

Agenda Item #14.A.6.



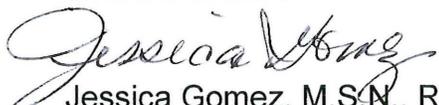
BUSINESS, CONSUMER SERVICES, AND HOUSING AGENCY • GOVERNOR EDMUND G. BROWN JR.

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



DATE: August 28, 2014

TO: Board Members

FROM: 
Jessica Gomez, M.S.N., R.N.
Nursing Education Consultant

SUBJECT: Medical Allied Career Center, Vocational Nursing Program – Reconsideration of Provisional Approval, and Request to Admit Students (Director: Alfie Ignacio, Santa Fe Springs, Los Angeles County, Private)

On September 16, 2010, the Board placed the Medical Allied Career Center Vocational Nursing Program on provisional approval¹ for the two-year period from September 16, 2010, through September 30, 2012. This action was taken due to the program's noncompliance with Section 2530 (I) of the California Code of Regulations. Reconsideration was scheduled for September 2012.

On September 6, 2012, the Board **extended** provisional approval of the program for the one (1) year period from September 6, 2012, through September 30, 2013. Reconsideration of the program's status was scheduled for September 2013.

On October 21, 2013, the Board adopted recommendations from its September 13, 2013 meeting **extending** the program's provisional approval for a one (1) year period from October 1, 2013, through September 30, 2014. The program was directed to obtain approval by the full Board prior to the admission of additional students. Reconsideration was scheduled for September 2014.

The program is presented to the Board for reconsideration of its provisional approval. Additionally, the director requests approval to admit 30 part-time students commencing November 3, 2014 and graduating August 14, 2016 to **replace** the class graduating on October 19, 2014. Additionally, approval is requested to admit 30 part-time students commencing March 3, 2015 and graduating on December 8, 2016. This is **not a replacement class**.

History of Prior Board Actions

(See Attachment A, History of Prior Board Actions)

¹ 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.

Enrollment

The program offers a full – time course of instruction that is 52 weeks in length and a part - time course of instruction that is 72 weeks in length. Currently, the program must obtain Board approval prior to the admission of full – time and part – time classes.

The following table represents **current and proposed** student enrollment based on class starts and completions. The table indicates a **maximum enrollment of 81 students** for the period from **December 2009 through October 2015**.

ENROLLMENT DATA				
CLASS DATES		# Students Admitted	# Students Current or Completed	Total Enrolled
Start	Complete			
12/09 (PT)		8	7	7
4/10 (FT)		8	6	7 + 6 = 13
9/11 (PT)		15	10	13 + 10 = 23
	9/11 (4/10 FT Class)		- 6	23 – 6 = 17
	8/11 (12/09 PT Class)		-7	17 – 7 = 10
10/11 (FT)		10	7	10 + 7 = 17
05/12 (FT) (Unapproved, Previously Cited)		13	10	17 + 10 = 27
3/13 FT		17	15	27 + 15 = 42
3/13 PT		20	20	42 + 20 = 62
	12/12 (10/11 FT Class)		-7	62 – 7 = 55
	5/13 (9/11 PT Class)		-10	55 – 10 = 45
	7/13 (05/12 FT Class)		-10	45 – 10 = 35
11/13 FT		15	13	35 + 13 = 48
3/14 PT	10/15	26	21	48 + 21 = 69
	4/14 (3/13 FT Class)		-15	69 – 15 = 54
	10/14 (3/13 PT Class)		-20	54 - 20 = 34

ENROLLMENT DATA				
CLASS DATES		# Students Admitted	# Students Current or Completed	Total Enrolled
Start	Complete			
11/14 PT Class Proposed	8//16	30	30	34 + 30 = 64
	11/14 (11/13 FT Class)		-13	64 - 13 = 51
3/15 PT Proposed	12/16	30	30	51 + 30 = 81
	10/15 (3/14 PT Class)		-21	81 - 21 = 60

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 April 2008 through June 2014, specify the pass percentage rates for graduates of Medical Allied Career Center Vocational Nursing Program on the National Council Licensure Examination for Practical/Vocational Nurses (NCLEX-PN®).

NCLEX-PN® Licensure Examination Data							
Quarterly Statistics					Annual Statistics*		
Quarter	# Candidates	# Passed	% Passed	State Quarterly Pass Rate	Program Average Annual Pass Rate	State Average Annual Pass Rate [CCR §2530(I)]	Variance from State Average Annual Pass Rate
Jan – Mar 2008	2	2	100%	75%	100%	75%	+25
Apr – Jun 2008	1	0	0%	0%	67%	75%	-8
Jul – Sep 2008	3	0	0%	70%	33%	74%	-41
Oct – Dec 2008	No Candidates Tested			73%	33%	73%	-40
Jan – Mar 2009	No Candidates Tested			70%	0%	72%	-72
Apr – Jun 2009	5	1	20%	71%	13%	70%	-57
Jul – Sep 2009	3	1	33%	74%	25%	72%	-47
Oct – Dec 2009	3	2	67%	76%	36%	73%	-37
Jan – Mar 2010	2	0	0%	76%	31%	74%	-43
Apr – Jun 2010	1	1	100%	74%	44%	75%	-39
Jul – Sept 2010	2	1	50%	76%	50%	75%	-25
Oct – Dec 2010	2	2	100%	77%	57%	76%	-19
Jan – Mar 2011	1	0	0%	80%	67%	77%	-10
Apr – Jun 2011	1	1	100%	71%	67%	76%	-9

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 [CCR §2530(l)]	Variance from State Average Annual Pass Rate
Jul – Sept 2011	1	0	0%	76%	60%	74%	-14
Oct – Dec 2011	No Candidates Tested			74%	33%	75%	-42
Jan – Mar 2012	2	0	0%	77%	25%	74%	-49
Apr – Jun 2012	3	2	67%	72%	33%	74%	-41
Jul – Sep 2012	1	1	100%	74%	50%	74%	-24
Oct – Dec 2012	3	2	67%	70%	56%	74%	-18
Jan – Mar 2013	No Candidates Tested			75%	71%	73%	-2
Apr – Jun 2013	1	1	100%	78%	75%	73%	+7
Jul – Sep 2013	1	1	100%	75%	80%	74%	+6
Oct – Dec 2013	4	4	100%	76%	100%	76%	+24
Jan – Mar 2014	6	5	83%	74%	92%	76%	+16
Apr – Jun 2014	3	1	33%	66%	79%	73%	+6

*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.

California Code of Regulations, section 2530(l) 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 approved vocational nursing schools for the same period.”

Published examination statistics substantiate the program’s **compliance** with regulatory requirements for **six (6) consecutive quarters**.

Based on the most recent data available (April to June 2014), the program’s average annual pass rate is **79%**. The California average annual pass rate for graduates from approved vocational nursing programs who took the NCLEX-PN® Licensure Examination for the first time during the same period is 73%. The average annual pass rate for the Medical Allied Career Center, Vocational Nursing Program is **6 percentage points above** the state average annual pass rate.

Faculty and Facilities

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

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

The number of Board approved faculty totals eighteen (18), including the program director. The director has 75% administrative responsibility and 25% teaching. Of the total faculty, fifteen (15) are approved to teach in the clinical area and two (2) are additional faculty. Based on a maximum enrollment of 81 students, six (6) instructors are needed. Therefore, the number of current faculty is adequate for the current and proposed enrollment.

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

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

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

Other Considerations

As noted previously, the program was placed on provisional approval for the two-year period from September 16, 2010, through September 30, 2012. That action was taken due to the program's noncompliance with Section 2530 (l) of the California Code of Regulations. On September 6, 2012, the Board **extended** provisional approval of the program for the one (1) year period from September 6, 2012, through September 30, 2013. On October 21, 2013, the Board adopted recommendations from its September 13, 2013 meeting **extending** the program's provisional approval for a one (1) year period from October 1, 2013, through September 30, 2014. The program was directed to obtain approval by the full Board prior to the admission of additional students. Reconsideration was scheduled for September 2014.

On December 27, 2013, the director submitted an augmented plan to increase licensure pass rates in 2014. The director reported development of an Early Intervention Program to assist in identification of "at risk" students in the first term of the program. In addition, a committee of faculty and students was established to review the curriculum.

On June 18, 2014, the Board received the program's Comprehensive Analysis, as specified in the Notice. The Director reported the evaluation of previously implemented actions and revised action plan. Changes were reported in the following areas.

➤ **Instructional Methods and Materials.**

The director reported presentation of monthly faculty instruction on educational methods and tests and measurement. Additionally, the director reported establishment of a mentoring program for new instructors.

➤ **Attendance Policy.**

Effective May 2014, the program reported implementation of a revised Attendance Policy requiring students to make up all absences. For each absence, the program develops a contract with the student. The student is required to make up each absence prior to progression to the next term.

Published examination data for the most recent quarter (April through June 2014) substantiate that the program's average annual pass rate is 79%, 6 percentage points **above** the state average annual pass rate.

Recommendations:

1. Approve the Medical Allied Career Center Vocational Nursing Program for the four - year period from September 12, 2014 through September 30, 2018, and send certificate accordingly.
2. Rescind the prior approval of the full – time class of 30 students approved to commence May 19, 2014, which was not started.
3. Approve the program's request to admit 30 part – time students commencing November 3, 2014 only, graduating August 14, 2016, to **replace** the class scheduled to graduate October 19, 2014.
4. Defer approval of the program's request to admit 30 part-time students commencing March 3, 2015 only, graduating on December 8, 2016, to the Executive Officer.
5. Require the program to admit no additional classes without prior approval by the Board.

Rationale: Medical Allied Career Center Vocational Nursing Program has been on provisional approval since September 16, 2010. At the time of initial placement on provisional approval, the program's average annual pass rate was **44%**, **31** percentage points **below** the state average annual pass rate. Currently, the program's average annual pass rate is 79%. As such, the program's current average annual pass rate is 6 percentage points **above** the state average annual pass rate. The increased pass rate supports the recommendations to approve the program's requests to admit the two (2) classes.

The program's pass rate, for the last six (6) quarters, has consistently been compliant with Section 2530 (l) of the California Code of Regulations. This would justify returning the program to Full Approval.

Attachment A: Board History of Prior Board Actions.

Attachment B: Program Corresponded Dated June 18, 2014; Received Email Correspondence Dated June 18, 2014.

Agenda Item #14.A.6., Attachment A

MEDICAL ALLIED CAREER CENTER, INC. VOCATIONAL NURSING PROGRAM

Board History of Prior Board Actions

- On April 12, 2005, the Executive Officer approved Medical Allied Career Center's request to begin a vocational nursing program with an initial class of 15 students commencing September 11, 2006, only; and approved the program curriculum for 1,554 hours, including 594 theory and 960 clinical hours.
- On September 11, 2006, the Board approved a postponement of the starting date for the first class from September 11, 2006, until October 9, 2006. The revised graduation date of this initial class will be October 26, 2007.
- On October 22, 2007, the Executive Officer approved full accreditation for Medical Allied Career Center, Vocational Nursing Program for the period October 22, 2007, through October 21, 2011, and issued a certificate accordingly. Additionally, the following program requests were approved.
 - a. Approved admission of a full-time **replacement** class for students graduating October 26, 2007, with 30 students to start on October 29, 2007, with an anticipated graduation date of November 20, 2008.
 - b. Approved admission of a full-time additional class of 30 students to start on April 7, 2008, with an anticipated graduation date of April 30, 2009.

Subsequently, the start date of this class was delayed until July 14, 2008 due to low enrollment.

- On October 8, 2008, the Executive Officer approved the program's request to admit 30 part-time students on October 24, 2008, only, with an anticipated graduation date of May 30, 2010 **and** approved the request to admit a class of 30 full – time students on November 17, 2008 only, with an anticipated graduation date of December 11, 2009, to **replace** a graduating class.

Commencement of the October 24, 2008 class was delayed until February 9, 2009, due to low enrollment.

- On April 21, 2009, the Board notified the director electronically that the Medical Allied Career Center Vocational Nursing Program's pass rates had fallen below 10 percentage points of the state average pass rates. The consultant encouraged a careful review of the program curriculum and instructional methods in an effort to improve the pass rates.

- On August 19, 2009, the Board notified the director that the program's average annual pass rates had fallen more than ten (10) percentage points below state average annual pass rates for four (4) consecutive quarters. The director was requested to submit a written plan for improving the pass rates.
- On September 17, 2009, the Board received correspondence from the director detailing the program's plan to improve its pass rates.
- On September 23, 2009, the assigned consultant contacted the school to explain computation of the annual pass rates.
- On November 4, 2009 the Executive Officer denied the program's request, to admit 30 full-time students on November 16, 2009, with an anticipated graduation date of December 17, 2010, to **replace** students who graduated October 16, 2009. Additionally, the Executive Officer denied the program's request, to admit 30 full-time students on April 12, 2010, with an anticipated graduation date of May 13, 2011, to **replace** students scheduled to graduate March 5, 2010.

The Executive Officer approved the program's admission of 15 full – time students on November 16, 2009 only, with an anticipated graduation date of December 17, 2010, to **replace** students who graduated October 16, 2009. Additionally, the Executive Officer approved the program's admission of 15 full – time students on April 12, 2010 only, with an anticipated graduation date of May 13, 2011, to **replace** students scheduled to graduate March 5, 2010.

- On August 10, 2010, the Board received program correspondence documenting the effect of the submitted plan to improve program pass rates. Additionally, the director advised that the scheduled November 16, 2009 commencement of a full – time class of 15 students had been delayed to April 12, 2010. The scheduled April 12, 2010 commencement of a full – time class of 15 students will be delayed to October 18, 2010.
- On September 16, 2010, the Board placed Medical Allied Career College, Santa Fe Springs, Vocational Nursing Program on provisional accreditation for the two-year period from September 16, 2010, through September 30, 2012, and issued a notice to the program to identify specific areas of non-compliance and requirements for correction as referenced in Section 2526.1 (e) of the California Code of Regulations.

Additionally, the program was required to submit a follow-up report in 10 and 22 months but no later than July 1, 2011. The report must include a comprehensive analysis of the program, specific actions taken to improve program pass rates, timeline for implementation, and the effect of employed interventions. The following elements must be addressed in the analysis.

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

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

The program was placed on the September 2012 Board agenda for reconsideration of provisional accreditation; **and** required to comply with all accreditation standards in Article 4 of the Vocational Nursing Practice Act, commencing at Business and Professions Code section 2880, and Article 5 of the Board's Regulations, commencing at California Code of Regulations, Title 16, section 2525; **and** required to admit no additional students unless approved by the Board.

- On November 30, 2010, the Executive Officer approved Medical Allied Career College's request to admit a part-time, evening, class of 15 students on January 17, 2011, only. Graduating August 5, 2012; and, continued the program's requirement to obtain Board approval prior to admission of additional classes.
- On July 5, 2011, the Board received the program's comprehensive analysis.
- On July 24, 2012, the assigned consultant forwarded correspondence requesting submission of eighteen (18) copies of pertinent documents and subsequent actions taken to correct identified problems that they desire Board members to consider by August 3, 2012.
- On July 24, 2012, correspondence was sent to the program by electronic communication and certified and regular mail, notifying the program that the submitted documents relevant to the comprehensive analysis were inadequate as received. A complete comprehensive analysis is due to the Board on October 1, 2012.
- On July 25, 2012, the Board received a three (3) page letter relevant to actions the program has taken to increase their licensure pass rates.
- On August 2, 2012, the program director submitted eighteen (18) copies of pertinent documents and subsequent actions taken to correct identified problems that they desire the Board members to consider.
- On August 3, 2012, the Board was notified of the director's termination.
- **On August 6, 2012, the Board approved a new director.**

- On September 6, 2012, the Board extended Provisional Approval for Medical Allied Career Center's for a one (1) year period from September 6, 2012, through September 30, 2013, and issue a notice to the program to identify specific areas of noncompliance and requirements for correction as referenced in Section 2526.1 (e) of the California Code of Regulations; **and**, denied Medical Allied Career Center's request to admit a part-time, evening class of 15 students commencing November 5, 2012, graduating June 29, 2014. This class would have **replaced** a class that graduated October 7, 2011; **and**, denied the program's request to admit a full-time, class of 15 students commencing on February 4, 2013, graduating on April 20, 2014. This class would have **replaced** the class scheduled to graduate December 2, 2012; **and**, required the program to increase 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 submit a follow-up report in one (1) month, but no later than **October 1, 2012**, and nine (9) months, but no later than **June 1, 2013**. The report must include a comprehensive analysis of the program, specific actions taken to improve program pass rates, a timeline for implementation, and the effect of employed interventions. The following elements must be addressed in the analysis.

- Admission Criteria.
- Screening and Selection Criteria.
- Terminal Objectives.
- Curriculum Objectives.
- Instructional Plan.
- Theory and Clinical Objectives for Each Course.
- Lesson Plans for Each Course.
- Textbooks.
- Attendance Policy.
- Remediation Policy.
- Evaluations of Theory and Clinical Faculty.
- Evaluations of Theory Presentations.
- Evaluations of Clinical Rotations and Their Correlation to Theory Presentations.
- Evaluation of Student Achievement.
- Current Enrollment; **and**,

Required the program to comply with all accreditation standards in Article 4 of the Vocational Nursing Practice Act, commencing at Business and Professions Code Section 2880, and Article 5 of the Board's Regulations, commencing at California Code of Regulations, Title 16, Section 2526; **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 accreditation; **and**, advised the program that failure to take any of these corrective actions may cause the full Board to revoke the program's accreditation; **and**, required the program to admit no additional classes without prior approval by the full Board; **and**, Place the program on the **September 2013** Board agenda for reconsideration of provisional approval.

- On September 16, 2013, a committee of the Board approved Medical Allied Career Center Vocational Nursing Program's request to admit a full-time, class of 20 students commencing on September 23, 2013, graduating on April 30, 2015, only, to **replace** the class that graduated May 26, 2013; **and** denied the program's request to admit a part-time, evening class of 20 students commencing October 7, 2013, only, graduating November 14, 2014, to **replace** a class that graduated July 7, 2013.

The Board extended provisional approval for the Medical Allied Career Center Vocational Nursing Program for a one (1) year period from September 13, 2013, through September 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; **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 show documented progress satisfactory to the board to improve the effectiveness of instruction and program pass rates on the NCLEX-PN[®]. If no progress is shown, the Board may revoke the program's approval completely. The Board required the program to admit no additional classes without prior approval by the full Board. Further, the Board required the program to submit a follow-up report in nine (9) months but no later than **June 1, 2014**. The report must include a comprehensive analysis of the program, specific actions taken to improve program pass rates, timeline for implementation, and the effect of employed interventions. The following elements must be addressed in the analysis.

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

The program was required to comply with all accreditation standards in Article 4 of the Vocational Nursing Practice Act, commencing at Business and Professions Code section

2880, and Article 5 of the Board's Regulations, commencing at California Code of Regulations, Title 16, section 2525; **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. The Board scheduled reconsideration of the program's provisional status for the **September 2014** Board agenda for reconsideration of provisional approval.

- On October 21, 2013, the Board adopted decisions recommended by the committee of the Board on September 16, 2013.
- On December 13, 2013, the assigned consultant forwarded correspondence requesting submission of eighteen (18) copies of pertinent documents and subsequent actions taken to correct identified problems that they desire Board members to consider by December 28, 2012.
- On December 26, 2012, the program submitted a comprehensive analysis as required in Board actions dated September 6, 2012 above.
- On December 28, 2012, the director submitted eighteen (18) copies of pertinent documents and subsequent actions taken to correct identified problems that they desire Board members to consider.
- On February 22, 2013, the Board approved Medical Allied Career Center's request to admit a full-time, class of 20 students commencing on March 4, 2013, graduating on April 4, 2014, only. This class would **replace** the class that graduated December 2, 2012; **and**, approved the program's request to admit a part-time, evening class of 20 students commencing March 4, 2013 graduating October 19, 2014. This class would **replace** a class that graduated October 7, 2011; **and**, required the program to admit no additional classes without prior approval by the full Board.
- On June 4, 2013, the assigned consultant forwarded correspondence requesting submission of two (2) copies and a CD of pertinent documents and subsequent actions taken to correct identified problems that they desire Board members to consider by June 13, 2014.
- On June 13, 2013, the director submitted two (2) copies and a CD of pertinent documents and subsequent actions taken to correct identified problems that they desire Board members to consider.
- On July 1, 2013, the Board received the program's comprehensive analysis.
- On October 21, 2013, the Board adopted recommendations from its September 13, 2013 meeting to approve Medical Allied Career Center Vocational Nursing Program's request to admit a full-time, class of 20 students commencing on September 23, 2013, graduating on April 30, 2015, only. This class would **replace** the class that graduated May 26, 2013; **and**, denied the program's request to admit a part-time, evening class of 20 students commencing October 7, 2013, only, graduating November 14, 2014. This class would **replace** a class that graduated July 7, 2013; **and**

Extended provisional approval for the Medical Allied Career Center Vocational Nursing Program for a one (1) year period from September 13, 2013, through September 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; 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 show documented progress satisfactory to the board to improve the effectiveness of instruction and program pass rates on the NCLEX-PN®. If no progress is shown, the Board may revoke the program's approval completely; and, required the program to admit no additional classes without prior approval by the full Board; **and**, Required the program to submit a follow-up report in nine (9) months but no later than **June 1, 2014**. The report must include a comprehensive analysis of the program, specific actions taken to improve program pass rates, timeline for implementation, and the effect of employed interventions. The following elements must be addressed in the analysis.

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

Required the program to comply with all accreditation standards in Article 4 of the Vocational Nursing Practice Act, commencing at Business and Professions Code section 2880, and Article 5 of the Board's Regulations, commencing at California Code of Regulations, Title 16, section 2525; 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, advised the program that failure to take any of these corrective actions may cause the full Board to revoke the program's approval; and, place the program on the **September 2014** Board agenda for reconsideration of provisional approval.

- On December 30, 2013, the NEC received the program's strategies to improve licensure pass rates in 2014.
6. On February 13, 2014, the Board **approved** Medical Allied Career Center Vocational Nursing Program's request to admit a part-time, class of 30 students commencing on

March 4, 2014, only. The class is projected to graduate October 30, 2015. This class will **replace** the class that graduated May 26, 2013; **and, approved** the program's request to admit a full-time, class of 30 students commencing May 19, 2014, only. The class is projected to complete program requirements August 27, 2015. This class will **replace** a class that scheduled to graduate April 20, 2014; and, **required** the program to admit no additional classes without prior approval by the full Board.



Agenda Item #13.A.4., Attachment B

Medical Allied Career Center, Inc.

BVNPT RECD EDU
ON 6.18.14 WITH JG

12631 E. Imperial Hwy. Bldg. D-Ste. 108
Santa Fe Springs, CA 90670
Phone: (562) 807-2420 *Fax: (562) 807-2421

COMPREHENSIVE ANALYSIS OF THE NURSING PROGRAM OF MACC (June 18, 2014 - Revised)

This is a follow up comprehensive analysis report to further evaluate and determine opportunities for improvement to MACC's vocational nursing program. Policies and procedures of the school were reviewed and revised as part of the evaluation. Class observations were conducted both in theory and clinical to evaluate adherence of instructors and students to school policies and procedures. Faculty, students, and administrative staff were also interviewed to provide input to the analysis of the program. Faculty and student records were also reviewed. The following components have been analyzed and addressed.

- A. Evaluation of Theory and Clinical Faculty
- B. Evaluation of Theory Presentations
- C. Terminal Objectives
- D. Curriculum Objectives
- E. Admission Criteria
- F. Screening and Selection Criteria
- G. Evaluation of Student Achievement
- H. Current Enrollment
- I. Instructional Plan
- J. Theory and Clinical Objectives of Each Course
- K. Lesson Plans for Each Course
- L. Attendance Policy
- M. Remediation Policy
- N. Textbooks
- O. Evaluation of Clinical Rotations and Their Correlation to Theory Presentations

I. Leadership

A. Evaluation of Theory and Clinical Faculty:

PROBLEMS IDENTIFIED: Some instructors were not prepared to teach their class. This was also noted on the student evaluation. The students do evaluations of instructors at the end of each course. The DON consistently does instructor evaluations initially within 1 month of hire and annually. Faculty evaluations of theory and clinical instructors are discussed during 1:1



Medical Allied Career Center, Inc.

12631 E. Imperial Hwy. Bldg. D-Ste. 108
 Santa Fe Springs, CA 90670
 Phone: (562) 807-2420 *Fax: (562) 807-2421

annual faculty evaluation and also shared anonymously during faculty meetings.

Actions Taken to Improve And RATIONALE	Timeline for Implementation	Effect of Employed Intervention
<ul style="list-style-type: none"> • Continue to share student evaluations during staff meeting to emphasize faculty opportunities for improvement. • Continue to evaluate new instructors by the Director of Nursing on the 1st month of employment and annually thereafter. The DON will continue to evaluate current instructors every year. • The DON will continue to have unannounced or surprised visits in classroom and clinical to evaluate instructor performance in both settings. 	<ul style="list-style-type: none"> • The DON or designee will administer faculty evaluations from the students after each completion of course. This process started January 2013. • A 30-day and annual evaluation of instructors will continue. 	<ul style="list-style-type: none"> • DON ensures consistency of faculty evaluations (theory and clinical) and shares results to instructor at the end of each course. • Instructors are made aware of their evaluations and a plan to improve teaching effectiveness is incorporated in their professional development plan.

A. Evaluation of Theory Presentations

PROBLEM IDENTIFIED: Observed an instructor who was not prepared to teach a class. Curriculum is being followed but lacks mastery of subject matter. There was lack of preparation prior to actual class and instructor was disorganized.



Medical Allied Career Center, Inc.

12631 E. Imperial Hwy. Bldg. D-Ste. 108
 Santa Fe Springs, CA 90670
 Phone: (562) 807-2420 *Fax: (562) 807-2421

Action Taken to Improve And RATIONALE	Timeline for Implementation	Effect of Employed Intervention
<ul style="list-style-type: none"> • Faculty coaching was conducted. Advised all instructors during faculty meeting to be prepared prior to teaching a class. • A monthly in-service on teaching effectiveness by instructors is held during faculty meeting to employ methods of teaching that will assist instructors in improving their teaching skills and ultimately assist students in successfully completing the program. • The DON will continue to monitor instructors and conduct surprise visits in the classroom to evaluate theory presentations, and provide feedback to instructors to improve methods of teaching. 	<ul style="list-style-type: none"> • In-services on educational methods, testing, teaching effectiveness, and use of information technology are continued every month. Monthly in-services started November 2012. 	<ul style="list-style-type: none"> • Instructors are more confident in teaching students and they utilize various teaching strategies to improve theory presentations. • New instructors will need mentoring by more experienced instructors. • Instructors were more focused and prepared 6 months after implementing the process.

A. Terminal Objectives

PROBLEM IDENTIFIED: The terminal objectives remain appropriate and measurable. Exit exams to include ATI and HESI will continue as requirements to graduate from the program.



Medical Allied Career Center, Inc.

12631 E. Imperial Hwy. Bldg. D-Ste. 108
 Santa Fe Springs, CA 90670
 Phone: (562) 807-2420 *Fax: (562) 807-2421

Action Taken to Improve And RATIONALE	Timeline for Implementation	Effect of Employed Intervention
<ul style="list-style-type: none"> Continue to employ innovative strategies of education such as simulation to attain the terminal objectives of the program. Instructors were in-serviced on simulation. HESI passing score is set at 900 as a requirement prior to taking the NCLEX exam Students must obtain an ATI comprehensive exam score that correlates with a 95% probability of passing the NCLEX-RN examination. The score that correlates with a 95% is a 72.7% on the assessment. ATI and HESI policies were revised. 	<ul style="list-style-type: none"> Simulation Lab operational. In-services on simulation occur twice a year. Continuously enforce HESI and ATI exit exams as a requirement for graduation. The exams are scheduled after completion of Term III. The revised policy was implemented May 2014. 	<ul style="list-style-type: none"> NCLEX pass rate remains above the CA state average pass rate. We will continue to reevaluate pass rate in 6 months.

B. Curriculum Objectives

PROBLEM IDENTIFIED: Curriculum objectives are specific, attainable, and well written. No problem identified.

Action Taken to Improve And RATIONALE	Timeline for Implementation	Effect of Employed Intervention
<ul style="list-style-type: none"> Course syllabus and itinerary are given to students prior to start of the course/term so that students know which topics 	<ul style="list-style-type: none"> Course syllabi and itinerary are given to students at the beginning of 	<ul style="list-style-type: none"> NCLEX pass rate remains above the CA state average pass rate



Medical Allied Career Center, Inc.

12631 E. Imperial Hwy. Bldg. D-Ste. 108
 Santa Fe Springs, CA 90670
 Phone: (562) 807-2420 *Fax: (562) 807-2421

<p>will be discussed and chapters to read.</p> <ul style="list-style-type: none"> • Course syllabi were revised. Students sign acknowledgement form upon receipt of revised course syllabi. 	<p>the program. The revised course syllabi was implemented April 2014.</p>	
--	--	--

II. Customer Focus

A. Admission Criteria

PROBLEM IDENTIFIED: None identified. The minimum requirements for admission to the program are appropriate. TEAS V Exam is administered as an entrance examination for admission to the program.

Action Taken to Improve And RATIONALE	Timeline for Implementation	Effect of Employed Intervention
<ul style="list-style-type: none"> • Continue to conduct formal interview process to assess communication, decision-making skills, and behaviors indicating readiness to enter the program. The DON will conduct interviews of students prior to admission. • Continue to require High school graduate, GED, or its equivalent. Admissions counselor will check from the Department of Education website to ensure legitimacy of school attended. • Entrance test (TEAS V) will be continued as part of the admission criteria. • Three letters of recommendations are also 	<ul style="list-style-type: none"> • Formal interviews with the DON prior to start of the program. • Admission counselor will check student's credentials and requirements consistently prior to admission to the program. This process started Jan 2013. 	<ul style="list-style-type: none"> • DON consistently conducted interviews of potential candidates in the program to assess student readiness prior to start of the program



Medical Allied Career Center, Inc.

12631 E. Imperial Hwy. Bldg. D-Ste. 108
 Santa Fe Springs, CA 90670
 Phone: (562) 807-2420 *Fax: (562) 807-2421

required prior to admission to the program.		
---	--	--

B. Screening and Selection Criteria

PROBLEM IDENTIFIED: Screening and selection criteria are appropriate.
 No further changes made.

Action Taken to Improve And RATIONALE	Timeline for Implementation	Effect of Employed Intervention
<ul style="list-style-type: none"> Previously revised screening criteria matches with checklist implemented with each student file. 	<ul style="list-style-type: none"> Revised Screening Criteria implemented with every new batch. 	<ul style="list-style-type: none"> Administrative staff follows screening and selection criteria.

C. Evaluation of Student Achievement

PROBLEM IDENTIFIED: Students are notified of their academic progress for every course. Established grading criteria for theory and clinical are followed by instructors. Students are made aware of grading criteria during first day of class.

Action Taken to Improve And Rationale	Timeline for Implementation	Effect of Employed Intervention
<ul style="list-style-type: none"> Clinical evaluation remains as follow: Quiz/Drug Study/Drug Calc-20%; Case Study Presentation-20%, Nursing Care Plan-20%, Final Evaluation-40%. Total of 100% 	<ul style="list-style-type: none"> Clinical and Theory grading criteria will be discussed at the beginning of the program and beginning of each clinical 	<ul style="list-style-type: none"> Students and instructors verbalized understanding of both theory and clinical grading criteria.



Medical Allied Career Center, Inc.

12631 E. Imperial Hwy. Bldg. D-Ste. 108
 Santa Fe Springs, CA 90670
 Phone: (562) 807-2420 *Fax: (562) 807-2421

<ul style="list-style-type: none"> • Clinical Grading Criteria: A total percentage of less than 75% = Fail, 75% or more = Pass. A clinical grade is included in the Transcript of Records. • Instructors continue to discuss with students regarding criteria for evaluation in theory and clinical. 	<p>term. This process started Jan 2013.</p>	<ul style="list-style-type: none"> • Students are apprised of their academic progress in every course. • All instructors are using the clinical evaluation tool. • Results were apparent a year after implementation as evidenced by increased pass rate.
--	---	--

D. Current Enrollment

- ANALYSIS: The classes are small in size and instructors are able to supervise students well. There is no conflict on existing classes with regards to clinical rotation or theory. Resources are adequate for the currently enrolled classes. No problems identified.

Action Taken to Improve And Rationale	Timeline for Implementation	Effect of Employed Intervention
<ul style="list-style-type: none"> • Existing classes have limited students to allow instructors to have a better handle of the students. The ongoing classes are: Batch 4 (PT) = 19 students Batch 9 (FT) = 13 students 	<ul style="list-style-type: none"> • N/A 	<ul style="list-style-type: none"> • Resources are adequate for the number of students in class.



Medical Allied Career Center, Inc.

12631 E. Imperial Hwy. Bldg. D-Ste. 108
 Santa Fe Springs, CA 90670
 Phone: (562) 807-2420 *Fax: (562) 807-2421

III. Workforce/Resource Focus

Action Taken to Improve And Rationale	Timeline for Implementation	Effect of Employed Intervention
<ul style="list-style-type: none"> Clinical objectives were updated as a result of obtaining new clinical sites for ambulatory clinical rotation. Students were given more detailed objectives in clinical specific to the facility and skills needed to perform with every rotation. 	<ul style="list-style-type: none"> The revised clinical objectives were implemented on Aug 2013. 	<ul style="list-style-type: none"> Students verbalized more focused and meaningful clinical experience 6 months post implementation of interventions.

A. Instructional Plan

PROBLEM IDENTIFIED: The instructional plan is essential in assessing the totality of learning activities including objectives, content, teaching strategies, evaluative methods, and outcomes toward achievement of the overall plan of study. The instructional plan consists of 1554 instructional hours. No revisions made at this time. However, may need to revise in the future to reflect best course progression and possible increase of instructional hours as verbalized by students.

B. Theory and Clinical Objectives of Each Course

PROBLEM IDENTIFIED: Revised clinical objectives were implemented. Theory objectives are appropriate and unchanged.

C. Lesson Plans for Each Course



Medical Allied Career Center, Inc.

12631 E. Imperial Hwy. Bldg. D-Ste. 108
 Santa Fe Springs, CA 90670
 Phone: (562) 807-2420 *Fax: (562) 807-2421

PROBLEM IDENTIFIED: Clinical objectives were revised. Lesson plans are utilized by instructors both in theory and clinical.

Action Taken to Improve And Rationale	Timeline for Implementation	Effect of Employed Intervention
<ul style="list-style-type: none"> All instructors were given a copy of the lesson plans and are expected to adhere and utilize both in theory and clinical. Lesson plans are appropriate and include current clinical objectives. The DON will audit classes to ensure usage of lesson plans. 	<ul style="list-style-type: none"> Lesson plans will be utilized in both theory and clinical on a daily basis. This process started Jan 2013 	<ul style="list-style-type: none"> NCLEX pass rate remains above the CA state average pass rate. Effects were apparent 6 months post implementation of actions. Lesson plans are utilized by instructors.

D. Attendance Policy

PROBLEM IDENTIFIED: The revised attendance policy was implemented. Students are now incurring fewer absences than before.

Action Taken to Improve And Rationale	Timeline for Implementation	Effect of Employed Intervention
<ul style="list-style-type: none"> The attendance policy was revised. Students will make up for all absences in theory and clinical including excused absences. The DON reminded faculty to enforce the Attendance Policy consistently. A student should accomplish a Clinical 	<ul style="list-style-type: none"> The revised attendance policy was implemented. Instructors will be held responsible of enforcing strict adherence to attendance policy in theory and clinical. 	<ul style="list-style-type: none"> Students are aware of the consequences of being tardy and absent. The student will be placed on academic probation or will not be able to progress to the next term without



Medical Allied Career Center, Inc.

12631 E. Imperial Hwy. Bldg. D-Ste. 108
 Santa Fe Springs, CA 90670
 Phone: (562) 807-2420 *Fax: (562) 807-2421

<p>Make-up Contract for all missed days and should coordinate with the Director or secretary to check availability of clinical rotation missed. Either the Director or Admin Assistant should approve the Clinical Make-up Form before the student can do the make-up.</p> <ul style="list-style-type: none"> • “Absence” is also defined as being late more than 50 minutes or leaving 50 minutes early in theory or clinical. 	<ul style="list-style-type: none"> • The revised attendance policy was implemented May 2014. 	<p>completing their make-up. Fewer student absences and tardies have been noted since strict implementation of attendance policy.</p>
--	---	---

E. Remediation Policy

PROBLEM IDENTIFIED: No problems identified. Instructors are following the remediation policy. A remediation form is now utilized for every student remediation.

Action Taken to Improve And Rationale	Timeline for Implementation	Effect of Employed Intervention
<ul style="list-style-type: none"> • Instructors to continue to utilize the revised remediation form. Instructors will be held responsible in enforcing the remediation policy. The form includes learning needs assessment, learning methods, learning goals, 	<ul style="list-style-type: none"> • The revised remediation form was implemented. • A revised tutoring form was developed and implemented March 2014. 	<ul style="list-style-type: none"> • Students verbalized the benefit of having tutors in school to keep them successful. • Remediations are conducted based on



Medical Allied Career Center, Inc.

12631 E. Imperial Hwy. Bldg. D-Ste. 108
 Santa Fe Springs, CA 90670
 Phone: (562) 807-2420 *Fax: (562) 807-2421

<p>and an evaluation of learning outcomes.</p> <ul style="list-style-type: none"> • A dedicated full time tutor is available in school as a resource for students. • Tutoring request form has been developed. 		<p>current policy. The form is being utilized by instructors.</p> <ul style="list-style-type: none"> • Reevaluation needed after 6 months.
--	--	---

IV. Operations Focus

A. Textbooks

PROBLEM IDENTIFIED: None identified. Textbooks are current and adequately available.

Action Taken to Improve And Rationale	Timeline for Implementation	Effect of Employed Intervention
<ul style="list-style-type: none"> • The following textbooks are available for students: • Structure and Function of the Body, 14th Edition, by Thibodeau and Patton (2011) • Basic Pharmacology for Nurses, 16th Edition by Clayton, Stock, Cooper (2012) • Foundations of Nursing, 6th Edition by Barbara Lauritsen Christensen & Elaine Oden Kockrow (2010) • Adult Health Nursing, 6th Edition by Barbara Lauritsen Christensen & Elaine Oden Kockrow (2010) 	<ul style="list-style-type: none"> • New textbooks are being used. The most updated book was implemented Jan 2014. 	<ul style="list-style-type: none"> • Results will be measured after 12 months of implementation



Medical Allied Career Center, Inc.

12631 E. Imperial Hwy. Bldg. D-Ste. 108
 Santa Fe Springs, CA 90670
 Phone: (562) 807-2420 *Fax: (562) 807-2421

<ul style="list-style-type: none"> • Saunders Nursing Drug Handbook 2014, 14th Edition 	
--	--

B. Evaluation of Clinical Rotations and Their Correlation to Theory Presentations

PROBLEM IDENTIFIED: None identified. Consistent evaluations of clinical rotations are done in a timely manner. Evaluations are shared with instructors and clinical sites. Faculty meetings are held consistently (monthly) to discuss opportunities for collaboration and correlation of theory and clinical.

Action Taken to Improve And RATIONALE	Timeline for Implementation	Effect of Employed Intervention
<ul style="list-style-type: none"> • Continue regular monthly staff meetings to ensure clinical and theory instructor collaboration and to increase correlation of both theory and clinical. • Continue to use the revised clinical site evaluation form to capture more pertinent information regarding the quality of student clinical experience. Students may fill up form anonymously to provide honest evaluation and not to feel reprimanded. 	<ul style="list-style-type: none"> • Monthly staff meetings are conducted. • The revised clinical site evaluation form is being utilized. This process started Jan 2013. 	<ul style="list-style-type: none"> • Theory and clinical instructors are now more collaborative 6 months after implementation of interventions. • Clinical rotations are evaluated thoroughly to determine best placement and clinical experience for students.



Medical Allied Career Center, Inc.

12631 E. Imperial Hwy. Bldg. D-Ste. 108
Santa Fe Springs, CA 90670
Phone: (562) 807-2420 *Fax: (562) 807-2421

ADDITIONAL NOTES:

NCLEX reviews are offered free of charge to all students wanting to review to pass the board exam. NCLEX Reviews are held weekly to increase the pass rate of MACC. This is a mandatory requirement for students to attend and to graduate from the program. MACC's pass rate has consistently been above the CA state average pass rate for the last five quarters. MACC's annual pass rate last 1st QRT 2014 was 91%.

