

## Agenda Item #14.B.3.



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

**BOARD OF VOCATIONAL NURSING & PSYCHIATRIC TECHNICIANS**  
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DATE: February 6, 2011

TO: Board Members

FROM: Pam Hinckley, R. N., M.S.N.  
Nursing Education Consultant

SUBJECT: InfoTech Career College, Vocational Nursing Program – Consideration of Request to Admit Students (Director: Elizabeth Estrada, Bellflower, Los Angeles County, Private)

On November 10, 2011, the Board placed InfoTech Career College Vocational Nursing Program on Provisional Accreditation for a two (2) year period from November 10, 2011 through November 30, 2013 due to low licensure pass rates. Additionally, the Board denied the program's request to admit a class of 30 full-time day students on January 17, 2012, graduating on March 23, 2013. The program was required to continue to demonstrate incremental progress in correcting identified violations. Further, the program was required to admit no additional students unless approved by the full Board.

The program requests approval to admit a full-time day class of 15 students on April 9, 2012, graduating on July 1, 2013.

### History of Prior Board Actions

- On May 14, 2008, the Executive Officer approved InfoTech Career College's request to begin a vocational nursing program with an initial class of 30 students commencing May 19, 2008 only, with a projected graduation date of August 11, 2009; **and** approved the program curriculum for 1560 hours, including 600 theory, and 960 clinical hours.
- **On September 9, 2008, a new program director was approved.**
- **On March 11, 2009, a new program director was approved.**
- **On July 6, 2009, a new program director was approved.**
- On July 13, 2009, the Board received the program's Program Records Survey.
- On July 20 – 21, 2009, the program was inspected for compliance with regulatory requirements for initial accreditation. Fourteen (14) violations of the California Code of Regulations were identified. Recommendations for correction of each violation and a timeline for correction were discussed.

- On August 28, 2009, the Board forwarded correspondence to the director relative to the absence of required corrections of violations identified during the survey visit. A response was requested by September 10, 2009.
- On September 10, 2009, the Board received the program's response to identified survey violations.
- On October 5, 2009, the assigned consultant met with the program director relative to the proposed corrections of the fourteen (14) violations identified during the July 20 – 21, 2009 survey visit. Required revisions were specified. The director agreed to submit the required revised documents to correct all previously identified violations by Friday, October 30, 2009.
- On November 2, 2009, the Board received the program's revised documents addressing violations identified during the survey visit.
- On December 16, 2009, the assigned consultant, per telephone conference call, advised the director that the submitted information did not completely address violations identified during the July 2010 survey visit. Corrections specified during the visit and during the October 5, 2009 meeting were reiterated. Additional revisions were requested by Tuesday, December 29, 2009.
- On December 30, 2009, the Board received the program's final revisions addressing violations identified during the survey visit.
- On January 7, 2010, the Executive Officer approved initial full accreditation for the InfoTech Career College Vocational Nursing Program for the period from January 6, 2010, through January 5, 2014, and issued a certificate accordingly; **and**, approved the program's request to admit a class of 30 students commencing February 1, 2010, to **replace** students graduating August 24, 2009. That class was projected to graduate March 7, 2011.
- On March 1, 2010, the Board received electronic correspondence from the school owner advising of the director's termination.
- On March 2, 2010, the SNEC discussed the program's status with Ashok Garg, President, and Owner. Mr. Garg advised that commencement of the next class would be delayed due to the lack of financial aid. The owner projected commencement of that class for August 2010.
- On October 1, 2010, the Board received correspondence from A. Garg reporting the school's plans to admit a class on October 25, 2010 and the hiring of a new program director.
- On October 5, 2010, the Board forwarded correspondence per certified mail to A. Garg relative to the lack of submission of an application for a new director and information relative to the planned class.

- **On November 30, 2010, a new program director was approved.**
- On December 4, 2010, the program was notified that its average annual pass rates had fallen below 10 percentage points of the state average annual pass rate for the past four (4) quarters. The director was requested to submit a written plan for improving the program's NCLEX-PN® pass rates by December 20, 2010.
- On December 29, 2010, the Board received correspondence from the director and supporting documents related to the program's plan to increase licensure pass rates.
- February 17, 2011, the program was notified that its average annual pass rates had fallen below 10 percentage points of the state average annual pass rate for the past five (5) quarters. The program was requested to submit a written plan for improving their NCLEX-PN® pass rates by March 4, 2011.
- On March 4, 2011, the Board received correspondence from the director and supporting documents related to the program's plan to increase licensure pass rates.
- On May 16, 2011, the program was notified that its average annual pass rates had fallen below 10 percentage points of the state average annual pass rates for the past six (6) quarters. The program was requested to submit a written plan for improving their NCLEX-PN® pass rates by June 3, 2011.
- **On April 13, 2011, a new program director was approved.**
- **On June 15, 2011, a new program director was approved.**
- On November 10, 2011, the Board placed the InfoTech Career College Vocational Nursing Program on provisional accreditation for the two-year period from November 10, 2011, through November 30, 2013, 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. The Board denied the program's request for approval to admit a class of 30 full-time day students on January 17, 2012, graduating on March 23, 2013, at this time, and required the program to admit no additional students unless approved by the full Board. 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 for four consecutive quarters.

Additionally, the program was required to submit follow-up reports in 9 months, but no later than **August 1, 2012**, and 21 months, but no later than **August 1, 2013**. The reports must include a comprehensive analysis of the program, specific actions taken to improve program pass rates, timeline for implementation, and the effect of employed interventions. The following elements must be addressed in the analysis.

- a. Admission Criteria.
- b. Screening and Selection Criteria.
- c. Terminal Objectives.
- d. Curriculum Objectives.

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

Further, the Board required 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. The program is required to continue 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. Failure to take any of these corrective actions may cause the full Board to revoke the program's accreditation.

The program was placed on the **November 2013** Board agenda for reconsideration of provisional accreditation.

- On November 22, 2011, the Board forwarded to the director the Notice of Change in Accreditation Status.
- On January 19, 2012, the assigned consultant forwarded correspondence requesting submission of fifteen (15) copies of pertinent documents and subsequent actions taken to correct identified problems that they desire the Board members to consider.
- On January 20, 2012, the program director submitted fifteen (15) copies of pertinent documents and subsequent actions taken to correct identified problems that they desire the Board members to consider.

### **Enrollment**

Each class admission to the 60-week, full-time program must have prior Board approval. The pattern of admissions for current classes is seen in the enrollment table below.

The following table represents **current and proposed** student enrollment based on the current and proposed class start dates. The table indicates a **maximum enrollment of 39** students for the period **May 2008 through July 2012**.

ENROLLMENT DATA				
CLASS DATES		#Students Admitted	#Students Current or Completed	Total Enrolled
Start	Completed			
5/08		26	17	17
	8/09 (5/08 Class)		- 17	17 - 17 = 0
6/11 (Delayed from 2/1/10 )		29	24	0 + 24 = 24
4/12 (Proposed)		15		24 + 15 = 39
	7/12 (6/11 Class)		-24	39 - 24 = 15

### Licensing Examination Statistics

The following statistics, furnished by the Pearson Vue and published by the National Council of State Boards of Nursing as "Jurisdictional Summary of All First-Time Candidates Educated in Member Board Jurisdiction," for the period October 2009 through December 2011, specify the pass percentage rate for graduates of the InfoTech 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 2009	5	3	60%	76%	60%	73%
Jan - Mar 2010	4	1	25%	76%	44%	74%
Apr - Jun 2010	3	1	33%	74%	42%	75%
Jul - Sep 2010	1	0	0%	76%	38%	75%
Oct - Dec 2010	No Candidates Tested			77%	25%	76%
Jan - Mar 2011	1	1	100%	80%	40%	77%
Apr - Jun 2011	No Candidates Tested			71%	50%	76%
Jul - Sep 2011	No Candidates Tested			74%	100%	76%
Oct - Dec 2011	No Candidates Tested			74%	100%	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 current data available (October to December 2011), the program's average annual pass rate is 100%. The California average annual pass rate for graduates from accredited vocational nursing programs who took the NCLEX-PN® for the first time is

75%. The average annual pass rate for the Info Tech Career College Vocational Nursing program is **25 percentage points above** the state average annual pass rate.

It must be noted that the program had **no candidates** tested during **three (3) of the previous four (4) quarters**. Further, only **one (1) program candidate** completed the licensure examination **during the last four (4) quarters; that candidate passed**.

### **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 number of Board-approved faculty totals 15, including the director. The director has 90% administrative and 10% teaching duties. Of the total faculty, 14 instructors and the director are approved to teach clinical.

Based on a maximum enrollment of 39 students, three (3) instructors are needed. Therefore, the number of current faculty is adequate for the current and proposed enrollment.

### **Other Considerations**

As noted previously, on November 10, 2011, the Board placed the InfoTech Career College Vocational Nursing Program on provisional accreditation for the two – year period from November 10, 2011 through November 30, 2013 due to noncompliance with regulatory requirements relative to average annual pass rates. (See Attachment A)

On November 22, 2011, the Board forwarded to the director the Notice of Change in Accreditation Status. (See Attachment B)

Specifically, the program’s average annual pass rates were consistently more than ten (10) percentage points below State average annual pass rate. For seven (7) of the previous eight (8) consecutive quarters, the program’s average annual pass rates had been **13 to 51** percentage points **below** state average pass rates.

The Board also identified the program’s significant instability in program administration. Specifically, seven (7) directors have been approved since the program’s inception on May 14, 2008. The current director was approved June of 2011. As such, she has been in the position eight (8) months. This has been the longest period of time the school has had a director in place.

The Board denied the program’s request to admit a class of 30 full-time day students on January 17, 2012, graduating on March 23, 2013. The program was required to continue to demonstrate incremental progress in correcting identified violations. Further, the program was required to admit no additional students unless approved by the full Board.

For the most recent reporting period, the program's **quarterly** pass rate was **0%**; the average **annual** pass rate was **100%**. It is noted, that only one program candidate completed the licensure examination during the previous four (4) quarters. Therefore, the program's current average annual pass rate reflects one (1) program candidate.

On January 19, 2012, the assigned consultant forwarded correspondence requesting submission of fifteen (15) copies of pertinent documents and subsequent actions taken to correct identified problems that they desire the Board members to consider. (See Attachment C)

On January 20, 2012, the program director submitted fifteen (15) copies of pertinent documents and subsequent actions taken to correct identified problems that they desire the Board members to consider (see Attachment D). Presented in the plan were the following elements:

- The director identified the director's qualifications for the director position and reinforced her commitment to keeping consistency and stability in the program's leadership.
- Implementation of regular in-service development for instructors at the school.
- The director provides an explanation of the first cohort's performance on the licensure examination. Specifically, the director explains that the pass rates are based on the program's first class and if "we were to eliminate those three quarters without students, Infotech would have five quarter.

It is important to note, that the Board calculates the average annual pass rate 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. These figures are calculated on first time testers only. If no data is available for the relevant period, the statistic is carried over from the last quarter for which data is available.

- The program has implemented ATI testing, assignments in virtual clinical excursions; potential candidates must submit a written essay and be interviewed by the Director.
- Pre-requisite courses in Anatomy and Physiology, Pharmacology math courses with a minimum pass rate of 80%.
- All students were issued laptops to facilitate online resources.

In summary, the program was placed on Provisional Accreditation for a two (2) year period from November 10, 2011 through November 30, 2013 due to low licensure pass rates. The program has implemented several corrective actions and the current director ensures the Board her commitment to keeping consistency and stability in the program's leadership.

**Recommendation:**

1. Approve InfoTech Career College Vocational Nursing Program's request for approval to admit a class of 15 full-time, day, students on April 9, 2012, only, graduating on July 1, 2013.
2. Require the program to admit no additional students unless approved by the full Board.

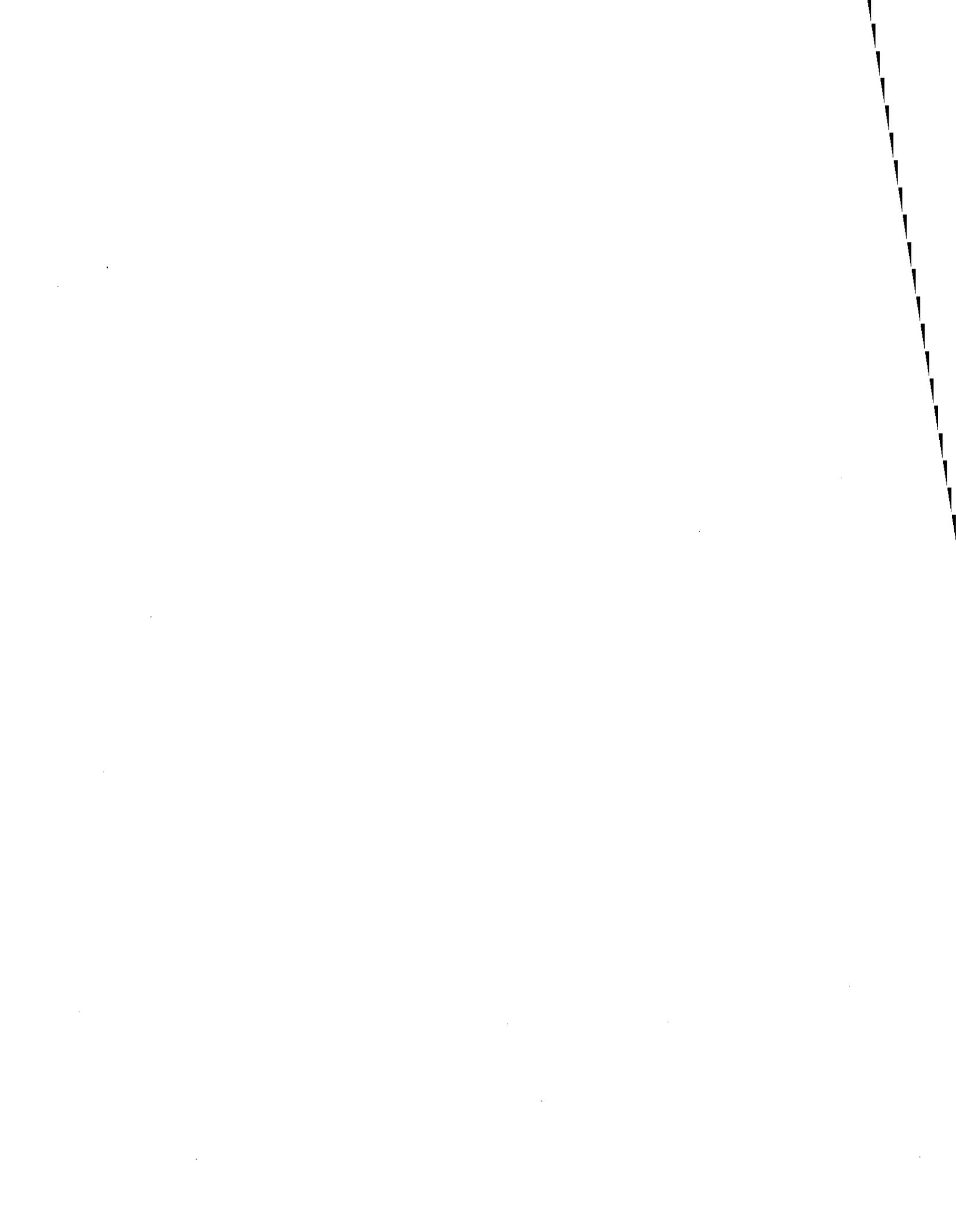
**Rationale:** Published examination statistics identify the difficulty the program has had maintaining average annual pass rates that are compliant with regulatory requirements. Currently, there are nine (9) quarters of data recorded for the program. The first seven (7) consecutive quarters, the program's average annual pass rates were 13 to 51 percentage points below the state average annual pass rate. The program then recorded a 100%. This was based on one (1) student testing. The current average annual pass rate is 100%. Based on the noncompliant performance statistics for the first seven (7) quarters, the program was placed on Provisional Accreditation for a two (2) year period from November 10, 2011 through November 30, 2013.

The first class graduated seventeen (17) students, of the seventeen (17) program graduates, fourteen (14) have completed the licensure examination; six (6) program candidates passed; eight (8) candidates failed. The program's licensure data is representative of the program's first class.

Currently 24 students are enrolled in the program's second (2<sup>nd</sup>) class. These students are expected to graduate July 12, 2012. As such, licensure data for this group of students will not be available until approximately March 2013. The addition of one (1) new group of 15 students will give the program a total of 39 students for a three (3) month period of time, until the class of 24 students graduate. Since there is a small period of overlap of two (2) classes, the addition of 15 students is recommended. Board staff recommends proceeding slowly until the program demonstrates a measurable improvement in the program's pass rates. Specifically, pass rates within ten percentage points of the state average annual pass rate.

As previously stated, there have been seven (7) directors since the program's inception on May 14, 2008. Six (6) of the seven (7) directors remained with the program less than six (6) months at a time. The current director has been with the program currently eight (8) months. The director has identified and implemented a plan to correct the program's poor performance on the licensure examination; however, the Board is concerned with the consistency of implementation due to the high turn-over of program directors. It is imperative that the new director focus on currently enrolled students and evaluate their performance while preparing them to take the NCLEX examination. Board staff will monitor the new director's progress and continue to monitor the program by tracking its licensure examination pass rate quarterly.

- Attachment A: Board Report Dated October 24, 2011.
- Attachment B: Notice of Change in Accreditation Status dated November 22, 2011.
- Attachment C: Board Correspondence dated January 19, 2012.
- Attachment D: Program Correspondence dated January 20, 2012.





# Agenda Item #14.B.3. Attachment A



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**DATE:** October 24, 2011

**TO:** Board Members

**FROM:** Pam Hinckley, R. N., M.S.N.  
Nursing Education Consultant

**SUBJECT:** InfoTech Career College, Vocational Nursing Program – Consideration of Placement on Provisional Accreditation and Request to Admit Students (Director: Elizabeth Estrada, Bellflower, Los Angeles County, Private)

The InfoTech 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 (8) 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 eight (8) quarters. This data substantiates the program’s history of noncompliance with Section 2530(l) of the Vocational Nursing Rules and Regulations. Based on statistics reported for Quarter 3, 2011, the program is compliant with regulatory requirements.

<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 2009	73%	60%	-13
Jan – Mar 2010	74%	44%	-30
Apr – Jun 2010	75%	42%	-33
Jul – Sep 2010	75%	38%	-37
Oct – Dec 2010	76%	25%	-51
Jan – Mar 2011	77%	40%	-37
Apr – Jun 2011	76%	50%	-26
Jul – Sep 2011	76%	100%	+24

The program requests approval to admit a full-time day class of 30 students on January 17, 2012, graduating on March 23, 2013.

### **History of Prior Board Actions**

- On May 14, 2008, the Executive Officer approved InfoTech Career College's request to begin a vocational nursing program with an initial class of 30 students commencing May 19, 2008 only, with a projected graduation date of August 11, 2009; and approved the program curriculum for 1560 hours, including 600 theory, and 960 clinical hours.
- **On September 9, 2008, a new program director was approved.**
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- On July 13, 2009, the Board received the program's Program Records Survey.
- On July 20 – 21, 2009, the program was inspected for compliance with regulatory requirements for initial accreditation. Fourteen (14) violations of the California Code of Regulations were identified. Recommendations for correction of each violation and a timeline for correction were discussed.
- On August 28, 2009, the Board forwarded correspondence to the director relative to the absence of required corrections of violations identified during the survey visit. A response was requested by September 10, 2009.
- On September 10, 2009, the Board received the program's response to identified survey violations.
- On October 5, 2009, the assigned consultant met with the program director relative to the proposed corrections of the fourteen (14) violations identified during the July 20 – 21, 2009 survey visit. Required revisions were specified. The director agreed to submit

the required revised documents to correct all previously identified violations by Friday, October 30, 2009.

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- **On November 30, 2010, a new program director was approved.**
- On December 4, 2010, the program was notified that its average annual pass rates had fallen below 10 percentage points of the state average annual pass rate for the past four (4) quarters. The director was requested to submit a written plan for improving the program's NCLEX-PN® pass rates by December 20, 2010.
- On December 29, 2010, the Board received correspondence from the director and supporting documents related to the program's plan to increase licensure pass rates.

- February 17, 2011, the program was notified that its average annual pass rates had fallen below 10 percentage points of the state average annual pass rate for the past five (5) quarters. The program was requested to submit a written plan for improving their NCLEX-PN® pass rates by March 4, 2011.
- On March 4, 2011, the Board received correspondence from the director and supporting documents related to the program's plan to increase licensure pass rates.
- On May 16, 2011, the program was notified that its average annual pass rates had fallen below 10 percentage points of the state average annual pass rates for the past six (6) quarters. The program was requested to submit a written plan for improving their NCLEX-PN® pass rates by June 3, 2011.
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- On June 15, 2011, a new program director was approved.
- On October 7, 2011, the assigned consultant forwarded correspondence requesting submission of fifteen (15) copies of pertinent documents, plan, and subsequent actions taken to correct identified problems that they desire Board members to consider.

### Enrollment

Each class admission to the 60-week, full-time program must have prior Board approval. The pattern of admissions for current classes is seen in the enrollment table below.

The following table represents **current and proposed** student enrollment based on the current and proposed class start dates. The table indicates a **maximum enrollment of 54** students for the period **May 2008 through July 2012**.

ENROLLMENT DATA				
CLASS DATES		#Students Admitted	#Students Current or Completed	Total Enrolled
Start	Completed			
5/08		26	17	17
	8/09 (5/08 Class)		- 17	17 - 17 = 0
6/11 (Delayed from 2/1/10 )		29	24	0 + 24 = 24
1/12 (Proposed)		30		24 + 30 = 54
	7/12 (6/11 Class)		-24	54 - 24 = 30

## Licensing Examination Statistics

The following statistics, furnished by the Pearson Vue and published by the National Council of State Boards of Nursing as "Jurisdictional Summary of All First-Time Candidates Educated in Member Board Jurisdiction," for the period October 2009 through September 2011, specify the pass percentage rate for graduates of the InfoTech 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
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Apr - Jun 2010	3	1	33%	74%	42%	75%
Jul - Sep 2010	1	0	0%	76%	38%	75%
Oct - Dec 2010	No Candidates Tested			77%	25%	76%
Jan - Mar 2011	1	1	100%	80%	40%	77%
Apr - Jun 2011	No Candidates Tested			71%	50%	76%
Jul - Sep 2011	No Candidates Tested			74%	100%	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. 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 current data available (July to September 2011), the program's average annual pass rate is 100%. The California average annual pass rate for graduates from accredited vocational nursing programs who took the NCLEX-PN® for the first time is 76%. The average annual pass rate for the Info Tech Career College Vocational Nursing program is **24** percentage points **above** the state average annual pass rate.

It must be noted that the program had **no candidates** tested during **three (3) of the previous four (4) quarters**. Further, only **one (1) program candidate** completed the licensure examination **during the last four (4) quarters; that candidate passed**.

## 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 number of Board-approved faculty totals 15, including the director. The director has 90% administrative and 10% teaching duties. Of the total faculty, 14 instructors and the director are approved to teach clinical.

Based on a maximum enrollment of 54 students, four (4) instructors are needed. Therefore, the number of current faculty is adequate for the current and proposed enrollment.

### **Other Considerations**

The program has eight (8) quarters of published examination statistics. For three (3) of those quarters, no program candidates completed the licensure examination. It is important to note, that regulatory compliance is based on the program's average annual pass rates. For seven (7) of the previous eight (8) consecutive quarters, the program's average annual pass rates were **13 to 51 percentage points below** state average pass rates.

For the most recent reporting period, the program's **quarterly** pass rate was **100%**; the average **annual** pass rate was **100%**. It is noted that only one program candidate completed the licensure examination during the previous four (4) quarters. Therefore, the program's current average annual pass rate reflects one (1) program candidate.

Instability is also identified in the program's administration. Since inception, the program has had **seven (7) program directors**. The newest program director was approved by the Board June 16, 2011. The previous program director submitted a plan to improve their licensure pass rates; the plan was evaluated by the current program director. The plan included the addition of ATI entrance and comprehensive testing, addition of a personal interview to the selection criteria, increased the overall GPA to 76% and aligned the curriculum to correspond to the NCLEX-PN® test plan.

On October 7, 2011, the assigned consultant forwarded correspondence requesting submission of fifteen (15) copies of pertinent documents, plan, and subsequent actions taken to correct identified problems that they desire Board members to consider (see Attachment A).

### **Recommendation:**

1. Place InfoTech Career College Vocational Nursing Program on provisional accreditation for the two-year period from November 10, 2011, through November 30, 2013, 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 B).
2. Deny InfoTech Career College Vocational Nursing Program's request for approval to admit a class of 30 full-time, day, students on January 17, 2012, graduating on March 23, 2013, at this time.
3. Require the program to admit no additional students unless approved by the full Board.

4. 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 for four consecutive quarters.
5. Require the program to submit follow-up reports in 9 months, but no later than **August 1, 2012**, and 21 months, but no later than **August 1, 2013**. The reports must include a comprehensive analysis of the program, specific actions taken to improve program pass rates, timeline for implementation, and the effect of employed interventions. The following elements must be addressed in the analysis.
  - a. Admission Criteria.
  - b. Screening and Selection Criteria.
  - c. Terminal Objectives.
  - d. Curriculum Objectives.
  - e. Instructional Plan.
  - f. Theory and Clinical Objectives for Each Course.
  - g. Lesson Plans for Each Course.
  - h. Textbooks.
  - i. Attendance Policy.
  - j. Remediation Policy.
  - k. Evaluations of Theory and Clinical Faculty.
  - l. Evaluations of Theory Presentations.
  - m. Evaluations of Clinical Rotations and Their Correlation to Theory Presentations.
  - n. Evaluation of Student Achievement.
  - o. Current Enrollment.
6. 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.
7. Require the program to continue 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.
8. Failure to take any of these corrective actions may cause the full Board to revoke the program's accreditation.
9. Place the program on the **November 2013** Board agenda for reconsideration of provisional accreditation.

**Rationale:** Published examination statistics since the program's inception evidence the program's difficulty maintaining average annual pass rates that are compliant with regulatory requirements. For seven (7) consecutive quarters, the program's average annual pass rates were 13 to 51 percentage points below the state average annual pass rate. For the most recent reporting period, the program's average annual pass rate increased to 100%.

However, it must be noted that during the previous seven (7) quarters of noncompliance, a total of thirteen (13) program candidates completed the licensure examination; five (5) program candidates passed; eight (8) candidates failed. During the most recent reporting period, one (1) program candidate completed the licensure examination; the candidate passed. Therefore, the current average annual pass rate is representative of one (1) candidate. Such statistics supports the recommendation to place the program on provisional accreditation.

Additionally, the program has had **seven (7) program directors during the four and one-half (4.5) years it has been in existence.** The newest director was approved by the Board June 16, 2011. The director has identified and implemented a plan to correct the program's poor performance on the licensure examination; however, the Board is concerned with the consistency of implementation due to the high turn-over of program directors. Currently, 24 students are enrolled in classes at InfoTech Career College. Their anticipated date of graduation is July 12, 2012. Licensure data for these students is expected to be available approximately March 2013.

Board staff will continue to monitor the program by tracking its licensure examination pass rate quarterly.

Attachment A: Board Correspondence Dated October 7, 2011.  
Attachment B: Draft Notice of Change in Accreditation Status.



## **CERTIFIED MAIL**

October 7, 2011

Elizabeth Estrada, Director  
Info Tech Career College  
Vocational Nursing Program  
16900 S. Lakewood Boulevard, Suite 209  
Bellflower, CA 90706

***Re: Consideration of Placement on Provisional Accreditation; Consideration of Request to Admit Students***

Dear Mr. Estrada:

On September 29, 2011, the Board of Vocational Nursing and Psychiatric Technicians (Board) received your correspondence requesting Board approval to admit students to the ***InfoTech Career College Vocational Nursing Program***. The Board is scheduled to consider that request at its meeting scheduled November 10, 2011. That meeting will be held at the San Diego Convention Center, in San Diego, California.

To ensure dissemination and review by individual Board members and relevant staff for timely consideration prior to the May 20, 2011 Board meeting, please submit the following written information by **Friday, October 30, 2011**:

- Fifteen (15) copies of pertinent documents related to subsequent actions taken by the program to correct identified problems ***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.

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.

The Board strongly recommends that you plan to attend the meeting and be prepared to respond to questions from Board members relative to your program.

Please contact the Board at (916) 263-7843 should further clarification be needed.

Sincerely,

**PAM HINCKLEY, RN, MSN**  
Nursing Education Consultant  
Board of Vocational Nursing and Psychiatric Technicians  
2535 Capitol Oaks Drive, Suite 205  
Sacramento, CA 95833  
(916) 263-7843 Phone  
(916) 263-7866 Fax  
[Pam\\_hinckley@dca.ca.gov](mailto:Pam_hinckley@dca.ca.gov)



## **CERTIFIED MAIL**

November XX, 2011

Elizabeth Estrada  
Director, Vocational Nursing Program  
Info Tech Career College  
16900 S. Lakewood Blvd., Suite 209  
Bellflower, CA 90706

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

Dear Ms. Estrada:

Pursuant to the action of the Board of Vocational Nursing and Psychiatric Technicians (Board) on November 10, 2011, the provisional accreditation status of the Info Tech Career College Vocational Nursing Program has been changed from full accreditation to provisional accreditation for the two – year period from November 10, 2011 through November 30, 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, November 30, 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."

The program pass rates of the Info Tech Career College Vocational Nursing Program for the past seven (7) 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 2009	73%	60%	-13
Jan – Mar 2010	74%	44%	-30
Apr – Jun 2010	75%	42%	-33
Jul – Sep 2010	75%	39%	-36
Oct – Dec 2010	76%	25%	-51
Jan – Mar 2011	77%	40%	-37
Apr – Jun 2011	76%	50%	-26

Based on this data, the program failed to comply with regulatory requirements relative to the admission of students. Further, the program failed to maintain the annual average pass rate requirement.

### REQUIRED CORRECTION(S)

1. The Info Tech Career College, Vocational Nursing Program shall obtain Full Board approval prior to the admission of additional students.
2. 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 **September 1, 2013**.
3. The program shall submit a follow-up report in 9 months, but no later than **August 1, 2012**, and 21 months, but no later than **August 1, 2013**. The report must include a comprehensive analysis of the program, specific actions taken to improve program pass rates, timeline for implementation, and the effect of employed interventions. The following elements must be addressed in the analysis:
  - a. Admission Criteria.
  - b. Screening and Selection Criteria.
  - c. Terminal Objectives.
  - d. Curriculum Objectives.
  - e. Instructional Plan.
  - f. Theory and Clinical Objectives for Each Course.
  - g. Lesson Plans for Each Course.
  - h. Textbooks.
  - i. Attendance Policy.
  - j. Remediation Policy.
  - k. Evaluations of Theory and Clinical Faculty.
  - l. Evaluations of Theory Presentations.
  - m. Evaluations of Clinical Rotations and Their Correlation to Theory Presentations.
  - n. Evaluation of Student Achievement.
  - o. Current Student Enrollment.

4. 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.
5. The program shall continue 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.
6. Failure to take any of these corrective actions may cause the full 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 **November 2013 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 was required for the admission of each class; however, 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

DUPLICATE





# Agenda Item #14.B.3. Attachment B



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

November 22, 2011

Elizabeth Estrada  
Director, Vocational Nursing Program  
Info Tech Career College  
16900 S. Lakewood Blvd., Suite 209  
Bellflower, CA 90706

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

Dear Ms. Estrada:

Pursuant to the action of the Board of Vocational Nursing and Psychiatric Technicians (Board) on November 10, 2011, the provisional accreditation status of the Info Tech Career College Vocational Nursing Program has been changed from full accreditation to provisional accreditation for the two – year period from November 10, 2011 through November 30, 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, December 2, 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.”

The program pass rates of the Info Tech Career College Vocational Nursing Program for the past seven (7) 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 2009	73%	60%	-13
Jan – Mar 2010	74%	44%	-30
Apr – Jun 2010	75%	42%	-33
Jul – Sep 2010	75%	39%	-36
Oct – Dec 2010	76%	25%	-51
Jan – Mar 2011	77%	40%	-37
Apr – Jun 2011	76%	50%	-26
Jul – Sep 2011	76%	100%	+24

This data substantiates the program's history of non-compliance with Section 2530(l) of the Vocational Nursing Rules and Regulations for 7 of 8 Quarters. Based on statistics reported for Quarter 3, 2011, the program is compliant with regulatory requirements.

**REQUIRED CORRECTION(S)**

1. The Info Tech Career College, Vocational Nursing Program shall obtain full Board approval prior to the admission of additional students.
2. 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 for four consecutive quarters.
3. The program shall submit a follow-up report in 9 months, but no later than **August 1, 2012**, and 21 months, but no later than **August 1, 2013**. The report must include a comprehensive analysis of the program, specific actions taken to improve program pass rates, timeline for implementation, and the effect of employed interventions. The following elements must be addressed in the analysis:
  - a. Admission Criteria.
  - b. Screening and Selection Criteria.
  - c. Terminal Objectives.
  - d. Curriculum Objectives.
  - e. Instructional Plan.
  - f. Theory and Clinical Objectives for Each Course.
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  - h. Textbooks.
  - i. Attendance Policy.
  - j. Remediation Policy.
  - k. Evaluations of Theory and Clinical Faculty.
  - l. Evaluations of Theory Presentations.

- m. Evaluations of Clinical Rotations and Their Correlation to Theory Presentations.
  - n. Evaluation of Student Achievement.
  - o. Current Student Enrollment.
4. 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.
  5. The program shall continue 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.
  6. Failure to take any of these corrective actions may cause the full 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 **November 2013** 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 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 was required for the admission of each class; however, 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,

A handwritten signature in cursive script, appearing to read "Teresa Bello-Jones".

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

Enclosures

cc: Board Members

TBJ:cca

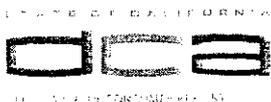


## TITLE 16 CALIFORNIA CODE OF REGULATIONS

### Section 2526.1

#### 2526.1. Provisional Accreditation.

- (a) Provisional accreditation means a program has not met all requirements as set forth in this chapter and in Chapter 6.5, Division 2 of the Business and Professions Code.
- (b) Provisional accreditation shall be granted for a period determined by the Board.
- (c) 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. If the program has not met all requirements at the end of the initial provisional accreditation period, provisional accreditation may be extended if the program demonstrates to the satisfaction of the Board a good faith effort to correct all deficiencies.
- (d) Any program holding provisional accreditation may not admit "new" classes beyond the established pattern of admissions previously approved by the Board. The admission pattern is defined by the number of students per class and the frequency of admissions for the six class admissions that immediately precede the Board action to consider provisional accreditation.
- (e) A program placed on provisional accreditation shall receive written notification from the Board. The notification to the program shall include specific areas of noncompliance and requirements for correction. A program's failure to correct delineated areas of noncompliance is cause for revocation of provisional accreditation.
- (f) A material misrepresentation of fact by a vocational nursing program in any information submitted to the Board is cause for revocation of provisional accreditation.
- (g) A program whose provisional accreditation has been revoked shall be removed from the Board's list of accredited programs. The status of students as potential applicants for licensure will be determined by the Board.
- (h) A program that is removed from the Board's list of accredited programs subsequent to Board action based on the program's non-compliance with applicable regulations shall not reapply to establish a vocational nursing program for a minimum period of one calendar year.



**Acknowledgement of Change in Accreditation Status**

I, Elizabeth Estrada, director of InfoTech Career College Vocational Nursing  
(Director's Name) Name of Program)

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 December 2, 2011.

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

\_\_\_\_\_  
(Signature of Director)

\_\_\_\_\_  
(Date)





# Agenda Item #14.B.3. Attachment C



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

January 19, 2012

Elizabeth Estrada  
InfoTech Career College  
Vocational Nursing Program  
16900 S. Lakewood Blvd., Suite 209  
Bellflower, CA90706

### Re: Consideration of Request to Admit Students

Dear Ms. Estrada:

The Board is scheduled to consider **InfoTech Career College Vocational Nursing Program's** request to admit students at its meeting scheduled February 24, 2012. That meeting will be held at the Radisson Hotel LAX, in Los Angeles, California.

To ensure dissemination and review by individual Board members and relevant staff for timely consideration prior to the February Board meeting, please submit the following written information by **Wednesday, January 25, 2012:**

- Fifteen (15) copies of pertinent documents related to subsequent actions taken by the program to correct identified problems ***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.

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.

The Board strongly recommends that you plan to attend the meeting and be prepared to respond to questions from Board members relative to your program.

Please contact the Board at (916) 263-7843 should further clarification be needed.

Sincerely,

A handwritten signature in cursive script that reads "Pam Hinckley".

**PAM HINCKLEY, RN, MSN**

Nursing Education Consultant

Board of Vocational Nursing and Psychiatric Technicians

2535 Capitol Oaks Drive, Suite 205

Sacramento, CA 95833

(916) 263-7843 Phone

(916) 263-7866 Fax

[Pam\\_hinckley@dca.ca.gov](mailto:Pam_hinckley@dca.ca.gov)







# NEW COHORT APPLICATION

February 2012 BVNPT Board Meeting

## Table of Contents

BVNPT  
2012 JAN 20 AM ID: 26  
BVNPT Received  
on 1/20/12 with RP

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### Introduction

Infotech Career College appreciates the opportunity to address the Board of Vocational Nursing and Psychiatric Technicians to request the admission of another cohort. For the November meeting, you received a longer more detailed report. This document is a shorter version of the previous report and includes the salient information for your review.



Part I addresses the subject of Program Leadership change and staffing. Part II address the pass rates of previous cohort, the two year hiatus to improve program elements, and new 2011 cohort progress. Part III outlines current outcomes and shows dramatic improvement in ATI grades. Our college has accomplished improved outcomes demonstrating our commitment to our students' success.

Given our performance so far and our high standards, it is important to our program's success that we have the opportunity to admit another cohort. This gives us a better chance to provide the expected pass rates, and to provide the necessary resources to keep up the activity and quality of our program.

## **Part I: Program Leadership**

A detailed explanation of the changes in program leadership was outlined in the previous report. It was emphasized in that report that the multiple changes in directors occurred mostly during the development stages before the first initial cohort and during the two year (2009-2011) hiatus prior to the start of the current cohort. During the entire time that classes were in session, there was stability in leadership and instructors.

Since the beginning of this current cohort, which is our second, we have had only **one** Director who is keeping stability and consistency throughout the program, and keeping with the guidelines as approved by the Board. Ms. Estrada has been with the students since day one. Therefore, while students were enrolled and attending classes, **the program has maintained stability**. The Director of Nursing has had 1 year of teaching at a university level BSN program and 3 years of theory, clinical, and nursing school management experience. She is has published articles in professional journals, developed national certification exams, and directed a national nursing organization. Our current cohort benefits from a high level of professionalism and expertise in our faculty.

**Development and Evaluation of instructors** - Regular in-service development and education have been incorporated into the department's long-term plans for faculty. The goal of consistent, experienced instructors is being reached. The initial instructors in the previous cohort did not have the depth of experience in theory necessary for a new program. Current instructors being hired have years of experience in the teaching setting. Ms. Jordan, who recently came on board as a theory instructor, has 6 years of experience in teaching nursing students, curriculum development experience, and clinical management experience.



There is several experienced theory and clinical instructors that the director has worked with that are actively interested in joining the staff when Infotech brings another cohort in.

## **Part II: Review of previous 2007 cohort and 2011 new cohort progress**

### **Performance of Previous Cohort**

It is noted that pass rates have been below the state average for two years; however, all of the students who tested within the last two years reflect only students from one cohort. This was the first cohort launched by Infotech Career College and the only class of students who have graduated between then and now.

**Although we were accredited for a new cohort since January 2010, we delayed the start of the second cohort until June 2011. This was due to a delay in establishing the student financial aid component of the program.**

Since there was a gap in the program between our first cohort graduation in August 2009 and June 2011 when our second cohort started, there were quarters that were absent of any students taking the NCLEX-PN. If you were to eliminate those three quarters without students, Infotech would have five quarters. Essentially we would have only been evaluated for only five quarters.

The fact that the pass rates reflect the performance of only one cohort is a mitigating factor because (1) Infotech Career College did not have the opportunity to test out our improvements on new students, and (2) having a smaller cohort size dramatically skews our percentages. Had Infotech Career College graduated more cohorts within the past two years, our pass rates would have improved, because of an improved program, and having more graduates would have given us the opportunity to improve our percentages.

Infotech Career College has devoted considerable resources to the first cohort graduates by giving free NCLEX prep classes and individual tutoring. This intervention has boosted our licensure rate. Although it is acknowledged that 5 out of 13 candidates who took the exam in the last two years passed, it should be also noted that **10 out of our 13 graduates who sat for the licensure exam have their VN license today**. Therefore, although 5 passed the first time, with the help of Infotech's free NCLEX preparation classes, 5 more were able to pass the second time. This demonstrates that Infotech Career College continues to make a commitment to its graduates to pass the exam and attain licensure, and is willing to devote the resources to that goal.



**Improvements Since the First Cohort** - Between 2009 and 2011, Infotech has reflected upon and revised our policies and curriculum, taking input from professionals in the field, the consultants at BVNPT, as well as our Directors of Nursing, to ensure the success of the second cohort. Infotech is currently teaching our second cohort. We have been able to significantly improve our curriculum delivery, assignments, testing, and our school policies in a way that benefits students and has dramatically improved the quality of our student learning.

## Strategies for Student Success

The current Director is re-evaluating entire curriculum to identify any areas that need strengthening. In addition, the Director intends to incorporate the data from the marketplace and reports provided by the BVNPT. The curriculum could enhance the content to include more community health directions, home health perspectives, and future job opportunities currently identified. This will best prepare the graduating students to the upcoming job marketplace. Outlined in the chart below are improvements we have made and implemented in the current cohort.

Curriculum Area	Previous Cohort	Current Cohort
Student Assessment Tools (ATI)	The ATI system was not utilized with the first cohort that graduated in 2009. The final exams were not based on ATI, and therefore were not reflective of the actual questions on the NCLEX-PN. Although we did not implement it before, we acknowledge that having a strong exit exam would have boosted our first-time pass rate.	ATI is now being used as a <b>benchmark</b> to move students from one module to the next. ATI exams are given at the end of every module. Students must pass these exams before moving to the next module. This early testing mechanism is a major improvement from the cohort that graduated in 2009.
Critical Thinking Assignments	Upon analyzing the curriculum delivered in 2009, we evaluated a need for assignments that develop the students' critical thinking skills, as the questions on the NCLEX-PN require the student to exercise this cognitive ability.	In this cohort, we have implemented <b>assignments</b> that develop the students' critical thinking skills. We are utilizing more <b>virtual clinical scenarios</b> to develop more cognitive discernment.
Admissions Process	For the 2009 cohort, we did not offer TEAS as a screening tool. We simply offered the SLE offered through	Measures have been taken to increase the pass rate by requiring a score of 50% or higher on the overall Adjusted Individual Total Score on the ATI-TEAS as a predictor of student success. Students are tested in four content areas: Reading, Mathematics,



	<p>Wonderlic.</p> <p>The May 2008 cohort consisted of 24 students, 17 of whom completed the program. In reviewing the records, it was found that although the students completed the entrance exam, the ATI Test of Essential Academic Skills (ATI-TEAS), all students desiring admittance were accepted into the program regardless of their scores. This resulted in students who were not academically prepared for the rigors of nursing school and consequently did not pass the NCLEX-PN exam.</p> <p>Furthermore, there was not a thorough interview procedure in place for the May 2008 cohort. All students who applied to the program were admitted regardless of the interview.</p> <p>Previously we had students take an anatomy and terminology course to qualify to enter the VN program. However since then we have noticed that students have particular difficulty with anatomy and pharmacology math.</p>	<p>Science, and English/Language. Any student who does not pass the TEAS with the requisite score on the second attempt will not be a candidate for admission.</p> <p>Each prospective student will be interviewed by the DON. Each applicant shall be considered based on the results of the TEAS, the written essay, on the verbal interview questions and on whether the candidate meets the school requirements. The DON will have the final decision regarding acceptance of candidates.</p> <p>With the new cohort, there will be pre-requisite courses in Anatomy and Physiology and Pharmacology Math. An intensive pre-requisite schedule (Monday to Thursday, 8am to 4:30pm) would give us an idea of the student's learning style and work ethic. Having a strict passing requirement for the pre-requisite (80% average on tests and no more than 2 absences for the program) would enable us to screen the student beyond what the TEAS test can measure.</p>
Remediation	<p>With the 2009 cohort, we required remediation, but we allowed the student to wait until near the end of the module to remediate.</p>	<p>Instructors are expected to work with students frequently to review their progress. If a student does not pass the weekly test, they are required to come for remediation on that Friday. Additionally, we have an instructor tutor the students one-to-one as necessary. We found that regular and frequent monitoring, and working with students individually, has dramatically improved the students'</p>



		motivation and grasp of the material. We feel that this is a major factor contributing to the students' improvement in their ATI scores during Module I.
Individual Student Attention		Our Director of Nursing personally meets with every student frequently to supplement support students get from their faculty. Our Director of Nursing works with students on study habits and study plans. Students who are not performing are counseled and placed on academic probation if necessary.
Learning Resources	The first cohort did not have the same resources available.	Unlike the 2009 cohort, the 2011 cohort all <b>were issued personal laptops</b> , to facilitate access to the online resources at all times. Infotech has also invested in learning material such as the VitaSim Ann. Our students are well equipped with learning resources, supplies and equipment.  In November 2011, each students were given online access to Elsevier Physical Assessment Videos to improve their clinical skills.

The result of the above implementations is displayed in our retention, attendance, and most importantly, the students' performance on their ATI benchmark exams. The students' performance on their ATI benchmark exams is strongly correlated with the students' projected performance on the same content area in the NCLEX-PN exam.

## Part III: Current Outcomes

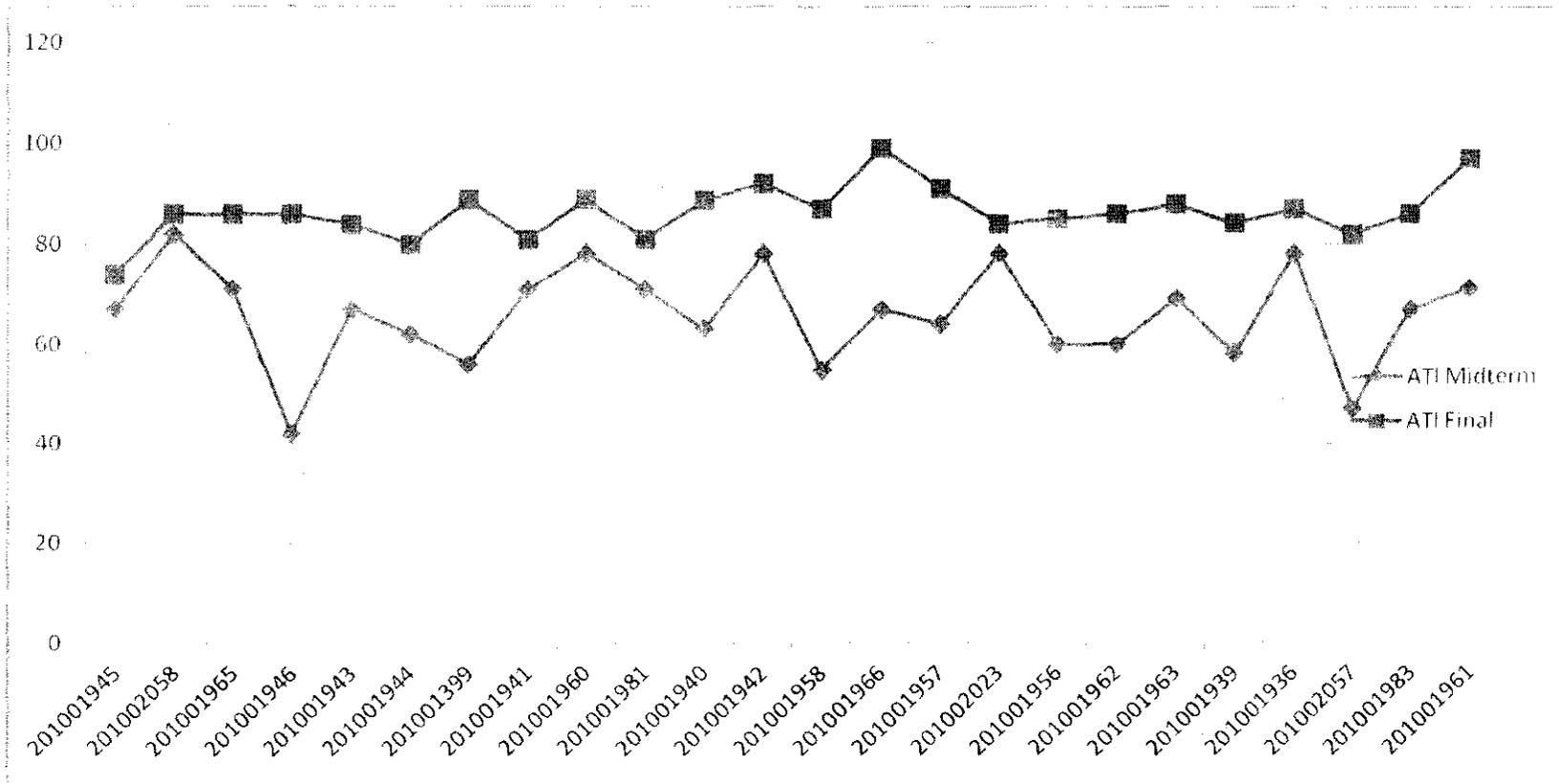
### Dramatic improvement in ATI Benchmark Exam Scores in Module I

During this current cohort, the ATI resources were integrated with the curriculum from the beginning. The students were evaluated as having difficulty with critical thinking and content retention at the beginning of Module I. Upon aggressive inclusion of the ATI testing and critical thinking. Infotech Career College worked closely with a consultant and engaged the students into the use of the ATI online resources, encouraging them to develop their critical thinking skills.



The chart below reflects the improvement of our students' scores on their midterm and their final for Mod I. This chart reflects scores solely on test questions provided by ATI that corresponds to curriculum content in Module One. Since the test questions on ATI are close to the questions on the actual NCLEX-PN exam, we believe their scores here reflect how well the students will actually do on the corresponding test content on the NCLEX-PN exam. The chart shows that the students improved significantly from their midterm to their final. This improvement was achieved by constant monitoring, remediation, and mentoring by the faculty. Module II is currently being monitored and information regarding this module will be provided when available.

We are confident that when another cohort starts, incoming students will benefit from our individualized attention to their success.



### Attendance Consistently Above 96-98%

In the current cohort Module I - Attendance has never fallen below 96% which demonstrates a highly motivated cohort. These students waited six months prior to admittance and have shown dedication and hard work. Our attendance policy and monitoring has proven to be effective in maintaining active student participation. The up-to-date attendance for Module II is 98%. The motivation to go forward is high for our students.

### Simulation at Infotech – Innovative Technology Resource Allocation



Even though the school is presently small, it has demonstrated commitment to utilizing the best resources by investing in a VitalSim Anne which is considered a medium fidelity tool for student learning. This manikin has many applications for use in teaching student nurses. Having a VitalSim Anne is not an investment many schools have made even in a much larger educational institutions. A recent article entitled, "Study to assess effectiveness of simulation in undergraduate nursing education", by Cynthia Saver, RN, MS (October 24, 2011 Ezine) <http://news.nurse.com/article/20111010/NATIONAL01/110100049> shows the importance of simulation in nursing education. It reports about a study with ten colleges which participated in examining the process of simulation. In anticipation of supporting clinical learning, Infotech is providing the resources, support, and faculty development to ensure high utilization of this cutting edge technology tool. When connected to VitalSim-enabled manikins and skills trainers, VitalSim simulates ECGs, heart sounds, fetal heart sounds, breath sounds, bowel sounds, blood pressure and pulses. VitalSim also allows instructors to run pre-programmed scenarios as well as write their own custom scenarios to meet their specific learning objectives. Data logging and download functions provide valuable information for use in performance assessment and debriefing.

**Summary - Infotech Career College is dedicated to providing the health care system with excellent practitioners of nursing care. Although there were many challenges with our initial program execution, our efforts have been persistent in improving and developing whatever is necessary to make our college a success.** In evaluating statistics and outcomes, the context within which those statistics were generated should be taken into consideration. The mitigating factor here is that the past two years reflect only the performance of one cohort, which is not reflective of the improvements that have made. The program is currently implementing improvements and has seen success.

We have welcomed any collaboration in increasing our own knowledge of the current changes in curriculum models and innovative resources. There is no better reason for us to continue moving forward than the amazing motivation demonstrated by our students. They are exceeding expectations and we believe that their efforts will make special contribution to their future profession. Our college wants the chance to prove that we can do a good job so that our students can become excellent practicing nurses that make a difference in the people that are entrusted into their care.