

Agenda Item # 13.A.3



STATE AND CONSUMER SERVICES AGENCY • GOVERNOR EDMUND G. BROWN JR.
BOARD OF VOCATIONAL NURSING & PSYCHIATRIC TECHNICIANS
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DATE: April 24, 2013

TO: Board Members

FROM: 
Suellen Clayworth, M.N., R.N.
Nursing Education Consultant, Retired Annuitant

SUBJECT: Casa Loma College, Hawthorne, Vocational Nursing Program – Consideration of Request to Admit Students (Director: Jayne Grint, Los Angeles, Los Angeles County - Private)

On November 9, 2012, Casa Loma College, Hawthorne, Vocational Nursing Program was placed on Provisional Approval for the period from November 9, 2012, through November 30, 2014. The program was required to come to the full Board to request admission of additional students.

Provisional approval was imposed due to the program's noncompliance with regulatory requirements relative to program pass rates. Reconsideration of the program's status was scheduled for November 2014.

On March 15, 2013, the Board received correspondence from the director requesting approval to admit 30 students into two full-time classes. The first class would commence on August 5, 2013, to **replace** the class graduating on July 22, 2013, and would graduate on August 19, 2014. The second class would commence on October 21, 2013, to **replace** the class graduating on October 7, 2013, and would graduate on November 4, 2014,

History of Board Action

(See Attachment A, History of Prior Board Actions)

Enrollment

The Casa Loma College, Hawthorne, Vocational Nursing Program must obtain full Board approval for all class admissions. The pattern of admissions for current classes is seen in the enrollment table below.

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 143 students** for the period February 2012 through October 2013.

ENROLLMENT DATA				
CLASS DATES		#Students Admitted	#Students Current or Completed	Total Enrolled
Start	Complete			
02/13/12		30	26	26
05/01/12		30	21	26 + 21 = 47
07/23/12		30	22	47 + 22 = 69
10/1/12		30	30	69 + 30 = 99
12/17/12		30	15	99 + 15 = 114
	02/25/13 (02/13/12 Class)		-26	114 - 26 = 88
03/4/13		33	33	88 + 33 = 121
	05/10/13 (05/01/12 Class)		-21	121 - 21 = 100
06/13/13		30		100 + 30 = 130
	7/22/13 (7/23/12 Class)		-22	130 - 22 = 108
8/5/13		30 (proposed)		108 + 30 = 138
	10/07/13 (10/08/12)		-25	138 - 25 = 113
10/21/13		30 (proposed)		113 + 30 = 143

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 October 2010 through December 2012, specify the pass percentage rates for graduates of the Casa Loma College, Hawthorne, Vocational Nursing Program on the National Council Licensure Examination for Practical/Vocational Nurses (NCLEX-PN®), and the variance from state average annual pass rates.

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	Variance From State Average Annual Pass Rate
Oct – Dec 2010	32	13	41%	77%	62%	76%	-14
Jan – Mar 2011	50	37	74%	80%	66%	77%	-11
Apr – Jun 2011	26	13	50%	71%	61%	76%	-15
Jul – Sep 2011	25	12	48%	74%	56%	75%	-19
Oct – Dec 2011	12	9	75%	74%	63%	75%	-31
Jan – Mar 2012	39	26	67%	77%	59%	74%	-15
Apr – Jun 2012	26	15	58%	72%	61%	74%	-13
Jul – Sep 2012	29	15	52%	74%	61%	74%	-13
Oct – Dec 2012	23	13	57%	70%	59%	74%	-15
Jan – Mar 2013	10	6	60%	75%	56%	73%	-19

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** (January – March 2013), the program’s average annual pass rate is 56%. The California average annual pass rate for graduates from accredited vocational nursing programs who took the NCLEX-PN® Licensure Examination for the first time during the same period is 75%. The average annual pass rate for the Casa Loma College, Hawthorne, Vocational Nursing Program is **19** 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 totals 17, including the director. The director has 80% administrative responsibility and 20% teaching duties. Fifteen instructors are approved to teach clinical. For a maximum enrollment of 143 students, ten (10) clinical instructors are needed. Therefore, faculty is adequate for the current and proposed enrollment.

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

“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

Review of pass rate statistics indicates that 80% of the graduates that tested from the March 2012 graduating class passed the examination; however only 16 out of 20 graduates from that class have tested. Of the 22 graduates from May 2012, 21 have tested and 14 passed for a 67% pass rate. Of the 22 graduates from the August 2012 class, three have tested and all three passed. In total, 40 of the 64 graduates from 2012 (63%) have taken the licensure examination. Of those 40 graduates, 29 passed the examination on the first attempt (73%). It appears that a pattern of improvement is beginning to be established, but it is not yet solidified.

On March 28, 2013, the Board received the “Updated Program Improvement Plan” from the director. (See Attachment B)

Recommendations:

1. Approve the Casa Loma College Vocational Nursing Program’s request to admit 30 students to a class on August 5, 2013, to **replace** the class graduating on July 22, 2013, and graduating on August 19, 2014; and admit 30 students to a class on October 21, 2013, to **replace** the class graduating on October 7, 2013, and graduating on November 4, 2014.
2. Continue to require the program to admit no additional students unless specifically approved by the full Board.

Rationale: The program was placed on Provisional Approval at the November 2012 Board Meeting due to low licensure examination pass rates. It is implementing its plan of improvement as submitted in November. A pattern of improvement appears to be emerging. The Board will monitor the licensure examination results closely in 2013 and expects continued improvement.

The program has demonstrated that it has sufficient resources, including faculty and facilities, to support the current and proposed enrollment. Board staff will continue to monitor the program’s effectiveness by tracking class admissions, the effectiveness of employed interventions, and the program’s licensure examination pass rates each quarter.

Attachment A: History of Prior Board Actions

Attachment B: Updated Program Improvement Plan - Dated March 18, 2013; Received March 28, 2013

Agenda Item # 13.A.3, Attachment A

Casa Loma College, Hawthorne Vocational Nursing Program

History of Prior Board Actions

- In March 1972, the Casa Loma College, Lake View Terrace, Vocational Nursing Program was granted initial accreditation. The initial class commenced in October 1971.
- The program was approved for 1531 hours, including 577 theory and 954 clinical hours.
- On July 15, 1988, the Board granted approval to start a satellite full-time program in Los Angeles for two classes per year, with a maximum of 30 students per class.
- On January 24, 1997, the Board denied the Casa Loma College Vocational Nursing Program's request to admit classes on a continuous basis; approved the admission of 24 full-time students on January 25, 1997, and April 1997 only, and elected to consider the program's request to admit additional classes at its June 1997 meeting. In addition, the Board requested that the new director and assigned nursing education consultant meet at the Board's Sacramento office to review and evaluate prior attrition reports, and discuss methods to reduce attrition. This meeting was accomplished on March 27, 1997. The Board also requested that a follow-up report on attrition and examination statistics be presented at its June 1997 meeting.
- **In May 1997, a new program director was approved.**
- On June 27, 1997, the Board approved the Casa Loma College Vocational Nursing Program's request to admit 24 students in the full-time program at the Los Angeles campus on June 29, 1997. Consideration of the program's request to admit 24 students at the Los Angeles campus on October 1, 1997, was scheduled for the September 1997 meeting. The Board also requested that a follow-up report on attrition, examination statistics and faculty be presented at its September 1997 meeting.
- On August 12, 1997, the current program director was no longer affiliated with the College.
- **On August 28, 1997, a new program director (interim) was approved.**
- On September 19, 1997, the Board approved the program's request to admit 24 full-time students on September 29, 1997, at its Los Angeles campus.

- On November 7, 1997, the Board requested a follow-up report on attrition and examination statistics be presented at the April 1998 Board Meeting.
- **On January 15, 1998, a new program director was approved.**
- On January 30, 1998, the Board denied the program's request to admit a class of 24 students on February 24, 1998, and April 1, 1998. The program's request to admit 24 students on June 21, 1998, and August 9, 1998, was scheduled for consideration at the Board's June 1998 meeting, and the program's request to admit 24 students on November 29, 1998, was scheduled for consideration at the Board's meeting in September 1998.
- On April 17, 1998, the Board granted approval to admit a class of 24 students on April 23, 1998. The program's request to admit 24 students on July 13, 1998, was scheduled for consideration at the Board's June 26, 1998, meeting. The program's request to admit 24 students on September 24, 1998, was scheduled for consideration at the September 18, 1998, Board meeting. The program's request to admit 24 students on December 3, 1998, was scheduled for consideration at the Board's November 20, 1998, meeting. The program's request to admit 24 students on February 8, 1999, was scheduled for consideration at the January 1999 Board meeting. The program's request to admit five full-time classes each year on a continuous basis was denied.
- On June 26, 1998, the Board granted approval to admit a class of 24 students on July 17, 1998.
- On September 11, 1998, the Board granted approval to admit a class of 24 students on September 24, 1998. Following the Board meeting the program changed the admission date to October 5, 1998.
- On November 20, 1998, the Board granted approval to admit a class of 24 students on December 3, 1998.
- On January 22, 1999, the Board granted approval to admit a class of 24 students on March 31, 1999.
- On April 16, 1999, the Board granted approval to admit a class of 24 students on June 17, 1999.
- On June 25, 1999, the Board granted approval to admit a class of 24 students on September 17, 1999.
- On September 17, 1999, the Board granted approval to admit a class of 24 students on November 23, 1999, only.
- **On November 2, 1999, a new program director was approved.**
- On November 19, 1999, the Board granted approval to admit a class of 24 students on February 29, 2000, only.

- On April 14, 2000, the Board granted approval to admit a class of 24 students on May 17, 2000, and requested the program perform a detailed analysis of all program elements to determine causes of poor student performance on the licensure examination and identify written solutions, goals and timelines for the purpose of improving examination pass rates. The written report of this analysis was to be submitted to the Board by July 15, 2000. Information from this report will be taken into consideration for determining the admission of future classes.
- On June 29, 2000, the program director of the Van Nuys campus (formerly Lake View Terrace and Sylmar) assumed the role of interim director.
- **On July 18, 2000, a new program director was approved.**
- On September 29, 2000, the Board approved the Casa Loma College, Los Angeles, Vocational Nursing Program's request to admit a class of 24 full-time students on October 9, 2000.
- On November 17, 2000, the Board approved the Casa Loma College, Los Angeles, Vocational Nursing Program's request to admit a class of 24 full-time students on January 19, 2001.
- On February 2, 2001, the Board approved Casa Loma College, Los Angeles Vocational Nursing Program's request to admit a full-time class of 24 students on April 9, 2001, only, replacing the class that graduates March 9, 2001. A follow-up report is to be presented at the September 2002 Board meeting on the program's analysis of its plan to improve student pass rates which was implemented in January 2001.
- On April 27, 2001, the Board approved Casa Loma College, Los Angeles, Vocational Nursing Program's request to admit a class of 24 full-time students on June 26, 2001, only, replacing the class that graduates May 25, 2001. Additionally, the Board requested an interim report on the program's analysis of its plan to improve student pass rates be presented at the September 2001 Board meeting.
- On September 7, 2001, the Board approved Casa Loma College, Los Angeles, Vocational Nursing Program's request to admit a class of 24 full-time students on September 26, 2001, only, replacing the class that graduates October 25, 2001, with the provision licensure examination pass rates will improve with the fourth quarter reporting period.
- On November 16, 2001, the Board approved Casa Loma College, Los Angeles, Vocational Nursing Program's request to admit a class of 24 full-time students on December 3, 2001, only. The Board would continue to monitor licensure exam pass rates. If licensure examination scores did not improve, the Board would seriously consider restricting or denying future admissions.
- On February 8, 2002, the Board approved Casa Loma College, Los Angeles, Vocational Nursing Program's request to admit a class of 24 full-time students on February 19, 2002, only, replacing the class that graduated on February 1, 2002. The Board would

continue to closely monitor licensure exam pass rates. If licensure examination scores did not improve, the Board would seriously consider restricting or denying future admissions.

- On April 12, 2002, the Board denied Casa Loma College, Los Angeles, Vocational Nursing Program's request to admit a class of 24 full-time students on May 6, 2002, only, replacing the class that graduated on April 19, 2002.
- On June 28, 2002, the Board approved Casa Loma College, Los Angeles, Vocational Nursing Program's request to admit a class of 24 full-time students on July 23, 2002, only.
- On September 6, 2002, the Board placed the Casa Loma College, Los Angeles, Vocational Nursing Program on provisional accreditation for the period from September 6, 2002, through September 5, 2004. In addition, the Board approved the program's request to admit a class of 24 full-time students on October 7, 2002, only, replacing the class that graduated on September 27, 2002.
- On November 8, 2002, the Board approved Casa Loma College, Los Angeles, Vocational Nursing Program's request to admit a class of 24 full-time students on January 13, 2003, only, replacing the class that graduated on December 20, 2002.
- On February 21, 2003, the Board approved Casa Loma College, Los Angeles, Vocational Nursing Program's request to admit a class of 24 full-time students on March 3, 2003, only, replacing the class that graduated on February 21, 2003.
- On April 11, 2003, the Board approved Casa Loma College, Los Angeles, Vocational Nursing Program's request to admit a class of 24 full-time students on May 19, 2003, only, replacing the class that graduated on May 6, 2003.
- On June 20, 2003, the Board approved Casa Loma College, Los Angeles, Vocational Nursing Program's request to admit a class of 24 full-time students on August 5, 2003, only, replacing the class that graduated on July 25, 2003.
- On September 19, 2003, the Board approved Casa Loma College, Los Angeles, Vocational Nursing Program's request to admit a class of 24 full-time students commencing October 20, 2003, only, to replace students who graduate on October 10, 2003.
- On November 14, 2003, the Board approved the program's request to admit a class of 24 full-time students commencing February 2, 2004, only, to replace students who graduate on February 13, 2004.
- On February 2, 2004, the Executive Officer approved the program's request to admit a class of 24 full-time students commencing April 19, 2004, only, to replace students who graduate on March 26, 2004.
- On May 14, 2004, the Board approved extension of provisional accreditation for a period of one year for the program for the period from May 14, 2004, through May 13, 2005,

and approved ongoing admissions to replace graduating classes, only, with the stipulation that no additional classes are to be added to the program's current pattern of admissions without prior Board approval. The program's current pattern of admissions includes five full-time classes of 24 students admitted each calendar year.

- On September 10, 2004, the Board reinstated full accreditation for the Casa Loma College, Los Angeles, Vocational Nursing Program for the four-year period from September 10, 2004, through September 9, 2008, and issued a certificate accordingly.
- On January 12, 2005, the Board approved the Casa Loma College, Los Angeles, Vocational Nursing Program's request to increase the size of all five full-time classes admitted each year from 24 to 30 students starting with the April 18, 2005, class.
- On March 10, 2008, Casa Loma Director of Compliance, Sharon Dugan, requested a change in school name from Casa Loma College, Los Angeles, to Casa Loma College, Hawthorne.
- On June 4, 2008, the Executive Officer approved continued full accreditation of the Casa Loma College, Hawthorne, Vocational Nursing Program for a four-year period, from September 9, 2008, through September 8, 2012, and the Board issued a certificate accordingly.
- **On October 24, 2008, Rochelle Eaton was approved as director of the Casa Loma College, Hawthorne, Vocational Nursing Program.**
- On February 22, 2012, the program was notified that its average annual pass rates had fallen more than ten (10) percentage points below state average annual pass rates for five (5) quarters. The program was asked to provide a written plan for improving the pass rates by March 9, 2012.
- On March 16, 2012, the plan for improvement was received by the Board.
- On May 7, 2012, the program was notified that its average annual pass rates had fallen more than ten (10) percentage points below state average annual pass rates for six (6) quarters. The program was asked to provide documentation regarding the implementation of its plan for improvement and copies of the faculty's daily lesson plans by June 7, 2012.
- On July 10, 2012, the Board received the report including the status of the implementation of the plan for improvement and received copies of the faculty's daily lesson plans.
- On August 2, 2012, the program was notified that its average annual pass rates had fallen more than ten (10) percentage points below state average annual pass rates for seven (7) quarters. The program was notified that the program may be considered for placement on provisional approval at the November 2012 Board Meeting and was asked to provide the following information by August 31, 2012:

1. Current enrollment information.

2. Current faculty and facility information.
 3. Documentation demonstrating the clinical rotation schedules for all current classes.
 4. An analysis of your program's correctional plan submitted **July 10, 2012**, indicating the elements that have been effective and those that have not. Describe alterations that you will make in the plan based on this analysis.
 5. Any other pertinent information to be considered by the Board. (Note: Information submitted after the deadline may not receive due consideration by the Board.)
- **On August 24, 2012, Janet Nishina was approved as director of the Casa Loma College, Hawthorne, Vocational Nursing Program.**
 - **On September 17, 2012, Jayne Grint was approved as director of the Casa Loma College, Hawthorne, Vocational Nursing Program and subsequently completed New Director Orientation.**
 - On October 3, 2012, the assigned consultant forward correspondence to the director requesting documents for dissemination to Board Members.
 - On November 9, 2012, the Board approved the following recommendations:
 1. Place the Casa Loma College, Hawthorne, Vocational Nursing Program on provisional approval for the two – year period from November 9, 2012, through November 30, 2014, 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 E for draft of Notice)
 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 rates.
 3. Approve the admission of the class of 30 students projected to start on December 17, 2012.
 4. Rescind the program's approval for ongoing admissions and require the program to obtain approval by the full Board prior to the admission of additional students.
 5. Approve the program's proposed curriculum revision to include 680 theory hours and 976 clinical hours for a total of 1656 program hours.
 6. Require the program to submit follow-up reports in nine (9) months, but no later than **August 1, 2013**, and 21 months, but no later than **August 1, 2014**. The reports must include a comprehensive analysis of the program, specific actions to improve program pass rates, timeline for implementation, and expected outcomes. 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.

7. Require the program to comply with all approval 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 violation. If the program fails to satisfactorily demonstrate incremental progress, the full Board may revoke the program's approval.
 9. Failure to take any of these corrective actions may cause the full Board to revoke the program's approval.
 10. Place the program on the **November 2014** Board agenda for reconsideration of provisional approval.
- On December 26, 2012, the assigned consultant forwarded correspondence requesting submission of eighteen (18) copies of pertinent documents, plan, and subsequent actions taken to correct identified problems that they desire Board members to consider.
 - On January 2, 2013, the Board received correspondence from the program director and eighteen (18) copies of pertinent documents that they desire the Board members to consider.
 - On February 22, 2013, the Board approved the following recommendations:
 1. Approve the Casa Loma College Vocational Nursing Program's request to admit 30 students to a class on March 11, 2013, to **replace** the class graduating on February 25, 2013, and graduating on April 1, 2014; and admit 30 students to a class on June 3, 2013, to **replace** the class graduating on May 10, 2013, and graduating on June 10, 2014.
 2. Continue to require the program to admit no additional students unless specifically approved by the full Board.
 - On March 28, 2013, the Board received the Updated Program Improvement Plan from the director.

Agenda Item # 13.A.3, Attachment B
Agenda Item # 12.A.3, Attachment B



Casa Loma College
School of Nursing & Allied Health

12540 S. Crenshaw Blvd.
Hawthorne, CA. 90250-3327
U.S.A.

March 18, 2013

Board of Vocational Nursing and Psychiatric Technicians
2535 Capitol Oaks Drive, Suite 205
Sacramento, CA 95833

Attention: Suellen Clayworth, MN, RN
Nursing Education Consultant, Retired Annuitant

Re: Updated Program Improvement Plan

Dear Ms. Clayworth:

Enclosed is the Updated Program Improvement Plan, as requested by the Board, originally in November 2012. I have color-coded the updates under "Effect of Employed Interventions" to avoid any confusion when reviewing the original document. The Enrollment Data sheet has been attached, which reflects the changes in current class sizes. Otherwise, other attachments are held as unchanged.

We have worked hard to demonstrate incremental progress in our program. I believe that we are moving forward in a very positive way. The students' exam scores are improving and the remediation program is being utilized by current students, as well as graduates studying for NCLEX PN.

We respectfully request the opportunity to admit 30 students for August 5, 2013 and 30 students for October 21, 2013 to replace graduating classes. We have sufficient resources and faculty to support these prospective classes.

As I discussed at the February BVNPT Hearing, we have been replacing old and outdated skills lab equipment. To date we have purchased two medication carts, hospital bedside equipment, new linens, surplus boxes of unused direct patient care supplies and 1 simulator mannequin.

Beginning with the new March class, we have supplied the students with lab bags for use in the lab practice area. They will be able to carry these bags throughout the program and reuse their own supplies as needed for practice.

I look forward to seeing you at the May BVNPT hearing to further discuss these improvements.

Respectfully,

Jayne Grint RN, MSN/Ed, PHN
Director of Nursing
Hawthorne Campus

CASA LOMA COLLEGE HAWTHORNE CAMPUS

DEPARTMENTAL OPERATIONAL PLAN

DEPARTMENT: NATIONAL COUNCIL LICENSURE EXAMINATION-PRACTICAL NURSING (NCLEX-PN) IMPROVEMENT PLAN

UPDATE TO REPORT OCTOBER 5, 2012; DUE FEBRUARY 1, 2013

UPDATE TO REPORT DATED NOVEMBER 12, 2012; DUE MARCH 30, 2013

Date: November 12, 2012

Prepared by: Jayne Grint RN, PHN/Ed, PHN, Director of Nursing

Component (a)				
Current enrollment				
(Attachment)				
Date	Specific Actions to Improve Pass Rates	Timelines	Responsible Party	Effect of Employed Interventions
01/07/13	Continue remediation and support	Throughout program	DON/Tutor	Students receptive/attending
10/01/12	Students report to DON for every failed exam and are sent to remediation	10/1/12-12/21/12	DON/Tutor	Test scores have improved by 5%+
11/01/12	Interview students and faculty to identify specific areas of need	Ongoing	DON/ADON/faculty	Improved test scores with individual remediation projects
11/01/12	Encouragement to strong class	Twice weekly	DON	Motivated to excel. Scores up.
12/01/12	Encouragement to very strong class	Twice weekly +	DON	Motivated to excel. Scores high. 3/2013 1210B class scores up. Attrition rate down.
<p>Analysis: Students come to school better-prepared and more motivated when they believe that they have resources for successful learning.</p> <p>UPDATE: The 1210B class was the first to participate in the new remediation program as fundamental students. They are still showing signs of strong test scores and have all passed their Level 2 requirements. 26/30 will move on to Level 3.</p>				

Component (b) (c)				
Admission Criteria				
Screening and Selection Criteria				
(Attachments)				
Date	Specific Actions to Improve Pass Rates	Timelines	Responsible Party	Effect of Employed Interventions
Ongoing	Ensure qualifications are met/Pass TABE test. Fills out student questionnaire. Scores to DON	Prior to admission	Admissions Reps	Ensures readiness to work at the level to successfully complete the program.
Ongoing	Interviews each prospective student	Prior to admission	DON	Scores integrity and motivation to finish program.
Ongoing	Acceptance of alternative students	Until beginning of clinical rotation	DON	Permanent status for student with pass rates.
<p>Analysis: Serious concerns about the integrity of those being accepted into the program prompted the DON to become more involved in the selection and admission process. The Level 1 class that started in October has remained at 28/30 student starts. Attrition rates are down.</p>				
Component (d)				
Terminal Objectives				
(Attachment)				
Date	Specific Actions to Improve Pass Rates	Timelines	Responsible Party	Effect of Employed Interventions
Ongoing	Inform students of on-campus resources to find employment after graduation through interviews, resume writing and networking	Ongoing	Career Services	Encourages students to stay focused and work hard to achieve goals knowing there will be assistance for them to find jobs.
End of Program	Encourage students to test soon after graduation	After graduation	Faculty	3/2013 70% Placement rate reported by Career Services. Knowledge base is fresh for NCLEX PN exam.

Component (e)				
Curriculum/Program Objectives/Syllabi				
Unchanged from 2012 college catalogue				
<ol style="list-style-type: none"> 1. Offer students a well-balanced program integrating theory, practical experience and personal and professional development. 2. Evaluate and direct those students who, based on their educational and technical skills, have the capability to successfully complete the program. 3. Provide students with a supportive atmosphere that encourages personal and professional growth. 4. Assist students in attaining knowledge, mastering skills and developing critical thinking and effective communication skills. 5. Instill appropriate attitudes and values needed in providing care and responding to patients' needs. 6. Provide students with a competitive edge by being equipped with a high level of knowledge, skills and competencies. 7. Offer and consistently reevaluate the program and curriculum in order to meet industry standards. 				
Date	Specific Actions to Improve Pass Rates	Timelines	Responsible Party	Effect of Employed Interventions
11/2012	Increase communication with faculty to ensure objectives are being met	Ongoing	DON	Faculty receptive to suggestions and changes within program to help students succeed.
1/02/2013	Utilize approved increase in hours from 1531 to 1656 reflected in curriculum objectives	Ongoing	Faculty/DON	To be determined in 3/2013
Ongoing	Increase communication with students to ensure objectives are being met	Ongoing	DON	Increase in skills lab time beneficial to student learning. Student input considered in program development.

Analysis: Since September 10th, the program has shown great promise to meet the goal of increasing NCLEX-PN pass rates. The atmosphere is calm and supportive to ensure the optimum in student learning.

Component (f)				
Instructional Plans				
(Attachments)				
Reflects Board approved increase in program hours from 1531 to 1656				
Date	Specific Actions to Improve Pass Rates	Timelines	Responsible Party	Effect of Employed Interventions
1/02/2013	Increase in hours to allow for more remediation time during the rotation at the end of the program	Begin 1/2/2013	Faculty	To be determined at the end of first rotation in March 2013 for evaluation of improvement. 3/2013 NCLEX PN review class 51 hours plus an additional 3 days per week for graduates. Will re evaluate for area of improvement as the upcoming classes affected graduate and test NCLEX.
Component (g)				
Theory and clinical objectives for each course				
(Attachments)				
Unchanged from College Catalogue 2012; Do not need revision				
Date	Specific Actions to Improve Pass Rates	Timelines	Responsible Party	Effect of Employed Interventions
1/02/2013	Increase number of ATI practice tests	12/2013 Ongoing	Faculty	Students' improved comfort level with material and computer testing
11/2012	Visits to clinical sites to ensure clinical experiences reflect theory topics for specific Level.	11/2012 Ongoing	DON/ADON	3/2013 Compliance and increased self-confidence. Will reevaluate in 6/2013. Improved communication between theory and clinical instructors. Students excel.

Component (h)				
Lesson Plans for each course				
Available upon request				
Do not need revision				
Date	Specific Actions to Improve Pass Rates	Timelines	Responsible Party	Effect of Employed Interventions
Component (i)				
Textbooks				
Changes				
(Attachments)				
Date	Specific Actions to Improve Pass Rates	Timelines	Responsible Party	Effect of Employed Interventions
1/2/2013	Review and reevaluate textbooks in use to determine those effective in meeting course objectives, readability and VN appropriate materials.	11/2012	DON/Faculty	<p>Choices made meet course objectives. Faculty report resources more VN appropriate to better allow for improved student comprehension</p> <p>3/2013 Fundamentals book change with positive student response as being more user friendly. Med/Surg book change with positive student and faculty response as being more appropriate for the VN student.</p>

Component (j)				
Attendance Policy				
(Attachment)				
Date	Specific Actions to Improve Pass Rates	Timelines	Responsible Party	Effect of Employed Interventions
1/2/2013	Attendance is mandatory. Students are expected to attend all classes. Enforce attendance policy. Implemented phrase "IF YOU'RE NOT HERE— YOU CAN'T LEARN"	Ongoing	Faculty Jayne Grint	Number of absences and make up days significantly decreased after strict adherence to tardy/attendance policies mandated by DON.
Component (k)				
Remediation Policy				
(Attachments)				
Date	Specific Actions to Improve Pass Rates	Timelines	Responsible Party	Effect of Employed Interventions
12/4/2012	Increase use of ATI Comprehensive Assessment and Remediation Program (CARP) in each course to ensure students have the knowledge base to successfully pass the NCLEX-PN.	Ongoing	Faculty ATI Coordinator	Remediation plan created for each student based on areas of weakness and strengths. 3/2013 Improved test scores in those students that attend remediation.
9/2012	Hired faculty NCLEX-PN content expert for remediation and NCLEX-PN review	Ongoing. 3 days/wk	Linda Thierry	Mandatory focused reviews prepare students for success. 3/2013 More students testing Level 1 and above on ATI exams. Overwhelming success. Students attend. Exam scores up 5% overall.
<p>Analysis: ATI representative in service held to ensure that faculty is using the ATI resources to the fullest extent for student success. Extra practice exams purchased. Comprehensive exit exam was passed by 98% of the students participating in December 2012.</p>				

Component (l)				
Evaluations of Theory and Clinical Faculty				
(Attachments)				
Date	Specific Actions to Improve Pass Rates	Timelines	Responsible Party	Effect of Employed Interventions
1/9/2013	Observation of faculty in the classroom and in clinical facility to ensure objectives are met, student performance is satisfactory and faculty provides optimum learning opportunities.	11/2012 – 1/2013	DON	Students are passing clinical rotations and report clinical faculty are very effective in their learning. Faculty performance improved in theory, clinical and remediation.
Component (m)				
Evaluations of Clinical Rotations and Their Correlation to Theory Presentations				
Narrative				
Level	Clinical Rotation	Objectives	Effective	Correlation to Theory Presentations
One	Skilled nursing facilities with total patient care	ADLs, positioning, feeding, specimen collection, enemas, heat and cold applications, I &O, complete assessments, VS, foley catheter insertion, wound care and dressing changes. Prioritization.	yes	Provide students with fundamental principles of health and illness. Emphasis is placed on the application of behavior in caring for the hospitalized patient.

Component (m)				
Evaluations of Clinical Rotations and Their Correlation to Theory Presentations				
Narrative				
Level	Clinical Rotation	Objectives	Effective	Correlation to Theory Presentations
Two	VA clinics and Rehab Centers with total to intermediate care	Hospital or clinic admissions, lab report analysis, fluid and electrolyte imbalance recognition, identification of diagnosis and definition, safe medication administration, caring for an isolation patient, dietary needs, communication, patient teaching , bedside glucose monitoring, monitor IV or blood products spirituality, adapts needs per client diagnosis and S/S, tracheostomy care, suctioning and professionalism of LVN, time management, problem-solving.	Yes	An introduction to medical-surgical nursing. Emphasis is on the more acutely ill patient with common nursing and therapeutic dietary needs. Additional emphasis is on the application of knowledge and nursing care concerned with the surgical, the diabetic, the oncology, and the geriatric patient, AIDS/immunity, death and dying, pain control, sleep, oxygen therapy and tracheotomy care, fluids and electrolytes, intravenous and blood therapy, mental health and patient teaching. Methods of problem solving based on the nursing process are utilized.

Component (m)				
Evaluations of Clinical Rotations and Their Correlation to Theory Presentations				
Narrative				
Level	Clinical Rotation	Objectives	Effective	Correlation to Theory Presentations
Three	Skilled nursing facilities and rehabilitation centers	Focused assessments, safe administration of medication with documentation, comparison of lab results for normal or specific to disease process, nursing care plans, measures to prevent post op complications, oxygen therapy, utilization of nursing process for GI, GU, Resp, Cardio and Endocrine disorders, care for hemodialysis client, AIDS client, care of colostomy, NG tube care, nursing techniques for chest tubes, JPs, client teaching, discharging clients, transcribing MD orders with Instructor, cultural sensitivity demonstration, example positive adaptive behavior.	Yes	A continuation and progression in medical-surgical nursing, integrated with the disease processes and principles of diet therapy and psychosocial relationships. Emphasis is on the utilization of the nursing process in identifying priorities and in interpreting the effectiveness of nursing care. Areas of concentration are: Gastrointestinal, Urinary, Respiratory, Cardiovascular, and Endocrine.

Component (m)				
Evaluations of Clinical Rotations and Their Correlation to Theory Presentations				
Narrative				
Level	Clinical Rotation	Objectives	Effective	Correlation to Theory Presentations
Four	Rehabilitation centers, specialty clinics and geriatric rehabilitation	Demonstrate proficiency in diagnostic procedures and medication administration, professionalism, perform safety measures, demonstrate cultural sensitivity, assist in scheduling follow up appointments, assessments, client-centered care, client teaching for health promotion, documentation, assist with procedures in specialty clinics, apply nursing process in each aspect of patient care, assume leadership role, discuss nursing interventions related to disabilities, bladder and bowel training and deformity, Demonstrate nursing techniques implemented to restore maximum functional abilities.	Yes	A continuation and progression of advanced knowledge and skills in medical-surgical nursing. Included will be the theory, practice, and application of knowledge and nursing care techniques to meet the physiological, psychosocial, cultural and social aspects of the long-term care patient, which includes the developmentally disabled, the aged, and the rehabilitative patient. The clinical experience approximates the entry level expectations of the graduating vocational nurse, including leadership/supervision roles. The theoretical and clinical knowledge acquired during the year is incorporated into a realistic work experience.

Component (m)				
Evaluations of Clinical Rotations and Their Correlation to Theory Presentations				
Narrative				
Level	Clinical Rotation	Objectives	Effective	Correlation to Theory Presentations
Five	Acute care mother/baby unit (OB) Maternity clinics	Utilizing the nursing process in the care of women in labor, demonstrate ability to count fetal heart tones, direct care of a laboring mother Stages I and II, identify the placenta for vessels of the cord, amniotic sac and fetal and maternal sides, assist in the immediate care of the newborn including birth weight, prevention of heat loss, proper ID, maintaining an airway, participate in recovery of mother, VS, implement teaching regarding infant care with demonstration, bathing, feeding, phenylketonuria test and VS on NB, assess NB reflexes, NB assessment, discharge of mother and NB.	Yes	This course is designed to provide the student with an opportunity to study the normal reproductive process and the application of the nursing process in the care of the mother and infant during the prenatal, delivery, and postpartum periods.
Five	Pediatrics unit; Pediatrics day care for ages infant through 5 years of age	Using play person guidelines describe behavior of the child, select an age appropriate play activity and engage, identify goals for play (distraction, bonding, creating trust, comforting measures), describe and evaluate the result, participate in	Yes	This course is designed to provide the student with an opportunity to observe and interact with the pediatric population ages infant through 5 years of age using the application of the nursing process for child development staging through play and entertainment.

		mealtimes, pediatric teaching to age appropriateness (safety, hand washing), prepare an evaluation each shift on observations.		
Component (n)				
Evaluation of Student Achievement				
Date	Specific Actions to Improve Pass Rates	Timelines	Responsible Party	Effect of Employed Interventions
1/2/2013	Minimum grade of 75% for each course Adjustment from 78% to align with 90% of schools surveyed on grading policy	Ongoing	DON	Anticipate higher test scores, better class pass rates and lower attrition rates
1/2/2013	Analysis of student evaluations on clinical experience	Ongoing at the end of each rotation	DON	Course evals show high scores for clinical experiences meeting theory content.
1/2/2013	Analysis of student evaluations on clinical facility	Ongoing at the end of each rotation	DON	Clinical grids showed positive work environment except for one SNF that received low scores for unfriendly staff. Investigated.
1/2/2013	Analysis of student evaluations on clinical and theory faculty	Ongoing at the end of each rotation	DON	2/2013 Spoke with administration at facility to resolve issue. Students will stay until another facility can be found. Faculty more involved with student interaction with staff.
1/2/2013	Analysis of student evaluations on classroom presentations	Ongoing at the end of each rotation	DON	Faculty grids showed high scores (based on a rubric of 1-5) from 3.8 to 4.8. One faculty member was reassigned due to very low evaluation scores with evidence that the teaching style was

1/2/2013	Regular classroom visits by the DON	Ongoing since 9/10/12	DON	<p>ineffective for learning. 2/2013 Faculty member replaced. Students report 100% improvement for learning. Classroom presentation grids showed satisfaction to very satisfied with theory experiences. Allows students to voice concerns, opportunity for encouragement and prevents confusion concerning school policy. 3/2013 Campus continues to be calm. Student voice appreciation for administration involvement with their learning.</p>
1/2/2013	Notify Career Services of possible job openings for graduates who have passed NCLEX-PN	Ongoing	Career Services DON	Placement grids show about 70% of graduates are placed through the college.
1/2/2013	Offer assistance as needed to ensure students have the opportunity to write resumes and practice interviewing for prospective employers	Toward the end of Level 5	Career Services Faculty	Builds confidence and self-esteem, prepares students for working environment