

# Agenda Item #13.B.1



BUSINESS, CONSUMER SERVICES, AND HOUSING AGENCY • GOVERNOR EDMUND G. BROWN JR.

**BOARD OF VOCATIONAL NURSING & PSYCHIATRIC TECHNICIANS**  
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DATE: November 6, 2013

TO: Board Members

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

SUBJECT: Angeles College Vocational Nursing Program – Consideration of Request to Admit Students (Director: Asima Jabbar, Los Angeles, Los Angeles, Private)

On November 9, 2012, the Board placed the Angeles College Vocational Nursing Program on provisional approval for the two-year period from November 9, 2012, through November 30, 2014. That action was taken due to the program's noncompliance with regulatory requirements relative to program pass rates. The Board rescinded approval of the program's ongoing admissions and required the program to obtain approval by the full Board prior to the admission of students. On November 12, 2012, the Board forwarded to the Director the Notice of Change in Approval Status, identifying program deficiencies and required corrections

The program requests approval to admit a day class of 15 students on January 20, 2014; completing on January 16, 2015. This class would **replace** the class that graduated August 29, 2013.

Additionally, the program requests approval to admit an evening class of 15 students on March 4, 2014; completing on August 21, 2015. This class would **replace** the class that is scheduled to graduate on December 14, 2013.

## History of Prior Board Actions

(See Attachment A, History of Board Action.)

## Enrollment

The program offers a 42 week full – time class and a 60 week part – time class. The program is required to obtain approval by the full Board prior to the admission of students. The pattern of admissions for current and proposed 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 84 students from November 2011 through March 2014.**

ENROLLMENT DATA				
CLASS DATES		#Students Admitted	#Students Current or Completed	Total Enrolled
Start	Complete			
11/11 Day		11	12	33 + 12 = 45
12/11 Eve		11	14	45 + 14 = 59
1/12 Day		15	7	59 + 7 = 66
	2/12 (2/11 Day Class)		-7	66 - 7 = 59
3/12 Day		14	12	59 + 12 = 71
	4/12 (5/11 Day Class)		-13	71 - 13 = 58
6/12 Day		6	13	58 + 13 = 71
	7/12 (8/11 Day Class)		-7	71 - 7 = 64
8/12 Eve		6	8	64 + 8 = 72
	9/12 (6/11 Eve Class)		-6	72 - 6 = 66
9/12 Day		15	15	66 + 15 = 81
	10/12 (11/11 Day Class)		-12	81 - 12 = 69
2/13 Eve		15		69 + 15 = 84
	1/13 (1/12 Day Class)		-7	84 - 7 = 77
	2/13 (3/12 Day Class)		-12	77 - 12 = 65
	3/13 (12/11 Eve Class)		-14	65 - 14 = 51
	5/13 (6/12 Day Class)		-13	51 - 13 = 38
	8/13 (9/12 Day Class)		-15	38 - 15 = 23
	12/13 (8/12 Eve Class)		-8	23 - 8 = 15
1/14 Day Proposed	01/15		15	15 + 15 = 30

ENROLLMENT DATA				
CLASS DATES		#Students Admitted	#Students Current or Completed	Total Enrolled
Start	Complete			
	2/14 (2/13 Eve Class)		-15	30 - 15 = 15
3/14 Eve Proposed	12/13		15	15 + 15 = 30

### Licensing Examination Statistics

The following statistics, furnished by Pearson VUE, and published by the National Council of State Boards of Nursing as "Jurisdictional Summary of All First-Time Candidates Educated in Member Board Jurisdiction," for the period October 2007 through September 2013, specify the pass percentage rates for graduates of Angeles College Vocational Nursing Program on the National Council Licensure Examination for Practical/Vocational Nurses (NCLEX-PN®), and the variance of the program's pass rates from state average annual pass rates for the past 24 quarters.

NCLEX-PN® Licensure Examination Data							
Quarterly Statistics					Annual Statistics*		
Quarter	# Candidates	# Passed	% Passed	State Average Quarterly Pass Rate	Program Average Annual Pass Rate	State Average Annual Pass Rate	Variance From State Average Annual Pass Rate
Oct - Dec 2007	2	2	100%	76%	100%	76%	+24
Jan - Mar 2008	9	5	56%	76%	64%	76%	-12
Apr - June 2008	2	0	0%	75%	54%	75%	-21
Jul - Sep 2008	2	0	0%	70%	47%	74%	-27
Oct - Dec 2008	4	4	100%	73%	53%	73%	-20
Jan - Mar 2009	9	5	56%	70%	54%	72%	-18
Apr - Jun 2009	11	8	73%	71%	65%	70%	-5
Jul - Sep 2009	14	8	57%	74%	64%	72%	-8
Oct - Dec 2009	18	16	89%	76%	70%	73%	-3
Jan - Mar 2010	9	3	33%	76%	66%	74%	-8
Apr - Jun 2010	13	5	39%	74%	58%	75%	-17
Jul - Sep 2010	19	11	58%	76%	59%	75%	-16
Oct - Dec 2010	19	12	63%	77%	52%	76%	-24
Jan - Mar 2011	28	19	58%	80%	59%	77%	-18

NCLEX-PN® Licensure Examination Data							
Quarterly Statistics					Annual Statistics*		
Quarter	# Candidates	# Passed	% Passed	State Average Quarterly Pass Rate	Program Average Annual Pass Rate	State Average Annual Pass Rate	Variance From State Average Annual Pass Rate
Apr – Jun 2011	7	2	29%	71%	60%	76%	-16
Jul – Sep 2011	16	6	38%	74%	56%	76%	-20
Oct – Dec 2011	8	3	38%	74%	51%	75%	-25
Jan – Mar 2012	17	7	41%	77%	38%	74%	-36
Apr – Jun 2012	9	5	56%	72%	42%	74%	-32
Jul – Sep 2012	19	10	53%	74%	47%	74%	-27
Oct – Dec 2012	9	1	11%	70%	42%	74%	-32
Jan – Mar 2013	4	1	25%	75%	42%	73%	-31
Apr – Jun 2013	12	7	58%	78%	42%	73%	-31
Jul – Sep 2013	9	4	44%	75%	38%	75%	-37

\*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 (July – September 2013), the program's average annual pass rate is **38%**. The California average annual pass rate for graduates from approved vocational nursing programs who took the NCLEX-PN® for the first time during the same period is 75%. The pass rate for the Angeles College Vocational Nursing Program is **37** percentage points **below** the state average annual pass rate.

### Faculty and Facilities

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

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

The program's Board - approved faculty totals thirteen (13), including the program director. Ten (10) instructors are available to teach in the clinical area.

Based on a maximum enrollment of 84 students, six (6) instructors are required for clinical supervision. Therefore, the current number of faculty is adequate for the current enrollment.

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

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

The program's clinical facilities are adequate as to type and variety of patients treated to enable current and proposed students to meet clinical objectives in accordance with Section 2534(b) of the Vocational Nursing Rules and Regulations. This has been verified by the consultant.

### Other Considerations

Twenty-four (24) quarters of published licensure examination statistics are available for the program. Of the total quarters, the program's average annual pass rates have been more than ten (10) percentage points **below** state average annual pass rates for 19 quarters, in excess of four (4) years, or 79.16% of available quarters. The most recent **fourteen (14) consecutive quarters, 3.5 years, are below** the state average annual pass rate.

On October 14, 2011, the director was notified that the program's average annual pass rate had fallen more than ten (10) percentage points below State average annual pass rates for five (5) consecutive quarters. The director was requested to submit a report identifying areas impeding student achievement and a plan to improve the performance of program graduates on the licensure examination. On November 4, 2011, the Board received the program's plan to increase program pass rates.

On February 22, 2012, the director was notified that the program's average annual pass rate had fallen more than ten (10) percentage points below State average annual pass rates for seven (7) quarters.

On May 7, 2012, the director was notified that the program's average annual pass rate had fallen more than ten (10) percentage points below State average annual pass rates for eight (8) quarters. The director was requested to submit an updated plan to improve program pass rates by June 18, 2012. **On May 22, 2012, a new program director was approved by the Board.**

On June 7, 2012, the Board received the program's plan to increase its licensure pass rates. On August 7, 2012, the director was notified that the program's average annual pass rate had fallen more than ten (10) percentage points below State average annual pass rates for nine (9) consecutive quarters.

On November 9, 2012, the Board placed the program on provisional approval for the two-year period from November 9, 2012, through November 30, 2014 and required the program

to obtain approval by the full Board prior to the admission of students. **At that time, the program's quarter pass rate was 53%; the average annual pass rate was 47%.** On November 12, 2012, the Board forwarded to the Director the Notice of Change in Approval Status, identifying program deficiencies and required corrections (see Attachment B).

On March 13, 2013, the Board received correspondence from the program director detailing subsequent actions taken to correct identified deficiencies. Included in the plan were the following elements:

- A new curriculum was approved by the Board on February 13, 2013.
- Textbooks were changed.
- Practice Exams on computers are required each week. Students must achieve a 90% or better in each term.
- New lesson plans are being developed.
- New NCLEX format test questions being developed.
- New maternity mannequin purchased.
- Tutoring made available for all classes.
- Incorporated Power Point presentations.
- Incorporated CD/videos to reinforce topics presented.
- Instituted video monitoring of classrooms to ensure instruction is being presented according to the Instructional Plan, etc.
- Instructors are being monitored and corrected as needed.
- Frequent clinical site visits by the Director to ensure compliance with clinical objectives.
- All students are required to make drug cards prior to medication administration.
- Skill check lists must be signed by the instructor daily.
- NLN tests have been implemented for all content areas. NLN live review presented by NLN faculty, if they are available. All former graduates may attend.
- Comprehensive review for four (4) weeks prior to students taking the exit exam.
- All potential students are interviewed by the Director.
- All potential students must pass the HESI entrance examination prior to admission to the program.

On May 10, 2013, the Board denied the program's request to admit a day class of 15 students on May 20, 2013. Additionally, the Board denied the program's request to admit an evening class of 15 students on June 25, 2013 to **replace** a class that graduated March 31, 2013. The program was required to continue to obtain approval by the full Board prior to the admission of students

On July 31, 2013, the program submitted the required comprehensive analysis as specified in the Notice of Corrective Action. The following elements were identified:

- **HESI Screening Exam** - Score was raised from 75% to 80%. This was implemented 9/2012. Potential candidates are being interviewed by the director- implemented 9/2012.

- **Terminal Objectives** - No change
- **Curriculum Objectives** - Were changed and implemented with the newly approved curriculum 2/19/2013.
- **Instructional Plan** – The instructional plan was revised and Board approved (2/19/2013). A new curriculum was implemented with the class that began on February 29, 2013.
- **Theory Objectives** - Implemented with the newly approved curriculum.
- **Clinical Objectives** - Implemented with the newly approved curriculum.
- **Lesson Plans** - Each instructor submits their lesson plans minimally 2 days before it is taught.
- **Textbooks** - List of textbooks prepared June of 2012. The program uses Evolve to augment consistency.
- **Policies.**
  1. **Attendance Policy** - New attendance policy implemented February 2013. Only 2 excused absences per term are allowed. Students that miss more than this are dismissed from the program, regardless of the reason. All absences are made up. Daily tutoring is available for missed theory. Clinical absences are made up in clinical.
  2. **Remediation Policy** - New remediation policy implemented February 2013. Only 2 (different) tests may be remediated per term. To achieve a remediated score of 75%; the student must achieve 80-100% on the remediated exam.
- **Evaluations** – Students and the Director will evaluate clinical and theory presentations after each term. Student achievement is evaluated ongoing.
- **Mannequin for Skills Lab** - A birthing mannequin was purchased and has been in use since 2012. The mannequin has augmented the clinical experience in Maternity.
- **NLN Exam** - Added and incorporated as part of students grades (10%). This has increased students participation and level of seriousness for the exam. Additionally, ATI exit exam was added since students that take the NLN exam and pass it the first time are passing the NCLEX exam but those that take and pass it after repeating the exam - do not pass the NCLEX. Implemented June 2013.
- **School Tests** - All new exams were constructed utilizing NCLEX format questions. Additionally, critical thinking questions were added to the student assignments.
- **Practice Exams on Computers** – The program has a test bank of 3000 NCLEX style questions that students are practicing during tutoring time. Students must pass with a 90% of above.
- **Review** – Saunders review book is used toward the end of each lecture day. The direct or documents that she is still experiencing difficulty getting students to appropriately use this, since some students are copying answers from the back of

the book and the instructors have not been following up on student's progress. Instructors were advised to monitor the student's progress.

- **Comprehensive Review** – is offered 4 weeks prior to students taking the NCLEX exam. The director is having problems getting students to attend the review consistently.
- **Video Monitoring** – classrooms are video monitored.
- **Educational Videos and DVD's** – students are required to write what they learned from the educational videos and DVD's used in the classroom. Instructors briefly discuss the films after showing. Lights are to remain on during showing of films.
- **Clinical Site Visits** – The Director makes clinical site visits every 2 to 3 weeks.
- **Power Point Presentations** – The Director is encouraging instructors to use power point presentations.
- **NLN** – A live review from NLN faculty was initiated but was ultimately stopped since it was not proving to be beneficial.

On October 10, 2013, the director submitted the following update relevant to the program's comprehensive analysis and related progress (see Attachment C):

- **Faculty and Clinical Facilities** - Each instructor has been given a copy of the instructional plan.
- **Lesson Plans** - Lesson plans are submitted to the Director prior to instruction. A set of lesson plans is available for all instructors.
- **Attendance Policy** - The newly implemented attendance policy has resulted in students missing less time.
  - **Remediation Policy** - The new remediation policy has resulted in more control over students who are failing exams. The new policy also allows for early identification of struggling students.
  - **Tests and Measurements.**
    1. **Tutoring** - Tutoring is implemented for weak or struggling students.
    2. **Examinations** - National League of Nursing (NLN) exams are administered throughout the program. Instructor's that were not vested in the NLN process were released from employment. The director identified that students that took the NLN exam and passed on the first try were able to pass the licensure examination. Students that remediated and then passed the NLN exam with a 97% were still failing the licensure examination. The director will administer the ATI comprehensive test to the students that fail on the first attempt instead of repeating the NLN exam. Also revised tests to include NCLEX format questions.
    3. **Exit Examination** - A four (4) week NCLEX review is given prior to the exit examination.

➤ **Instructional Methods and Materials.**

**1. Faculty Resources.**

- a. Each instructor has been given a copy of the instructional plan.
- b. Instructors are encouraged to utilize Power Point for their presentations.

**2. Clinical Facilities.**

- a. The director makes frequent clinical site visits to monitor student and instructor progress.
- b. New clinical sites have been added. A sub-acute, Maternity and Pediatric clinical sites were added.
- c. **Lesson Plans** - Lesson plans are submitted to the Director prior to instruction. A set of lesson plans is available for all instructors.

**3. Critical Thinking** - Incorporated critical thinking into instruction and testing.

**4. Reviewing of Tests** - Stopped reviewing of tests prior to administration. Homework includes practice exams from NCLEX 3000, Saunders Review, ATI or HESI reviews.

**5. Videos/DVD** – Incorporated utilization of videos/DVDs into instructional presentations and required students to take notes.

- **Grading** - Students are evaluated after each term. Students failing any two (2) tests are placed on Probation.

On October 29, 2013, the director submitted an addendum to the comprehensive analysis. Included was her explanation of the program's NCLEX results and the program's efforts to bring the licensure pass rates up (see Attachment D). Included were the following:

- The program contacted 2011 and 2012 graduates that had not tested to date and offered incentives if they came in for an NCLEX review.
- The director indicated that the 2013 graduate's licensure pass rate is 100%. **Note:** Of the 2013 graduates, to date, **61** have not tested as of this writing and two (2) have tested and passed. The Board is concerned about the 59 remaining graduates from 2013 that have not taken the licensure examination.
- The program has sent a letter to past graduates inviting them to an NCLEX informational meeting.

**Recommendations:**

1. Approve Angeles College's request to admit a day class of 15 students on January 20, 2014; completing on January 16, 2015, **replacing** the class that graduated August 29, 2013.

2. Deny the program's request to admit an evening class of 15 students on March 4, 2014; completing on August 21, 2015 **replacing** the class that will graduate on December 14, 2013.
4. Continue to require the program to obtain prior Board approval to admit students.

**Rationale:** Currently twenty-four (24) quarters of licensure data are available for the program. Of the total quarters of available data, the program's average annual pass rates have been more than ten (10) percentage points **below** the state average annual pass rates for 19 quarters (4.75 years). As such, the program has been **noncompliant** for **79.16%** of available quarters and **compliant 20.83% of available quarters**. The most recent **fourteen (14) (3.5 years) consecutive quarters** are **below** the state average annual pass rate.

**The program was placed on provisional approval on November 9, 2012. At that time, the program's licensure pass rate was 47%. Since that time, the licensure pass rate has decreased nine (9) percentage points. The program's current quarter licensure pass rate is 44%. The average annual pass rate is currently 38%. The average annual pass rate for the Angeles College Vocational Nursing Program is 37 percentage points below the state average annual pass rate.**

The director revised the program's curriculum in an attempt to increase graduates' success on the NCLEX-PN®. On February 13, 2013, the program's revised curriculum was approved. A class of 15 students was admitted on February 29, 2013 under the new curriculum. Of the total admitted, 15 students are currently enrolled and projected to complete in February 2014. At the earliest, examination statistics for this class will be available at the end of Quarter 2 or 3 of 2014.

From January 1, 2013 through August 31, 2013, submitted enrollment data specifies the graduation of 61 students. Of that total, 13 program graduates have completed the licensure examination and 11 program graduates or 84.61% passed. It is anticipated licensure data for the remaining 48 graduates should be available in 2014. These statistics support the recommendation to approve one (1) class of 15 students. Such approval will allow the director sufficient time to continue implementation of the revised curriculum and additional changes while focusing on the enrolled student population.

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

Attachment A: History of Prior Board Actions

Attachment B: Notice of Change in Approval Status Dated November 12, 2012.

Attachment C: Program Correspondence, Correctional Plan Dated October 9, 2013; Received October 10, 2013.

Attachment D: Program Correspondence Dated October 28, 2013; Received October 29, 2013.

## Agenda Item #13.B.1, Attachment A

### ANGELES COLLEGE OF NURSING VOCATIONAL NURSING PROGRAM

#### History of Prior Board Actions

- On November 2, 2006, the Executive Officer approved the Angeles College of Nursing's request to begin a vocational nursing program with an initial class of 15 students on November 6, 2006, only; and approved the program curriculum for 1557 hours, including 590 theory, and 967 clinical hours.
- **On March 28, 2007, the Board approved a new program director.**
- On May 21, 2007, the assigned consultant inspected the program to determine compliance with Article 5 of the Vocational Nursing Rules and Regulations. Four (4) violations were noted.
- On July 10, 2007, the Executive Officer approved initial full accreditation for Angeles College Vocational Nursing Program for the period from July 10, 2007, through July 9, 2011, and the Board will issue a certificate accordingly; approved the program to admit a full-time class of 15 students to start on October 22, 2007, only, to **replace** students graduating on October 12, 2007; approved the program to admit an additional full-time class of 15 students to start on July 23, 2007, only; and approved the program to admit a part-time class of 15 students on August 6, 2007, only.
- On February 8, 2008, the Executive Officer approved the program's request to admit a full-time class of 15 students commencing February 19, 2008, only, with an anticipated graduation date of March 20, 2009.
- On March 4, 2008, the Executive Officer approved the following requests:
  1. Request to admit a part-time class of 15 students commencing April 15, 2008, with an anticipated graduation date of August 22, 2009.
  2. Request to admit a part-time class of 15 students commencing November 24, 2008, with an anticipated graduation date of March 27, 2010.
  3. Request to admit a full-time class of 15 students commencing May 12, 2008, with an anticipated graduation date of May 28, 2009.
  4. Request to admit a full-time class of 15 students commencing August 11, 2008, with an anticipated graduation date of August 14, 2009.
  5. Request to admit a full-time class of 15 students commencing November 17, 2008, with an anticipated graduation date of November 20, 2009.

6. Request for ongoing admissions of four full-time classes of 15 students per year, to replace graduating classes; and two part-time classes of 15 students per year, to replace graduating classes.
- On October 14, 2011, the program was notified that the program's average annual pass rate had fallen below ten (10) percentage points of the state average annual pass rate for the past five (5) quarters.
  - On November 4, 2011, the Board received the program's plan to increase pass rates.
  - On February 22, 2012, the program was notified that the program's average annual pass rate had fallen below ten (10) percentage points of the state average annual pass rate for the past seven (7) quarters.
  - On May 7, 2012, the program was notified that the program's average annual pass rate had fallen below ten (10) percentage points of the state average annual pass rate for the past eight (8) quarters. The program was required to submit a plan to correct the deficiency **by June 18, 2012.**
  - **On May 22, 2012, a new director was approved by the Board.**
  - On June 7, 2012, the Board received the program's plan to increase its licensure pass rates.
  - On August 7, 2012, the program was notified that the program's average annual pass rate had fallen below ten (10) percentage points of the state average annual pass rate for the past nine (9) quarters. The program was required to submit a plan to correct the deficiency **by August 24, 2012.**
  - On August 17, 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 September 20, 2012, the Board received correspondence from the program director and eighteen (18) copies of pertinent documents and subsequent actions taken to correct identified problems that they desire the Board members to consider.
  - On November 9, 2012, the Board placed Angeles College Vocational Nursing Program on provisional approval for the two-year period from November 9, 2012, through November 30, 2014, and issued 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; **and**, rescinded approval of the program's ongoing admissions; **and**,

Approved the program's admission of 15 students into an evening class beginning on January 21, 2013, only, graduating May 21, 2014, to **replace** students who graduated October 4, 2012, **pending** submission of a revised curriculum, by November 12, 2012, and Board approval of the new curriculum; **and**, delegated to the Executive Officer discretionary authority to approve the program's part – time and full – time curriculum; **and**, required the program to admit no additional classes without prior approval by the full Board; **and**, required the program to bring its average annual pass rate to no more than ten (10) percentage points below the State average annual pass rate; and, required the program to demonstrate incremental progress in correcting the violations. If the program fails to satisfactorily demonstrate incremental progress, the full Board may revoke the program's approval; **and**,

Required the program to submit follow-up reports in nine 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 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; **and**,

Required 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; **and**, advised the program that failure to take any of these corrective actions may cause the full Board to revoke the program's approval; **and**, placed the program on the **November 2014** Board agenda for reconsideration of provisional approval.

- On February 13, 2013, the Executive Officer approved Angeles College curriculum for 1800 hours, including 750 theory and 1050 clinical hours for the full-time program; **and**, continued to require the program to obtain prior Board approval to admit students.

- On March 11, 2013, the assigned consultant forwarded correspondence requesting submission of two (2) copies and one (1) CD or Flash drive of pertinent documents, plan, and subsequent actions taken to correct identified problems that they desire Board members to consider.
- On March 13, 2013, the Board received correspondence from the program director and two (2) copies and a CD of pertinent documents and subsequent actions taken to correct identified problems that they desire the Board members to consider.
- On May 10, 2013, the Board **denied** Angeles College's request to admit a day class of 15 students on May 20, 2013; completing on May 28, 2014, **replacing** the class that will graduate February 22, 2013; and, **denied** the program's request to admit an evening class of 15 students on June 25, 2013; completing on November 22, 2014, **replacing** the class that will graduate on March 31, 2013; and, required the program to continue to obtain prior Board approval to admit students.
- On July 31, 2013, the director submitted the required comprehensive analysis.

# Agenda Item #13.B.1., Attachment B



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

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## CERTIFIED

November 12, 2012

Asima Jabbar  
Vocational Nursing Director  
Angeles College  
3440 Wilshire Boulevard, Suite 310  
Los Angeles, CA 90010

### ***Subject: Notice of Change in Approval Status***

Dear Ms. Jabbar:

Pursuant to the action of the Board of Vocational Nursing and Psychiatric Technicians (Board) on November 9, 2012, the status of the Angeles College Vocational Nursing Program has been changed from full approval<sup>1</sup> to provisional approval for the two – year period from November 9, 2012 through November 30, 2014. Please sign and return the enclosed "Acknowledgement of Change in Approval Status" form by **Friday, November 30, 2012.**

### **AREAS OF NON-COMPLIANCE [VIOLATION(S)]**

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

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

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

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

The program pass rates of the Angeles College Vocational Nursing Program for the past twenty (20) quarters are set forth in the following table.

<sup>1</sup> Prior to January 1, 2012, references in article 4 of the Vocational Nursing Practice Act and article 4 of the Psychiatric Technicians Law provided that the Board accredits all vocational nursing and psychiatric technicians programs. Pursuant to Business and Professions Code Sections 2883 and 4532 (Senate Bill 539, Chapter 338, Statutes of 2011), accredit was changed to approve. There was no change to the Board's authority or jurisdiction.

2. Require the program to admit no additional classes without prior approval by the full Board.
3. 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.
4. Require the program to demonstrate incremental progress in correcting the violations. If the program fails to satisfactorily demonstrate incremental progress, the full Board may revoke the program's approval.
5. Require the program to submit follow-up reports in nine 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 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. Failure to take any of these corrective actions may cause the full Board to revoke the program's approval.

#### FUTURE BOARD ACTION

Your program will be placed on the **November 2014** 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.

**California Code of Regulations**  
**Title 16**  
**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.

4, 2012, the director submitted a plan to prevent a future reoccurrence of the violation. Included in the plan, was a new protocol for the director to follow. A new program director was approved by the Board on May 22, 2012. The new director identified deficiencies in the existing curriculum and is in the process of curriculum revision. Delaying the requested class, until the curriculum is reviewed and approved by the Executive Officer is appropriate. Currently 63 students enrolled in classes at Angeles College.

Enclosed is the Notice of Change in Approval Status. The program's new Certificate of Provisional Approval is also enclosed. These documents should be retained in the official files for your program.

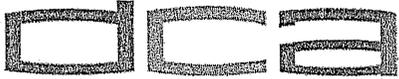
Please contact me if further clarification is needed.

Sincerely,

*Pam Hinckley, P.N., M.S.N.*

Pam Hinckley, RN, MSN  
Nursing Education Consultant

STATE OF CALIFORNIA



DEPARTMENT OF CONSUMER AFFAIRS

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) 263-7843 Fax (916) 263-7866 Web [www.bvnpt.ca.gov](http://www.bvnpt.ca.gov)



## **CERTIFICATE OF PROVISIONAL APPROVAL**

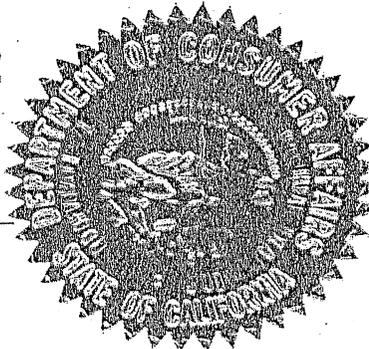
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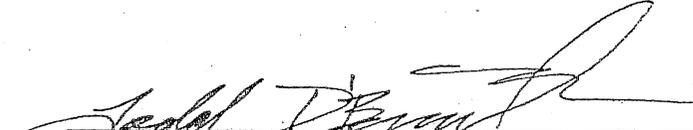
### ***Angeles College of Nursing Vocational Nursing Program***

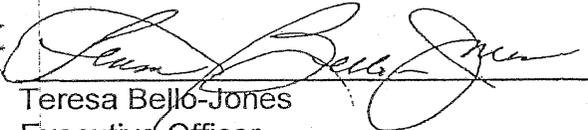
This document reflects that the Board of Vocational Nursing and Psychiatric Technicians (Board) has provisionally accredited the above-named program pursuant to Article 5 of the Vocational Nursing Practice Act and the Board's Rules and Regulations. A copy of documents related to the provisional approval may be obtained by contacting the Board at the address below. A candidate's completion of an accredited vocational nursing program is partial fulfillment of requirements for the vocational nurse licensure examination.

**Effective: November 09, 2012**

**Expires: November 30, 2014**



  
Todd D'Braunstein, P.T.  
President

  
Teresa Bello-Jones  
Executive Officer

# Agenda Item #13.B.1., Attachment C

BVNPT RECD IN EDU UNIT  
ON 10/10/13 WITH Dg



3440 Wilshire Blvd. Suite 310 • Los Angeles, CA 90010  
Tel: (213) 487-2211 • Fax: (213) 487-2299  
Web: www.angelescollege.edu

## Correctional Plan of the VN Program ASIMA JABBAR, RN, BSN, MSN-ED-October 9, 2013

Identified Problems	Actions Taken
<p>1. <u>Instructional Plan</u></p> <p>Students and instructors did not have proper instructional plan. Instructors were only provided the approved curriculum.</p>	<p>The detailed Instructional Plan has been created according to the new course curriculum. A copy of the instructional plan has been given to the instructors and the students. It correlates theory and clinical content hours on a weekly basis including the following information: List of chapters with the names of the subjects, clinical skills, information of the books, and hours. Additionally, it contains a list of the NLN tests due.</p> <p><i>(See hard copy attached)</i></p>
<p>2. <u>Lesson Plans for Each Course</u></p> <p>Some instructors were teaching only from Power Points and others were just reading out of the textbooks with no lesson plans.</p>	<p>It is necessary to have a planned and structured lesson plan to teach effectively. Now lesson plans are submitted to the D.O.N. a day prior to instruction and kept on the teacher's desk while they lecture as mandated by BVNPT (VN 2530).</p> <p><u>A set of lesson plans have also been made available by the Director in the Faculty Room for substitute instructors. Any instructors who did not cooperate are no longer working with us.</u></p> <p><i>(See Exhibit- G)</i></p>
<p>3. <u>Attendance Policy</u></p> <p>Students were taking longer breaks than allowed, arriving to class tardy, and had poor attendance.</p>	<p>Attendance policy was updated.</p> <p>Students are missing less days and coming to school on time. New attendance policy has made a tremendous amount of difference in the quality of the students' education.</p> <p><i>(See Exhibit- I)</i></p>

<p>4. <u>Remediation Policy</u></p> <p>Students were allowed to take remediation tests as many times as they wanted to (against the policy) and instructors were not following the policy.</p>	<p>The remediation policy is now implemented and strictly followed by the instructors.</p> <p>New remediation policy has allowed more control over students who are failing exams several times in each term. Students are not failing exams as much and they are placed on probation immediately as per policy. Weak students are identified early and placed in tutoring classes to prevent student from failing tests. After remediation, students are evaluated by the tutor to see their progress. (See Exhibit- J)</p>
<p>5. <u>Tutoring is available to FT/PT students</u></p>	<p>After identifying weak students who have failed a test, they are instructed to attend tutoring classes. Tutoring classes are greatly assisting some students to pass their exams the first time and they are also preparing students for the</p>
<p>Students failing tests frequently.</p>	<p>NCLEX. Tutoring greatly improved most students' NLN results by 20%-50% on average.</p>
<p>6. One ATI exit exam used to be given at the end of the students' last term in the VN program, which was only allowing the school to evaluate the student's level once at the end of the program. Students need to be evaluated regularly from Term I in order to be able to check their weakness and assist them appropriately in the beginning and consistently throughout the program.</p>	<p><u>National League for Nursing (NLN) Exams</u></p> <p>National League for Nursing (NLN) exams are administered from the beginning of the VN program after each course; the courses are listed below: Fundamentals, Critical Thinking, Maternity Infant Nursing, Child Health Nursing, Adult health Concepts, PN Pharmacology.</p> <p>After each subject, students are given a 1-2 weeks review prior to each NLN exam. Their NLN grade is added as 10% of the student's final grade in each term. *The NLN exams provided a tool to evaluate the students' knowledge and instructors' teaching*</p> <p>It allowed the DON to make the necessary changes that were needed in order to help the students pass the NCLEX successfully.</p>
<p>7. Faculty not administering NLN exams in a timely manner.</p>	<p>NLN exams are implemented strictly from November 2012 after each subject because not all the instructors were administering the NLN exams. We let some faculty leave who were not cooperating with the school's goals. The D.O.N. is closely monitoring the progress of students and the effectiveness of the instructors now that NLN exams are being administered regularly and consequently she is able to guide those weak students to attend mandatory tutoring classes.</p>

<p>8. Students' failing NCLEX after passing their second attempt at the NLN Exit Exam</p>	<p>After doing research, the D.O.N. came to the conclusion that students who took NLN exit exam after 4 weeks of the comprehensive reviews by the DON and those students who passed the NLN Exit Exam on the first attempt with a 90% probability of passing the NLN are passing the NCLEX exam with flying colors.</p> <p>Those students' who repeated the NLN exit exam the second time after failing the first time even after scoring 97% probability on the second attempt are still failing the NCLEX exam.</p> <p>The DON will administer ATI exams for those students who failed NLN exit exam on their first attempt as their re-take for the exit exam.</p>
<p>9. Instructors were administering their own tests to the students (10-25 questions only). Format of the test was not NCLEX type.</p>	<p>All new tests were created by the DON in NCLEX style format. DON also created Critical thinking assignments. All tests given to the students throughout the terms in different batches are of equal caliber in order to promote fairness and equality of teaching and to improve the NCLEX pass rate.</p> <p>Instructors were allowed to give quizzes BUT all tests given must be the ones prepared by the school.</p>
<p>10. No home work was given to the students and instructors would review the test questions before administering the test.</p>	<p><u>No reviewing of the tests is done anymore before administering the test.</u></p> <p>The DON along with the instructors decided to give students practice exams (100 questions) on the computers as home work (NCLEX 3000, Saunders's review, ATI reviews, and HESI reviews) and they must score a minimum of 90% prior to submitting the result to the instructor.</p> <p>Theory objectives: Instructor to give 10 objective questions per week for the students to answer as home work.</p>
<p>11. Low NCLEX pass rate.</p>	<p>In order to improve the NCLEX pass rate, in addition to monitoring students and instructors closely and all of the other changes that have been implemented and listed in this document, the D.O.N. herself is conducting a 4 weeks comprehensive review for both full time and part time students and if they fail the exit exam the FIRST TIME (NLN), students are given a 30 day review plan to complete before they are allowed to take the Exit Exam a second time (ATI).</p>
<p>12. Students were not concentrating when educational videos/DVD were being shown</p>	<p>The DON required that all students must write what they learned from the educational videos/DVD on the video monitoring form. After the video monitoring, the instructor needs to briefly discuss the subject they watched a video on. Lights remain turned on.</p>
<p>13. Frequent Clinical Visits</p>	<p>The DON is visiting the clinical site every 2-3 weeks and more as required. Care plans and drug cards are strictly implemented. They assist the D.O.N. in evaluating the instructors' performance and in evaluating the facility as well.</p>

	Clinical objectives are posted in each unit. Student assignments were also posted in nursing units. Assignments are given according to the clinical objectives as much as possible. Students are signing clinical check lists as they are performing the procedures. Care plans are being made by the students now and they are discussed in the post conferences. <i>(See Attached Hard Copy)</i>
14. Some instructors are using PP and some believe in lectures without PP. PowerPoint (PP) presentations/Critical Thinking Assignments	Encouraging instructors to use PPs that the DON installed on the computer in the Faculty Room; ready to be used by the instructors.  Some instructors who were not cooperating with the school goals were let go.
15. Curriculum (old 1557)	New Curriculum: Increase to 1800 hours and approved by the Board of Vocational Nursing
16. Text Books	Changed to Elsevier, Mosby, & Saunders books.(See Exhibit – H)
17. Students Evaluations	<ol style="list-style-type: none"> <li>1. After each term students are being evaluated by the instructor and the DON. After the evaluations, weak students are warned to improve or they will be terminated from the program.</li> <li>2. After failing any two tests in row students will be placed on probation and monitored closely.</li> </ol>
18. Needed more clinical sites	We have added Kennedy Sub-Acute Care Hospital and the Lawndale Medical Clinic for OB and Pediatric rotations.
19. Resources (Online Library)	Students now have access to an online library in addition to the Library on campus.

<b>TERM I Lesson Plan</b>				
<b>Week 1 – Day 1</b>				
<b>Teaching Focus :</b>	<p><i>In these chapters, the student will be introduced to the history of nursing, from early civilization to the modern times, including the major leaders and organizations. The student will have the opportunity to learn about the health care system, its components, and its participants, and the role of the practical/vocational nurse will be explored. The student will also be introduced to the role of the legal system in nursing, and legal issues, such as malpractice and lawsuits, will be explored. The concepts of ethics and values also will be discussed, and students will have the opportunity to learn about ethical issues common to health care and nursing.</i></p>			
Objectives	Lecture Outline	Methods of Instruction	Assignments	Key Terms
<p><b>FON Ch 1:</b> Identify the origins of nursing</p> <p>Discuss the history of nursing and how educational preparations are similar and different</p> <p>Identify standards of the National Federation of Licensed Practical Nurses in relationship to each of the following: education, legal status, &amp; practice</p> <p>Describe licensure, the role of LVN, RN, and a nurse organization</p> <p>Discuss patient rights</p> <p>Explore various nursing organizations, health care systems, quality assurance, and types of health care facilities</p>	<p>1. Introduction and Orientation to Nursing</p> <p>a. Nursing History</p> <p>b. Nursing Education</p> <p style="padding-left: 20px;">i. Practical Nursing programs</p> <p style="padding-left: 20px;">ii. Licensure for Practical and Vocational Nursing</p> <p>c. Nursing Organizations</p> <p>d. Patient's rights</p> <p>e. Payment for health care</p> <p>f. Quality assurance and improvement</p> <p>g. Types of health care facilities</p> <p style="padding-left: 40px;">i. Wellness/Illness Continuum</p> <p style="padding-left: 40px;">ii. Maslows Model of Health and Illness</p> <p style="padding-left: 40px;">iii. Health Promotion and Illness Prevention</p> <p style="padding-left: 40px;">iv. Lifestyle Risk factors</p> <p style="padding-left: 40px;">v. Education and Health promotion</p>	<p>Lecture</p> <p>Discussion</p> <p>Reading</p> <p>Transparencies</p> <p>Study Guide</p> <p>Audiovisual Aids</p> <p>Demonstration</p> <p>Methods of Evaluation</p> <p>Testing</p> <p>Case Studies</p> <p>Return Demos</p> <p>Group</p> <p>Presentation</p> <p>Role Playing</p> <p>Instructor</p> <p>Observation</p> <p>Critical Thinking</p> <p>Powerpoint</p>	<p><b>Class Activity:</b> Divide the class into four groups and assign each group two of the following cultures: early civilization, Babylonians, ancient Hebrews, ancient Egyptians, ancient Indians, ancient Greeks, early Christians, and monastic and military influences. Have each group present how these cultures cared for their sick, what their beliefs were regarding those who were ill, and what nursing practices were performed in that culture.</p> <p><b>Homework:</b> Assigned by Instructor</p>	<ul style="list-style-type: none"> <li>• accreditation</li> <li>• approved program</li> <li>• certification</li> <li>• health care system</li> <li>• holistic health care</li> <li>• illness</li> <li>• licensure</li> <li>• medicine</li> <li>• patient wellness</li> <li>• accountability</li> <li>• advocate</li> <li>• deposition</li> <li>• doctrine of informed consent</li> <li>• ethical dilemma</li> <li>• ethics</li> <li>• euthanasia</li> <li>• laws</li> <li>• liability</li> <li>• liable</li> </ul>

<p><b>FON Ch 2/NCLEX Ch 7:</b> Define legal &amp; ethical aspects of nursing</p> <p>Demonstrate an understanding of the Vocational Nurse Practice Act.</p> <p>Differentiate between legal and ethical considerations in correlation with the practice of nursing.</p>	<p>vi. Age related health concerns across Lifespan</p> <p>2. Legal Aspects of Nursing</p> <p>a. Nurse Practice Act</p> <p>b. State Board of Nursing</p> <p>c. Licensing laws</p> <p>d. Legal responsibilities</p> <p>e. Code of Ethics</p> <p>f. Advanced directives</p> <p>g. Confidentiality</p> <p>3. Emergency and Disaster Nursing</p> <p>a. Preventing accidents</p> <p>i. Falls-</p>			<ul style="list-style-type: none"> <li>• malpractice</li> <li>• nonmaleficence</li> <li>• standards of care</li> <li>• value clarification</li> <li>• values</li> <li>• verdict</li> <li>• bioterrorism</li> <li>• Centers for Disease Control and</li> </ul>
<p><b>FON Ch 14/NCLEX Ch 14:</b> Discuss safety measures and prevention in emergency and disaster situations.</p> <p>Summarize safety precautions that can be implemented to prevent falls</p> <p>Describe safe and appropriate methods for patients requiring a safety reminder device (SRD)</p>	<p>Prevention</p> <p>ii. Safety reminder devices</p> <p>iii. Fire Safety</p>			<ul style="list-style-type: none"> <li>• Prevention</li> <li>• codes</li> <li>• disaster manual</li> <li>• disaster situation</li> <li>• endemic</li> <li>• epidemic</li> <li>• Hazard Communication Act</li> <li>• Occupational Safety and Health Administration</li> <li>• PASS</li> <li>• poisoning</li> </ul>

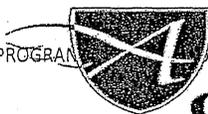
**EXHIBIT H**

## Vocational Nursing program

**Book references:**

	Title of Book	Edition	Author/publisher	ISBN
1	Adulth Health Nursing	6	Christensen & Kockrow Elsevier	978-0-323-07381-3
2	Adulth Health Nursing Study Guide	6	Christensen & Kockrow Elsevier	978-0-323-05739-4
3	Basic Math for Nurses/CD	16	Clayton Willihnganz Elsevier	978-0-323-08654-7
4	Basic Math for Nurses Study Guide	16	Cayton Willihnganz Elsevier	978-0-323-08700-1
5	Foundation of Nursing	6	Christensen & Kockrow Elsevier	978-0-323-07377-6
6	Foundation of Nursing Study Guide	6	Christensen & Kockrow Elsevier	978-0-323-05735-6
7	Structure Function of the Body	13	Thibodeau, G. & Patton, K	978-0-323-04966-5
8	Contemporary practical/Vocational Nursing	7	Corrine R. kurzen	978-1-60913-692-5
9	Saunders Comprhensive Review for NCLEX-PN Examination	5	Linda Anne Silvestri	978-1-4557-0379-1

**EXHIBIT I**



## VOCATIONAL NURSING PROGRAM

### Attendance Policy

This attendance policy will be in effect from the first day of the program. Students will receive a copy during orientation. Absences which occur as a result of failure to attend or because a student was sent home will all count toward dismissal if they exceed the number allowed.

1. Students from the day time program must arrive to theory classes at 7:45am and to the clinical at 6:45am. Theory class began at 8:00am and the clinical at 7:00am; the student will be marked tardy if they arrive 5 minutes or more late to the class room or clinical.
2. Students from the evening program must arrive to theory classes at 5:45pm and to the clinical at 6:45am. Theory class began at 6:00pm and the clinical at 7:00am; the student will be marked tardy if they arrive 5 minutes or more late to the class room or clinical.
3. If a student leaves the theory class or clinical site more than 15 minutes early, they will be counted absent for that day.
4. Only two excused absence (excused by the DON) per term is allowed. Students who are absent for more than *one theory day* and one *clinical day* per term will be dismissed from the VN program regardless of their excuse. And missed days must still be made up.
5. Students who return late from lunch or breaks for 5 -15 minutes will meet the DON and will be marked tardy or absent for the day.
6. All absences must be made up before the end of the second week in which they occurred. It is the student's responsibility to ask for a makeup form and speak with the instructor regarding missed assignments or exams.
7. Make up for theory absence may be done by attending our daily tutoring classes or submitting the assignment given by your instructor to make up missed days. Student must check with the front desk clerk to make an appointment for scheduling their makeup class for theory or clinical.
8. Make up for clinical absence must be done in the clinical area supervised by an approved clinical instructor. Make up can also be done in the skills lab with an instructor present depending on availability.

### EXHIBIT J

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## Remediation Policy for Theory and Clinical

The following remediation policy will be in effect for students in the Vocational Nursing program. The student is expected to maintain a minimum of 75 % ( C ) average throughout the vocational nursing program for theory and a pass for the clinical.

### Remediation Policy for Theory

1. The passing score for all written tests /quizzes must be 75%.
2. A maximum of 2 remediation test for 2 different tests per term are allowed with a valid excuse approved by the DON and the student will be placed on academic probation.
3. If a student fails a test, a counseling session with the instructor will be scheduled. A plan for remediation will be finalized during that session using the remediation form for full time and part time students. Part time students must come during the day time to remediate.
4. If the student does not take the test the day the test is scheduled (with in 2 weeks of the date failed) but takes it later, there will be a 10% penalty of the grade made if permitted by the DON.
5. In order for the student to score 75% in the remediation test, the student must score between 80% to 100%.
6. All tests must be taken in order to complete the program according to the instructor's schedule.
7. No extra credit is given to improve a test grade.
8. The student must average 75% at the end of a term to pass.
9. Each NLN exams given will be counted as 10 % of student's total grade.
10. If a student is unable to complete a term or elevate to a passing grade the student will be terminated from the program.

### Remediation Policy for Clinical

1. A clinical grade of satisfactory/pass is defined as the student has met the clinical objectives based on developed criteria.
2. If a student fails a test, a counseling session with the instructor will be scheduled. A plan for skills remediation will be finalized during that session using the remediation form for full time and part time students. Part time students must come during the day time to remediate.
3. During remediation the instructor will demonstrate the skill and then observe the student performing clinical skills which the student did not perform correctly in the clinical area. These skills will be reviewed and graded according to student performance.
4. A marginal or needs improve is defined as there are some clinical objectives that the student has not met based on developed criteria.
5. A grade of unsatisfactory is defined as the student has not met clinical objectives based on the developed criteria or is deemed unsafe.
6. If the mid-term grade is unsatisfactory, the student will be placed on probation.
7. Failure to improve performance to a Satisfactory Grade" for clinical, will result in dismissal for the program.

VOCATIONAL NURSING PROGRAM  
PT VN 35 INSTRUCTIONAL PLAN – 2013

**TERM 1: PLEASE USE CURRICULUM SIMPLY AS A CONTENT GUIDE. USE THIS INSTRUCTIONAL PLAN AS THE DAY-TO-DAY CALENDAR FOR INSTRUCTION. (TU/TH – THEORY & SAT/SUN – CLINICAL)**

WEEK 1 (3/4/14 – 3/9/14)	WEEK 2 (3/11/14 – 3/16/14)	WEEK 3 (3/18/14 – 3/23/14)	WEEK 4 (3/25/14 – 3/30/14)	WEEK 5 (4/1/14 – 4/6/14)
<b>THEORY</b>	<b>THEORY</b>	<b>THEORY</b>	<b>THEORY</b>	<b>THEORY</b>
<b>FUNDAMENTALS</b> FON1 Evolution of Nursing (4) NCLEX7; FON2 Legal and Ethical Aspects of Nursing (3) NCLEX14; FON14 Safety (2) NCLEX18; FON15 Body Mechanics and Patient Mobility; FON14 Safety (1)	<b>FUNDAMENTALS</b> NCLEX18; FON15 Body Mechanics and Patient Mobility FON14 Safety (1) FON18 Hygiene and Care of the Patient's Environment FON12 Medical-Surgical Asepsis and Infection Prevention and Control (2) FON19 Specimen Collection and Diagnostic Examination (2) NCLEX19; FON20 Selected Nursing Skills (3) FON23 Mathematic Review & Medication Administration (2)	<b>FUNDAMENTALS</b> NCLEX19; FON20 Selected Nursing Skills (1) FON23 Mathematic Review & Medication Administration FON13 Surgical Wound Care (3) FON4 Vital Signs (5) FON24 Emergency First Aid Nursing (1)	<b>FUNDAMENTALS</b> FON12 Medical-Surgical Asepsis and Infection Prevention and Control (10)	<b>FUNDAMENTALS</b> FON12 Medical-Surgical Asepsis and Infection Prevention and Control (3) FON5 Physical Assessment (1) FON6 Nursing Process & Critical Thinking (3) FON7 Documentation (3)
<b>TOTAL HOURS - 10</b>	<b>TOTAL HOURS - 10</b>	<b>TOTAL HOURS - 10</b>	<b>TOTAL HOURS - 10</b>	<b>TOTAL HOURS - 10</b>
<b>CLINICAL</b>	<b>CLINICAL</b>	<b>CLINICAL</b>	<b>CLINICAL</b>	<b>CLINICAL</b>
<b>SKILLS LAB</b> Active & Passive ROM Body mechanics Safety Reminder Devices	<b>SKILLS LAB</b> Transferring Bed Pan & Urinal Bed Mechanics Personal Hygiene Specimen Collection Intake and Output Nasogastric Tube Foley Catheter Catheter Care Cleansing Edema	<b>SKILLS LAB</b> Ostomy Wound Care Bandages and Binders Rectal Suppositories Emergency Care	<b>SKILLS LAB</b> CPR & FBAO Care for Patient in Isolation Handwashing Care for Patient in Isolation Reverse Isolation Sterile Technique Airborne, Droplet, & Contact Precautions	<b>SKILLS LAB</b> Double Bagging Sterile Field Vital Signs Head to Toe Assessment Blood Specimen Collection
<b>TOTAL HOURS - 15</b>	<b>TOTAL HOURS - 15</b>	<b>TOTAL HOURS - 15</b>	<b>TOTAL HOURS - 15</b>	<b>TOTAL HOURS - 15</b>

C: Curriculum/VN 35 Instructional Plan/Elsevier Aug 2013/AJ Number in parenthesis reflects # of hours assigned to subject/chapter  
Book references:

FON~ Christensen, B. & Kockrow, E. (2011) Foundations of Nursing, 6<sup>th</sup> edition  
AHN~ Christensen, B. & Kockrow, E. (2011) Adult Health Nursing, 6<sup>th</sup> edition  
S&F~ Thibodeau, G. & Patton, K., (2008) Structure and Function of the Body, 13<sup>th</sup> edition  
BPN~ Clayton, B., et al. (2010) Basic Pharmacology for Nurses, 15<sup>th</sup> edition  
NCLEX~ Silvestri, L. (2010) Comprehensive Review for the NCLEX-PN examination, 4<sup>th</sup> edition  
CPN~ Kurzen, C. (2008) Contemporary Practical/Vocational Nursing, 6<sup>th</sup> edition



VOCATIONAL NURSING PROGRAM  
 EVALUATION OF CLINICAL FACILITY & THE INSTRUCTOR BY THE DON

Name of Facility : Kennedy VN 33 Apie

Date: 10/7/13 Sub-Acute Hospital

Facility related questions 1 to 7

Instructor related questions 8 to 16

QUESTIONS	YES	NO
1. Was the facility clean and safe for the students to work?	✓	
2. Did the equipment work?	✓	
3. Is the instructor free to make assignments which correlate with current theory classes, including medication, treatments, use of equipment and charting?	✓	
4. Is adequate space available for student lunch area and conferences?	✓	
5. Were students allowed to see policy and procedure books?	✓	
6. Were students allowed to look at the patient charts under the instructor's supervision?	✓	
7. Are the students' clinical objectives achievable in the facility?	✓	
8. Did instructor arrived and depart from duty on time?	✓	
9. Were students assigned appropriate patients for learning by the instructor?	✓	
10. Were students able to contribute to the patient care plan in post conference meeting?	✓	
11. Was the instructor implementing student's dress code policy?	✓	
12. Was the instructor demonstrating procedure prior to students performing procedures?	✓	
13. Was instructor present when students administering patient medications and patient care procedures?	✓	
14. Was instructor posting daily student assignment and clinical objectives	✓	
15. Was instructor checking clinical skills checklist and signing every day?	✓	
16. Was overall performance of the instructor satisfactory in implementing and following the school policies and the facility policies?	✓	

*on a presentation day and as necessary*

*✓ excellent*

*as per student's yes*

*✓ I saw health adm*

*✓ in white binder on station*

The Director of Nursing Signature A. Jabbar, RN  
 Asima Jabbar, RN, ASN, BSN, MSN-ED



**Vocational Nursing Competency Evaluation**  
**Skills Check List**

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

SELECT TERM:  TERM 1  TERM 2  TERM 3  TERM 4

Instructor's Name: \_\_\_\_\_ Batch # \_\_\_\_\_

VN Training Program Skills Demonstrated	Term	S/U	Comments	S = Satisfactory      U = Unsatisfactory	
				Date Performed	Licensed Nurse Initials
Active & Passive ROM					
Administering Enemas-Tap Water, Soap Suds					
Administering Laxative Suppository					
Administering the Commercially Prepared Cleansing Enema					
Admitting the Resident					
Airborne, Droplet & Contact Precautions					
Ambulation					
Antiemetic Hose, Elastic Stockings (T.E.D. Hose)					
Application of Non-Legend Topical Ointments					
Application of Non-Sterile Dressing					
Applying a Behind-the-Ear Hearing Aid					
Applying Postural Supports (Safety Devices)					
Applying Soft Wrist/Ankle Restraint as Safety Device					
Artificial Limbs					
Assist in the Use of the Bedpan					
Assist in the Use of Urinal					
Assisted Ambulation of Resident With Gait Belt					
Assisting Resident to Commode/Toilet					
Assisting the Resident to Ambulate With Walker					
Assisting the Resident to Ambulate With Cane					
Assisting the Resident Who Can Feed Self					
Assisting Transfer From Bed to Chair or Wheelchair					
Assisting Transfer From Chair or Wheelchair to Bed					
Assisting with Oral Hygiene					
Back Rub					
Bandages & Binders					
Bed Bath/Partial Bath					
Bed Making, Occupied					



Bed Making, Unoccupied				
Bed Pan & Urinal				
Bladder Management/Toileting				
Bladder Retraining				
Blood Pressure				
Blood Specimen Collection				
BMI Collection				
Body Mechanics – Gen. Rules (Lifting & Moving, Positioning, Transferring)				
Bowel Retraining				
Care for Patient in Isolation				
Care of Resident With Tubing (Oxygen, IV, Gastronomy, Nasogastric, Urinary Catheter)				
Catheter Care				
Changing the Clothes of Resident With IV				
Charting & Reporting				
Cleansing Enema				
Clinical Assignment				
Collect and Identify Specimen (Sputum, Urines-Clean Catch/Routine UA, Stool)				
Combing the Resident's Hair				
CPR & FBAO				
CPR Skills				
Demonstrates Fire/Disaster Procedures				
Denture Care				
Discharging the Resident				
Document Changes in Resident's Body Functions/Behavior				
Document in Military Time				
Document V/S, ADLS Timely/Correctly				
Double Bagging Trash/Waste				
Dressing and Undressing the Resident				
Emergency Care				
Empty Urinary Bags				
Encourages Resident to Make Choices				
Enema				
Environment				
Explains Procedure to Resident				
Feeding the Helpless Resident				
Feeding, Serving Trays				
Feeding, Special Problems				
Foley Catheter				
Foley Insertion				
Grooming (Patient)				
Hand Washing				
Handles O <sub>2</sub> Safely				
Head to Toe Assessment				
Heimlich Maneuver for the Conscious Resident				
Heimlich Maneuver for the Unconscious				



Resident					
Helping the Helpless Resident Up to the Head of the Bed With Two Assistants					
Hygiene					
Incontinent Care					
Infection Control, Waste					
Intake & Output					
Keeps Resident Records Confidential					
Knocks on Door Before Entering					
Linen Handling					
Measure and Record Vital Signs (Temperature, Oral, Axillary, Rectal, Electronic, Pulse-Radial/Apical, Respiration, Blood Pressure)					
Measuring and Weighing the Resident Using an Upright Scale					
Measuring Oral Intake					
Measuring the Height of Resident in Bed					
Measuring Urinary Output					
Mechanical Lift					
Medication Administration					
Medicinal Shampoo					
Mouth Care of the Unconscious Resident					
My Plate					
Nail Care					
Nasogastric & Gastronomy Tube Feedings					
Occupied Bed Making					
Oral Hygiene					
Ostomy					
Ostomy Care					
Oxygen Tubing Care					
Participates in Resident Care Planning					
Patient Privacy & Rights					
Perineal Care					
Personal Hygiene					
Positioning					
Positioning of Call Light					
Postmortem Care					
Proper Handling of Linen					
Protective Devices, Restraints					
Pulls Privacy Curtains During Personal Care					
Pulse					
Range of Motion					
Range of Motion Exercises					
Rectal Suppositories					
Rehabilitative Devices					
Removing a Behind-the-Ear Hearing Aid					
Removing, Cleaning, and Reinserting an Artificial Eye					
Reports Appropriate Information to Charge Nurse					



Respiration					
Reverse Isolation					
Safety Reminder Devices					
Shampoo of Bedridden Resident					
Shampoo with Shower or Tub Bath					
Shaving					
Shaving—Electrical Shaver					
Shaving—Razor Blade					
Shower					
Shower Bathing					
Specimen Collection					
Splints					
Sterile Technique					
Temperature, Axillary (Oral, Rectal)					
Transferring the Resident					
Treats Resident With Respect and Dignity					
Tub Bathing					
Turning and Positioning the Resident (Supine, Side-Lying, Use of Lift Sheet)					
Universal Precautions (Glove, Gown, Mask)					
Unoccupied Bed Making					
Use of Cane (Prosthetic Devices, Scales, Walker, Wheelchair)					
Use of Feeding Assistance Devices					
Use of Fire Extinguisher					
Use of Gait Belt					
Verifying that Resident Has Been Given Correct Diet Tray					
Vital Signs					
Weighing the Resident in Bed					
Wound Care					

\_\_\_\_\_  
Student Signature

\_\_\_\_\_  
Instructor Signature

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Program Director Signature: \_\_\_\_\_ Date: \_\_\_\_\_



Asima Jabbar &lt;ajabbar@angelescollege.edu&gt;

VN 27 / PART TIME STUDENT

4 messages

Asima Jabbar &lt;ajabbar@angelescollege.edu&gt;

Tue, Aug 27, 2013 at 9:22 AM

To: r

Thank you Good Luck with NCLEX and please study because your journey begins now.  
Please call me if you have any questions and call me after NCLEX exam right away.

Asima Jabbar

Asima Jabbar, MSN-ED, BSN, RN

Director of Nursing

Angeles College

3440 Wilshire Blvd Ste 310

Los Angeles, CA 90010

Tel: 213-487-2211

Cell: 310-936-7670

Fax: 213-487-2299

www.angelescollege.edu

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JT -

Tue, Aug 27, 2013 at 3:57 PM

To: ajabbar@angelescollege.edu

Dear Ms Jabbar,

I truly believed without any doubt that you have lead Angeles College of Nursing to right direction as evidenced by many students who keeps on praising your leadership. I remember this student who told me that you're in good hands because Ms Jabbar is handling your class. I believe those words and praise and thank you for helping our batch. In reality, my batch is not a dream team. When I start my Nursing with them, it was hard to deal with some of my classmates. Some of them hated me so much for protecting Dr. Bravo and the school, but Angeles College was my second home. You are very much right because the real journey begins with the NCLEX License. The recent injury I sustained from my left leg gave me a hard time focusing on my test. Today my leg is healing and I can focus wholeheartedly. I will keep in touch with you and I have told my friends who are interested to pursue a career in Vocational Nursing to visit Angeles College of School of Nursing.

Thank you very much Ms Jabbar for dropping a note. I know that you're very busy with the school. I will stay in touch after the NCLEX License. Take care and wishing only the best for your school.

Sincerely,

10/9/13

Angeles College Mail - [unreadable]

[Quoted text hidden]

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Asima <ajabbar@angelescollege.edu>  
To:

Tue, Aug 27, 2013 at 10:39 PM

Thanks !!

Asima Jabbar, MSN-ED, BSN, RN

[Quoted text hidden]

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Asima <ajabbar@angelescollege.edu>  
To:

Tue, Aug 27, 2013 at 10:40 PM

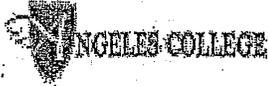
Asima Jabbar, MSN-ED, BSN, RN

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Begin forwarded message:

**From:** [unreadable]  
**Date:** August 27, 2013, 3:57:30 PM PDT  
**To:** ajabbar@angelescollege.edu  
**Subject:** Re: [unreadable]

[Quoted text hidden]



Asima Jabbar &lt;ajabbar@angelescollege.edu&gt;

**Exit Exam**

2 messages

*We are serious about students' reviews and passing the exit exam.*

To: Asima Jabbar <ajabbar@angelescollege.edu>  
Cc: " " <" " >

Mon, Sep 2, 2013 at 11:01 PM

Dear Mrs. Jabbar

I hope you are well. On behalf of Niki and myself, I want to thank you for everything you have done for us. Your encouragement helped us stay in the program and complete it. I am writing to you for a very important reason. Only you could help me because you know me and might be able to vouch for my character, both personal and academic. It seems I have just missed passing the exit exam by less than a fraction of one point. Maybe half a point. Unlike other students that may have been struggling throughout their education at Angeles, I have always been at the top of the class with my grades. Would you please consider my academic performance throughout the program and round my score of 89.xx to a 90 so that I can move forward and become a graduate of your program? It would mean a lot to both Niki and I to come in together to meet with Myra to check out with financial aid and pick up our diplomas, as graduates.

As you know I travel for work and my schedule conflicts are many. What I can reassure you is that Niki and I will study very hard for the state exam and will be good examples and spokes persons for future students at your school. Considering my management position at Sunrise Senior Living, I would be more than happy to return to your school as an alumni and speak to your new students about the large job market in the senior field and tips to get through your program successfully.

Do you think you could please help make this happen? I really appreciate your consideration.

Immense thanks,

Asima  
VN27

Asima &lt;ajabbar@angelescollege.edu&gt;

Tue, Sep 3, 2013 at 7:21 AM

To: " " &lt;" " &gt;

Dear Mrs. Jabbar,

Please follow instructions Angeles College sent you.

Thanks,

Asima Jabbar, MSN-ED, BSN, RN  
[Quoted text hidden]



Asima Jabbar <ajabbar@angelescollege.edu>

24Hr HomeCare

1 message

EMPLOYER.

Fri, Oct 4, 2013 at 3:56 PM

To: "Asima Jabbar"

Hello,

I wanted to let you know that we hired on Asima yesterday and she is absolutely great! She went to an emergency meet-and-greet with one of our clients, landed the case, and is starting the assignment starting next Monday! Already she is working with two of our clients next week with over 30 hours. As I have mentioned previously, Asima's brother is also a student of yours that we have hired, and he has been working an on-going case with us.

Please feel free to refer any of your students who have at least one year of professional experience in caregiving and/or completed a LVN or RN program! I would love to speak with them. Additionally, if you have another group of students you would like me to speak to, it would be a great pleasure to hold a presentation!

Warmest Regards,

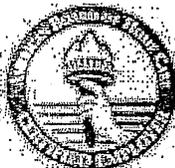
Human Resources Coordinator

24Hr HomeCare, LLC

5901 Green Valley Circle, Ste. 470

Culver City, CA 90230

Tel: (310) 258-9525 / Fax: (310) 258-9559



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Angeles College

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# Agenda Item #13.B.1., Attachment D



October 28, 2013

Dear Mrs. Pam Hinckley and the Advisory Board Members,

I have performed an assessment on the NCLEX results of this year for the past three quarters and attached a table of the improvements and actions taken. Please consider allowing at least two classes because my plan seems to be working and I am very serious about the students' success. I am still in the process of contacting previous graduates and I sent another email today to the students in regards to meeting with them and offering them free handouts, study materials, and review classes.

I understand our annual pass rate is still low, but as you can see the most recent classes are passing the NCLEX exams. Please include this information as my plan of action to improve the NCLEX scores and consider it in the November 2013 BVNPT meeting.

Attached are the following:

1. 2013 NCLEX Results & Improvement table
2. Evidence of email that was sent to graduates

Thank you,

Asima Jabbar, MSN-ED, BSN, RN  
Director of Nursing  
Angeles College  
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Los Angeles, CA 90010  
Tel: 213-487-2211  
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**2013 – NCLEX RESULTS AND IMPROVEMENTS**

Graduates/Year	Delivered	Passed	Failed	Assessment and Action
2011	1	0	1	Students were taking the NCLEX exam 1-2 years after graduation and these were students who were taught from the older curriculum. Action: Tried to reach them by phone and by email in order to offer incentives (e.g. \$100 gas cards if they returned and attended free review classes). Most of them has disconnected their phone numbers and do not respond to emails.
	0			
	2	0	2	
2012	3		2	Students were taking the NCLEX exam 1 year after graduation and these were students who were taught from the older curriculum. Action: Tried to reach them via phone and email. Some responded and the DON directly worked with them as evidenced by the 11 students who passed the NCLEX exam.
	12		5	
	5		3	
2013				The NCLEX pass rate improved to 100% with the 2013 graduates and we will continue to work on the plan of action submitted to BVNPT. The great team of instructors and the new clinical sites are a huge component of the improvement. VN 32 scored above a 95% probability (of passing the NCLEX) on the NLN exit exam. 20% of the class (the students who didn't not pass the Exit Exam on the first attempt) is still reviewing with the D.O.N.
	2		0	

LEGEND: Quarter 1 to 3 =





Asima Jabbar &lt;ajabbar@angelescollege.edu&gt;

---

**AC: New NCLEX Information & Urgent Meeting Coming Up!**

1 message

Sumayya Hussaini &lt;shussaini@angelescollege.edu&gt;

Mon, Oct 28, 2013 at 3:20 PM

Bcc: ajabbar@angelescollege.edu

Dear Students,

The D.O.N. will be holding an urgent meeting on **November 5th, 2013 at 11am sharp** in the Computer Lab on campus. This meeting is for all of the past Angeles College graduates.

The D.O.N. will discuss new updates about the NCLEX that will help you pass the NCLEX and become a licensed L.V.N.!

**Note:** The handouts and study materials that will be given out during this meeting is all free of cost and has already proved to help students pass the NCLEX on their first attempt! *You do not want to miss this opportunity!*

It is crucial that you attend this meeting prior to taking the NCLEX so that you will pass the exam.

The D.O.N. will meet all of the students at once on the date and time decided above.

Please email us back with your current contact information.

*There will be a surprise free gift for those who attend!*

Thank you!

—  
Asima Jabbar, MSN-ED, BSN, RN  
Director of Nursing  
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