	C-Pedi	T-Pedi

C- Clinical 8 hours a day of instruction plus 2 hours preparation  
T- Theory 6 hours a day of instruction



# Agenda Item #14.E.Attachment J.



STATE AND CONSUMER SERVICES AGENCY • GOVERNOR EDMUND G. BROWN JR.  
**BOARD OF VOCATIONAL NURSING & PSYCHIATRIC TECHNICIANS**  
2535 Capitol Oaks Drive, Suite 205, Sacramento, CA 95833-2945  
Phone (916) 263-7800 Fax (916) 263-7859 Web [www.bvnpt.ca.gov](http://www.bvnpt.ca.gov)



## **CERTIFIED MAIL**

February XX, 2012

Marilyn Castillo, B.S.N., R.N.  
Director, Vocational Nursing Program  
Medical Career College  
41300 Christy Street  
Fremont, CA 94538

***Subject: Notice of Change in Accreditation Status***

Dear Ms. Castillo:

Pursuant to the action of the Board of Vocational Nursing and Psychiatric Technicians (Board) on February 24, 2011, the provisional accreditation status of the Medical Career College Vocational Nursing Program has been extended for the one - year period from March 1, 2012, through February 28, 2013. The purpose of this letter is to explain the areas of non-compliance found and the corrections required of your program to avoid losing accreditation completely.

Once you have reviewed this letter, please sign and return the enclosed "Acknowledgement of Change in Accreditation Status" form by **Friday, March \_\_, 2012.**

### **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 or two years or eight consecutive quarters may be cause to place a program on provisional accreditation.”

Program pass rates of the Medical Career College Vocational Nursing Program for the past seventeen (17) quarters are set forth in the following table.

NCLEX-PN® Licensure Examination Pass Rates			
Quarter	State Annual Average Pass Rate	Program Annual Average Pass Rate	Variance from State Annual Average Pass Rate
Oct – Dec 2007	76%	35%	-41
Jan – Mar 2008	75%	36%	-39
Apr – Jun 2008	75%	35%	-40
Jul – Sep 2008	74%	33%	-41
Oct – Dec 2008	73%	33%	-40
Jan – Mar 2009	72%	0%	-72
Apr – Jun 2009	70%	29%	-41
Jul – Sep 2009	72%	37%	-35
Oct – Dec 2009	73%	37%	-36
Jan – Mar 2010	74%	33%	-41
Apr – Jun 2010	75%	40%	-35
Jul – Sep 2010	75%	42%	-33
Oct – Dec 2010	76%	39%	-37
Jan – Mar 2011	77%	52%	-25
Apr – Jun 2011	76%	40%	-36
Jul – Sep 2011	77%	41%	-36

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

**REQUIRED CORRECTION(S)**

1. The Medical Career College Vocational Nursing Program shall show documented progress satisfactory to the Board, to improve the effectiveness of instruction and program pass rates on the NCLEX/PN® by **February 1, 2013**. If no progress has been shown by then, the Board may revoke the program’s accreditation completely.
2. The program shall admit no additional students unless specifically approved by the full Board.
3. The program shall submit a follow-up report in nine (9) months, but no later than **November 1, 2012**. The report must include a comprehensive analysis of the program, specific actions taken to improve program pass rates, timelines for implementation, and the effect of employed interventions. The following elements must be addressed in the analysis:
  - a. Current Enrollment.
  - b. Admission Criteria.

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

The program shall notify all enrolled students of actions taken by the Board relative to the program's accreditation status, and expected time for resolution.

4. The program shall bring its average annual pass rate to no more than ten (10) percentage points below the State average annual pass rate by **February 28, 2013**.
5. The program shall 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 2526.
6. The program shall demonstrate incremental progress in correcting its violation. If the program fails to satisfactorily demonstrate incremental progress, the full Board may revoke the program's accreditation.
7. Failure to take any of these corrective actions may cause the full Board to revoke the program's accreditation.
8. 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 2012** Board Meeting agenda, at which point the Board may revoke or extend the program's accreditation. If you have additional information that you wish considered beyond the required corrections listed on page 3 and 4, you must submit this documentation by the fifteenth day of the second month prior to the 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: **Based on the above corrections, the full Board's permission will be required for each future class admission.**

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](http://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

Enclosures

cc: Board Members

TBJ:cca