

Agenda Item #19.C.1.



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) 263-7855 Web www.bvnpt.ca.gov



COVER SHEET

SUBJECT: Carrington College, San Jose, Vocational Nursing Program.
Consideration of Request to Admit Students (Director: Janice Montgomery, San Jose, Santa Clara County, Private)

The Carrington College, San Jose, Vocational Nursing Program is presented for consideration of a request to admit students. Approval of the request is recommended.

Recommendations:

1. Approve Carrington College, San Jose, Vocational Nursing Program's request to admit one (1) class of 30 students to begin January 2, 2017 and graduate December 15, 2017, only.
2. Continue to require the program to admit no additional students unless approved by the full Board.
3. Continue to require the program to provide no less than one (1) instructor for every ten (10) students in clinical experiences.
4. Require the program director to submit, under penalty of perjury, the names of all enrolled students, date of admission, placement in the curriculum, and expected date of graduation by **February 1, 2017**.

AGENDA ITEM #19.C.1.



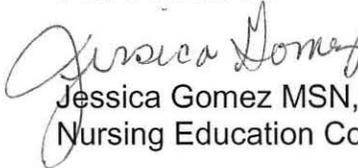
BUSINESS, CONSUMER SERVICES AND HOUSING AGENCY • GOVERNOR EDMUND G. BROWN JR.

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DATE: October 20, 2016

TO: Board Members

FROM: 
Jessica Gomez MSN, RN
Nursing Education Consultant

SUBJECT: Carrington College, San Jose, Vocational Nursing Program. Consideration of Request to Admit Students (Director: Janice Montgomery, San Jose, Santa Clara County, Private)

The Carrington College, San Jose, Vocational Nursing Program is presented for consideration of a request to admit students. Approval of the request is recommended.

The program was placed on provisional approval on November 20, 2015. At that time, the program's average annual pass rate was **53%** and the program had recently **corrected** four (4) violations that were identified in the course of investigating a complaint.

The program now requests approval to admit one (1) class of 30 students to begin January 2, 2017, and to graduate December 15, 2017.

History of Prior Board Actions

(See Attachment A, History of Prior Board Actions)

Enrollment

The full-time program had been approved for ongoing admission of 30 students three (3) times per year, to **replace** graduating classes. On August 13, 2015, approval for the program's ongoing admissions was rescinded. The program is required to obtain Board approval prior to the admission of students.

The following table represents **current** and **proposed** student enrollment based on current and proposed class starts and completions. The table indicates a **maximum enrollment of 35 students** for the period **January 2016 through August 2017**.

| ENROLLMENT DATA | | | | |
|--------------------|-----------------------|--------------------|--------------------------------|----------------|
| CLASS DATES | | #Students Admitted | #Students Current or Completed | Total Enrolled |
| Start | Complete | | | |
| 1/16 | | 18 | 19 | 0 + 19 = 19 |
| 8/16 | 8/17 | 6 | 5 | 19 + 5 = 24 |
| | 12/16 (1/16 Class) | | -19 | 24 - 19 = 5 |
| 1/17 (Proposed) | 12/17 | 30 | | 5 + 30 = 35 |
| | 8/17 (8/16 Class) | | -5 | 35 - 5 = 30 |

Licensing Examination Statistics

The following statistics, furnished by Pearson Vue and published by the National Council of State Boards of Nursing as "Jurisdictional Summary of All First-Time Candidates Educated in Member Board Jurisdiction" for the period January 2013 through September 2016, specify the pass percentage rates for graduates of the Carrington College, San Jose, Vocational Nursing Program on the National Council Licensure Examination for Practical/Vocational Nurses (NCLEX-PN®), and the variance from state average annual pass rates.

| NCLEX-PN® Licensure Examination Data | | | | | | | |
|--------------------------------------|--------------|----------|----------|-----------------------------------|----------------------------------|---|--|
| Quarterly Statistics | | | | | Annual Statistics* | | |
| Quarter | # Candidates | # Passed | % Passed | State Average Quarterly Pass Rate | Program Average Annual Pass Rate | State Average Annual Pass Rate [CCR § 2530 (I)] | Variance from the State Average Annual Pass Rate |
| Jan – Mar 2013 | 3 | 2 | 67% | 75% | 64% | 73% | -9 |
| Apr – Jun 2013 | 14 | 12 | 86% | 78% | 70% | 73% | -3 |
| Jul – Sep 2013 | 9 | 6 | 67% | 75% | 76% | 74% | +2 |
| Oct – Dec 2013 | 2 | 1 | 50% | 76% | 75% | 76% | -1 |
| Jan – Mar 2014 | 9 | 3 | 33% | 74% | 65% | 76% | -11 |
| Apr – Jun 2014 | 18 | 10 | 56% | 66% | 53% | 73% | -20 |
| Jul – Sep 2014 | 12 | 6 | 50% | 72% | 49% | 73% | -24 |
| Oct – Dec 2014 | 25 | 14 | 56% | 72% | 52% | 72% | -20 |
| Jan – Mar 2015 | 11 | 4 | 36% | 73% | 52% | 71% | -19 |
| Apr – Jun 2015 | 20 | 12 | 60% | 69% | 53% | 72% | -19 |
| Jul – Sep 2015 | 14 | 7 | 50% | 73% | 53% | 72% | -19 |
| Oct – Dec 2015 | 2 | 2 | 100% | 75% | 53% | 72% | -19 |
| Jan – Mar 2016 | 19 | 15 | 79% | 73% | 65% | 73% | -8 |

| 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 [CCR § 2530 (I)] | Variance from the State Average Annual Pass Rate |
| Apr – Jun 2016 | 16 | 10 | 63% | 75% | 67% | 74% | -7 |
| Jul – Sept 2016 | 14 | 11 | 79% | 72% | 75% | 72% | +3 |

*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(I) 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.”

Based on the **most recent data available** (July through Sept 2016), the program's average annual pass rate is **75%**. 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 **72%**. The average annual pass rate for the Carrington College, San Jose, California, Vocational Nursing Program is **three (3) percentage points above** the state average annual pass rate.

The program's average annual pass rate was **greater** than 10 percentage points **below** the state average annual pass rate for **eight (8) consecutive quarters**. This most recent quarter represents the third quarter that the program's average annual pass rate is within ten (10) percentage points of the state average annual pass rate for first – time program graduates.

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."

However, based on the Board's November 2015 decision, the program is required to provide no less than one (1) instructor for every ten (10) students in clinical classes.

The program's total number of Board-approved faculty is 12, including the director. A total of 12 faculty are approved to teach in the clinical area. The director has 90% administrative responsibility.

For a maximum enrollment of 35 students, four (4) instructors are needed. Therefore, the number of current faculty is **adequate** for current and proposed students.

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 **adequate** clinical facilities to afford the number, type and variety of patients that will provide clinical experiences consistent with competency-based objectives and theory being taught for current and proposed students.

Other Considerations

As previously reported to the Board, investigation of a complaint in August 2015 led to the identification of violations related to inadequate clinical facilities, specifically for maternity and pediatric clinical nursing, failure to correlate theory and clinical experience, and the failure to notify the Board of faculty terminations. The program took several steps to correct the violations. A new director was approved by the Board, and the program moved to a new location in September 2015.

Despite efforts to improve the program pass rate, as outlined in previous Board reports, the program's pass rate remained non-compliant with regulatory requirements. Consequently, the Board placed the program on provisional approval for a two-year period beginning November 20, 2015. A *Notice of Change in Approval Status* was forwarded to the program on December 18, 2016 (see Attachment B). Since that time, the program's pass rate has improved, as noted, above.

On August 1, 2016, the program submitted the required program analysis (see Attachment C). The report is summarized as follows.

Admission, Screening, and Selection Criteria

Reviewed with no recommendations for revisions

Terminal and Curriculum Objectives/Instructional Plan

Reviewed, discussed, and evaluated with no recommendations for revisions. Tutoring being provided.

Theory and Clinical Objectives/Lesson Plans

Reviewed and deemed appropriate

Textbooks

Additional resources have been added

Attendance Policy

Reviewed with no recommendations for revisions

Remediation

Offered to all students, Student Success Contracts reviewed, meetings with at-risk

students. No recommendations for revisions.

Evaluations of Theory and Clinical Faculty

Annual performance reviews are conducted. No recommendations for revisions.

Evaluations of Theory Presentations

Classroom and clinical observations conducted by program director, resources and faculty development provided.

Evaluations of Clinical Rotations and Their Correlation to Theory Presentations

Site visits conducted by clinical coordinator, is a nurse educator with a Master's degree. As reported, the clinical coordinator also interacts with faculty, students, and facility administration. According to a verbal report on September 21, 2016, the clinical coordinator is supervised by the program director.

Evaluation of Student Achievement

Described as an ongoing effort utilizing multiple indicators for program evaluation; student evaluation includes standardized testing and comprehensive examinations.

Current Enrollment

Written prior to the August 2016 class admission, the program reported 19 students were scheduled to graduate in December 2016.

Specific Actions to Improve Pass Rates

In January 2015, methods were implemented to improve pass rates. Review courses are conducted for graduates. Virtual ATI provided, ongoing support provided, and now a review textbook will be required and utilized throughout the course of study.

Timeline for Implementation

Reported as fully implemented with staffing changes implemented in January 2015 to facilitate review offerings and biweekly reviews beginning August 2015.

Effects of Employed Interventions

Pass rates increased in the Quarter 4 - 2015.

Recommendations:

1. Approve Carrington College, San Jose, Vocational Nursing Program's request to admit one (1) class of 30 students to begin January 2, 2017 and graduate December 15, 2017, only.
2. Continue to require the program to admit no additional students unless approved by the full Board.
3. Continue to require the program to provide no less than one (1) instructor for every ten (10) students in clinical experiences.

4. Require the program director to submit, under penalty of perjury, the names of all enrolled students, date of admission, placement in the curriculum, and expected date of graduation by **February 1, 2017**.

Rationale: As noted previously, the Carrington College, San Jose, Vocational Nursing Program was placed on provisional approval on November 20, 2015, due to noncompliance with regulatory requirements. At that time, the program's average annual pass rate was **53%**. Further, the program's average annual pass rates had been **greater** than 10 percentage points **below** state average annual pass rates for **eight (8) consecutive quarters**.

Based on published examination statistics, the program's average annual pass rate for Quarter 3 – 2016 is 75%, which is three (3) percentage points **above** the state average annual pass rate. Further, the program's average pass rates have been compliant with regulatory requirements for three (3) consecutive quarters.

With an improvement plan in place, all previously identified violations now corrected, adequate resources to support the requested students, and an improvement in pass rates, approval of the request to admit students is recommended.

Board staff will continue to closely monitor the program's progress.

- Attachment A: History of Prior Board Action
- Attachment B: Notice of Change in Approval Status
- Attachment C: Program Correspondence Dated July 25, 2016

Agenda Item #17.C.1., Attachment A

CARRINGTON COLLEGE, SAN JOSE VOCATIONAL NURSING PROGRAM

History of Prior Board Actions

- On October 3, 2006, the Executive Officer approved a request from Western Career College, San Jose, to begin a vocational nursing program with an initial class of 45 students on October 23, 2006, only; **and** approved the program curriculum for 1599 hours, including 645 theory, and 954 clinical hours.
- On November 7, 2007, the Executive Officer approved initial full accreditation for the Western Career College, San Jose, Vocational Nursing Program for the period from November 7, 2007, through November 6, 2011, and the Board issued a certificate accordingly; approved the program to admit a full-time class of 30 students to start on March 17, 2008, only, to replace students graduating on February 29, 2008; and approved the program to admit a full-time class of 30 students to start on November 12, 2007, only, thereby increasing the program's frequency of admissions.
- July 16, 2008, the Executive Officer approved the Western Career College, San Jose, Vocational Nursing Program's request to admit a full-time class of 30 students to start on July 28, 2008, **only**. Approval would result in an increase of the program's frequency of admissions.
- On October 8, 2008, the Executive Officer approved the program's request for ongoing admissions to **replace** graduating classes, only, with the following stipulations:
 - a. No additional classes are added to the program's current pattern of admissions without prior Board approval. The program's current pattern of admissions includes three classes per year. The first replacement class will commence on April 6, 2009.
 - b. The director documents that adequate resources, i.e. faculty and facilities, are available to support each admitted class of students.
- **On April 14, 2009, the Board approved a new Program Director.**
- On May 27, 2010, the Board was notified of the program's name change from Western Career College, San Jose, Vocational Nursing Program to Carrington College California, San Jose, Vocational Nursing Program.
- On April 18, 2012, the Executive Officer rendered the following decisions

1. Approved the Carrington Career College, San Jose Vocational Nursing Program for a four-year period from November 6, 2011 to November 5, 2015, and issue a certificate accordingly.
 2. Approved the program's major curriculum revision from a four (4) term to a three (3) term program to include 1530 total hours, Theory - 576 hours, Clinical - 954.
 3. Continued approval of the program's current pattern of admissions of three (3) classes of thirty (30) students per year to **replace** graduating classes only, with the following stipulations:
 - a. No additional classes are added to the program's current pattern of admissions without prior Board approval. The program's current pattern of admissions includes three (3) classes of thirty (30) students per year.
 - b. The director documents that adequate resources, i.e. faculty and facilities, are available to support each admitted class of students.
 - c. The program's average annual pass rates remain no more than ten (10) percentage points below the state average annual pass rate.
- On July 21, 2014, the Board was notified of the change of name from Carrington College California to Carrington College.
 - **On February 11, 2015, an interim program director, a current faculty member, was approved.**
 - On February 18, 2015, the program was notified of four quarters of non-complaint pass rates and a written improvement plan was requested.
 - **On March 17, 2015, a new program director was approved.**
 - On March 26, 2015, the Board received the program's written improvement plan.
 - On May 7, 2015, the Board requested documentation related to the Program Record Survey.
 - On May 12, 2015, the program was notified of five quarters of non-complaint pass rates.
 - On August 3, 2015, the program was notified of six quarters of non-complaint pass rates and documentation of implementation of the improvement plan was requested.
 - On August 6, 2015, the Board received an anonymous complaint regarding the program and sent written correspondence regarding the complaint to the program.
 - On August 10, 2015, the Board received documentation from the program in response to the complaint and four violations were identified.

- On August 11, 2015, the program forwarded written correspondence stating they were voluntarily suspending admissions until deficits could be corrected.
- On August 13, 2015, the Acting Executive Officer rendered the following decisions:
 1. Required the Carrington College, San Jose, Vocational Nursing Program to submit verifiable plans for clinical placements for Maternity and Pediatric Nursing for students who were to have completed program requirements on August 10, 2015 **prior to graduation.**
 2. Required the program to submit verifiable plans for clinical placements for Maternity and Pediatric Nursing for currently enrolled students, no later than **September 30, 2015.**
 3. Required the program to submit a written policy and plan that ensures notification to this Board within 10 days of faculty termination. Due no later than **September 30, 2015.**
 4. Effective immediately, rescinded approval for ongoing admissions and require the program to obtain Board approval prior to the admission of any students. The program must document adequacy of faculty and facilities to support the objectives of the program prior to the admission of students.
 5. Placed the program on the November 20, 2015 agenda for consideration of placement on provisional approval due to noncompliance with requirements specified in California Code of Corrections.
- On August 24, 2015, the Board approved a long-time faculty member as the new program director.
- On October 16, 2015, the Board approved a new program director.
- On November 20, 2015, the Board approved the following:

Placed the Carrington College, San Jose, Vocational Nursing Program on provisional approval for the two (2) year period from November 20, 2015 through November 30, 2017, and issue a notice to the program to identify specific areas of non-compliance and requirements for correction as referenced in Section 2526.1 (e) of the California Code of Regulation; **and** approved the Carrington College, San Jose, Vocational Nursing Program's request to admit one (1) class of thirty (30) students to a class beginning on January 4, 2016, graduating December 16, 2016, **only; and** required the program to provide no less than one (1) instructor for every ten (10) students in clinical experiences; **and** required the program to admit no additional classes without prior approval by the full Board; **and** required the program director to submit, under penalty of perjury, the names of all enrolled students, date of admission, placement in the curriculum, and expected date of graduation by **January 15, 2016; and** required the program to submit follow up reports in nine (9) months, but no later than **August 1, 2016**, and 21 months, but no later than **August 1, 2017**. The reports must include a comprehensive analysis of the

program, specific actions taken to improve 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**

require the program to bring its average annual pass rate to no more than (10) ten 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 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** specified 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 Board's **November 2017** agenda for reconsideration of provisional approval.

- On May 13, 2016, the Board approved the following:
Approved the Carrington College, San Jose, Vocation Nursing Program's request to admit one (1) class of 15 students to begin August 29, 2016 and to graduate August 18, 2017, only; **and** continued to require the program to admit no additional students unless approved by the full Board; **and** continued to require the program to provide no less than one (1) instructor for every ten (10) students in clinical experiences; **and** required the program director to submit, under penalty of perjury, the names of all enrolled students, date of admission, placement in the curriculum, and expected date of graduation by **September 15, 2016**.



Agenda Item #19.C.1., Attachment B

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



Board of Vocational Nursing and Psychiatric Technicians
2535 Capitol Oaks Drive Suite 205, Sacramento, CA 95833-2945
Phone 916-263-7800 Fax 916-263-7855 Web www.bvnpt.ca.gov

CERTIFIED MAIL

December 18, 2015

Janice Montgomery, Director
Vocational Nursing Program
Carrington College, San Jose
5883 Rue Ferrari, Suite 125
San Jose, CA 95138

Subject: Notice of Change in Approval Status

Dear Ms. Montgomery:

Pursuant to the action of the Board of Vocational Nursing and Psychiatric Technicians (Board) on November 20, 2015, the Carrington College, San Jose, Vocational Nursing Program has been placed on provisional approval for the two – year period from November 20, 2015 through November 30, 2017.

The purpose of this letter is to explain the areas of noncompliance identified and the corrections required of your program to avoid losing approval completely.

Once you have reviewed this letter, please sign and return the enclosed "Acknowledgement of Change in Approval Status" form by **Thursday, December 31, 2015**.

AREAS OF NON-COMPLIANCE (VIOLATIONS(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 approval 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 approved vocational nursing schools for the same period."

The program pass rates for the Carrington College, San Jose, Vocational Nursing Program for the past 19 quarters are set forth in the following table:

| NCLEX-PN Licensure Examination Pass Rates | | | |
|---|--------------------------------|----------------------------------|--|
| Quarter | State Average Annual Pass Rate | Program Average Annual Pass Rate | Variance from State Average Annual Pass Rate |
| Jan - Mar 2011 | 77% | 73% | -4 |
| Apr - Jun 2011 | 76% | 69% | -7 |
| Jul - Sep 2011 | 76% | 64% | -12 |
| Oct - Dec 2011 | 75% | 60% | -15 |
| Jan - Mar 2012 | 74% | 63% | -11 |
| Apr - Jun 2012 | 74% | 63% | -11 |
| Jul - Sep 2012 | 74% | 63% | -11 |
| Oct - Dec 2012 | 74% | 65% | -9 |
| Jan - Mar 2013 | 73% | 64% | -9 |
| Apr - Jun 2013 | 73% | 70% | -3 |
| Jul - Sep 2013 | 74% | 76% | +2 |
| Oct - Dec 2013 | 76% | 75% | -1 |
| Jan - Mar 2014 | 76% | 65% | -11 |
| Apr - Jun 2014 | 73% | 53% | -20 |
| Jul - Sep 2014 | 73% | 49% | -24 |
| Oct - Dec 2014 | 72% | 52% | -20 |
| Jan - Mar 2015 | 71% | 52% | -19 |
| Apr - Jun 2015 | 72% | 53% | -19 |
| Jul - Sep 2015 | 72% | 53% | -19 |

REQUIRED CORRECTION(S)

1. Carrington College, San Jose, Vocational Nursing Program shall provide no less than one (1) instructor for every ten (10) students in clinical experiences.
2. The program shall admit no additional classes without prior approval by the full Board.
3. The program director shall submit, under penalty of perjury, the names of all enrolled students, date of admission, placement in the curriculum, and expected date of graduation by **January 15, 2016**.
4. The program shall submit follow up reports in nine (9) months, but no later than **August 1, 2016**, and 21 months, but no later than **August 1, 2017**. The reports must include a comprehensive analysis of the program, specific actions taken to improve 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
5. The program shall bring its average annual pass rate to no more than (10) ten percentage points below the State average annual pass rate.
 6. The program shall 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.
 7. The program shall comply with all approval standards in Article 4 of the Vocational Nursing Practice Act, commencing at Business and Professions Code Section 2880, and Article 5 of the Board's Regulations, commencing at California Code of Regulations, Title 16, Section 2526.
 8. 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 2017** Board Meeting agenda, at which point the Board may revoke or extend the program's approval. If you have additional information that you wish considered beyond the required corrections listed on pages 2 and 3, you must submit this documentation by the fifteenth day of the second month prior to the Board Meeting.

OTHER IMPORTANT INFORMATION

Please be advised that, pursuant to the Board's regulations, the program will not be authorized to admit new classes beyond the established pattern of admissions previously

Carrington College, San Jose
Vocational Nursing Program
Notice of Change in Approval Status
December 18, 2015
Page 4 of 4

approved by the Board. The established pattern of admissions approved by the Board is as follows: **Approval by the full Board is required prior to the admission of additional students.**

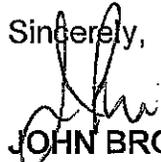
In the event your program is required to submit any report(s) as a corrective action pursuant to this notice, such reports are required in addition to any other reports required pursuant to section 2527 of the Board's regulations.

The program may not advertise that it has full approval, and should take steps to correct any ongoing advertisements or publications in that regard.

A copy of title 16, California Code of Regulations, section 2526.1, regarding provisional approval is attached for your reference. A complete copy of the Board's laws and regulations can be found on the Board's web site at www.bvnpt.ca.gov.

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

Sincerely,


JOHN BROOKS
Acting Executive Officer

Enclosures

cc: Board Members

JB: dgj



TITLE 16 CALIFORNIA CODE OF REGULATIONS

2526.1. Provisional Approval.

- (a) Provisional approval 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 approval shall be granted for a period determined by the Board.
- (c) The Board may place any program on provisional approval 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 approval period, provisional approval 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 approval may not admit "new" classes beyond the established pattern of admission 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 approval.
- (e) A program placed on provisional approval 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 approval.
- (f) A material misrepresentation of fact by a vocational nursing program in any information submitted to the Board is cause for revocation of provisional approval.
- (g) A program whose provisional approval has been revoked shall be removed from the Board's list of approved 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 approved 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.

Note: Authority cited: Section 2854, Business and Professions Code. Reference: Sections 2880, 2881 and 2883, Business and Professions Code.

Agenda Item #19.C.1., Attachment C



CARRINGTON COLLEGE®

July 25, 2016

Donna Johnson, RNP, MA, MA
Nursing Education Consultant
Board of Vocational Nursing & Psychiatric Technicians
2535 Capitol Oaks Drive, Suite 205
Sacramento, CA 95833

Dear Ms. Johnson,

Please accept the following Follow-Up Report regarding the Carrington College San Jose campus Vocational Nursing program. This Follow-Up Report is in response to the BVNPT letter dated December 18, 2015, instructing the San Jose Vocational Nursing program to submit a comprehensive program analysis, specific actions taken to improve pass rates, a timeline for implementation, and the effects of employed interventions. The original NCLEX-PN Improvement Plan was submitted March 26, 2015, and a Status Report was submitted August 28, 2015.

Program Analysis Summary

Comprehensive Program Analysis - Attachment A

Attached you will find the comprehensive program analysis report completed March, 22, 2016.

Admission Process/Screening & Selection Criteria

Admission Criteria were reviewed for the Carrington College San Jose Vocational Nursing program. Admission requirements and procedures were evaluated including entrance requirements, testing, physical health screenings, background check and drug screen, and requirements for satisfactory completion and graduation. Applicants are admitted to the Vocational Nursing program based on academic and other qualifications consistent with the abilities needed to successfully complete the program. No recommendations for revision were identified.

Terminal and Curriculum Objectives/Instructional Plan

An analysis of the Instructional Plan, including terminal and curriculum objectives were compared to student learning outcomes utilizing standardized testing. San Jose student outcomes were evaluated and compared to overall Carrington VN program outcomes. Course syllabi were reviewed, considering program and course objectives. The Instructional Plan, terminal and course objectives demonstrated congruence and facilitated student learning and completion of

course outcome measures. Changes were discussed regarding courses VN 201 and VN 301 Medical-Surgical Nursing. The course content in Term 2 is greater than Term 3; recommendations for a re-distribution of content between the two courses were discussed. After an in-depth review, faculty felt the current version was appropriate for student learning. Mountain Measurement Reports will also be used to evaluate terminal and curricular objectives in comparison to local and national level scoring results. Content Dimension Reports will be utilized to strategically plan student and graduate tutoring, and aid in curriculum review. Vocational Nursing instructors provide tutoring on a scheduled basis every Wednesday from 5:30-8:30pm and every Tuesday from 8:00am-12:00pm.

Theory and Clinical Objectives/Lesson Plans

A review of theory and clinical objectives comparing course outcome measures to the instructional plan has been conducted. Theory objectives identified for each course correlated with curriculum content and resources utilized in each course. Clinical objectives for each term were compared with theory objectives and the instructional plan and were deemed appropriate for each level in the Vocational Nursing program and achievable in clinical settings. Lesson plans for each course were reviewed and compared with the instructional plan. Lesson plans reflected required topic content, time allotted for each topic, delivery methods, and procedures for evaluation. Lesson plans accurately reflected classroom activities. This review of theory and clinical objectives and lesson plans did not reveal any items for revision.

Textbooks

A review of textbooks was conducted by all Vocational Nursing Program Directors and faculty. Recommended changes were to add Saunders NCLEX-PN Comprehensive Review text to the list of required books. This will facilitate student involvement and preparation for the licensure examination during program attendance. Additional resources added to the textbook list include: The Language of Medicine, Nursing Leadership and Management, Nursing Process and Critical Thinking, Nutrition Essentials and Diet Therapy, Mosby's Drug Guide, Manual of Diagnostic and Laboratory Tests, Mosby's PDQ of LPN, and Journey across the Lifespan. The nursing faculty anticipates expansion of these theoretical and clinical resources will support the transition of knowledge from classroom to practice.

Attendance Policy

The attendance policy procedure was reviewed by nursing faculty and the program director. This review determined the attendance policy accurately reflects the requirements of the VN program in theory, laboratory, and clinical settings. Corresponding procedures for absent and make-up hours meet established requirements for program progression and successful completion. This review did not yield any recommendations for change.

Remediation Policy

Remediation is conducted as needed by Vocational Nursing faculty and the Program Director during every course to support student success. All students, not just students in remediation, are offered and encouraged to meet with faculty to discuss study habits, test-taking skills, analyze problem areas, and review course content. All students are also encouraged to be proactive members of the learning environment. Remediation student success contracts, which identify plans for success, are reviewed by the faculty and Program Director. Students identified as at-risk meet with the faculty, Program Director, and the Student Success Team to enhance their personalized remediation plan. No changes to the remediation policy were identified as a result of this review.

Evaluations of Theory and Clinical Faculty

All theory and clinical faculty receive annual performance reviews. Reviews are based on organizational criteria developed to identify the overall primary performance and role objectives performed as a Vocational Nursing Instructor. Performance reviews are reviewed with each instructor; if areas for potential development are identified, an individualized improvement plan is developed. This method of individualized instructor review is effective by providing a written review of performance measures over the previous year. Performance reviews are conducted individually with the faculty member and Program Director. No changes were identified as a result of this review.

Evaluations of Theory Presentations

Faculty classroom/clinical observations are completed twice per quarter by the Program Director. Observations are reviewed with faculty, areas identified for improvement are discussed and a plan put in place. Faculty are also provided access to Nurse Tim educational resources and MaxKnowledge faculty developmental courses. Faculty development over the past year has included a review of ATI resources and Virtual ATI review, and HESI faculty training for student-facing products and interpretation of testing results. Campus faculty development seminars are held four times per year, covering pertinent topics related to teaching methodology and course evaluation. No changes in this process were supported from the review.

Evaluations of Clinical Rotations and Their Correlation to Theory Presentations

Regular announced and unannounced clinical site visits are conducted by the Clinical Coordinator. The Clinical Coordinator also interacts with faculty and students at the clinical site to evaluate the process to achieve clinical objectives and student progress. The Clinical Coordinator meets with appropriate leadership personnel at the clinical site to discuss interactions with faculty and students, clinical objectives, program goals, and any concerns related to the clinical rotation. Faculty and students complete clinical site evaluations at the end of each term, and the Clinical Coordinator completes a summary each term of the ability of the site

to meet designated clinical objectives. The review of clinical correlation to theory did not reveal areas in need of change.

Evaluation of Student Achievement

The evaluation of student achievement is an ongoing process throughout the program. Standardized testing is integrated throughout the curriculum. This allows faculty to proactively identify students who may be in need of additional tutoring or remediation to meet program outcomes. Examination scores are reviewed by faculty and the Program Director, with both meeting with the student when areas of weakness are identified. Terminal program objectives are also evaluated against NCLEX-PN licensure pass rates. Comprehensive standardized testing is completed by students to provide an overall framework to build their comprehensive NCLEX-PN review plan.

Current Enrollment

Currently, there are 19 students enrolled in Term 2 of the San Jose Vocational Nursing program. Students are scheduled to graduate December 16, 2016.

Specific Actions to Improve Pass Rates

The San Jose campus has implemented methods to increase NCLEX-PN pass rates beginning January, 2015. Two faculty members are conducting review courses for current students and graduates, meeting twice weekly. Students receive access to the Virtual ATI graduate review program six weeks prior to graduation. The Virtual ATI review is also renewed by the college as needed until the graduate sits for the NCLEX-PN licensure examination. The Program Director regularly maintains contact with each graduate to offer assistance in licensure preparation and supportive measures to promote success. Graduates are encouraged to attend campus review sessions, receive assistance in test-taking strategies, and to complete the VATI review program. Additionally the Saunders NCLEX-PN Review textbook is a required text and student will be provided this book at the start of the program and will be encouraged to use it throughout the program.

Timeline for Implementation

All measures are fully implemented on the campus. The Program Director evaluates the success of the review program, which is based on first-time NCLEX-PN examination passing rates. Faculty staffing changes were made in January 2015 to facilitate review offerings. Bi-weekly reviews were initiated in August, 2015.

Effects of Employed Interventions

The San Jose campus NCLEX-PN pass rates have increased during 4th quarter 2015 (100%) and 1st quarter 2016 (78.95%) resulting in an overall increase in the annual pass rate from 52.86% to 65.45%, which is within established BVNPT guidelines for the current quarter. Current students and graduates will continue to

receive these interventions throughout the program in efforts to maintain recent pass rate results, and promote student success.

The Carrington College San Jose Vocational Nursing program is committed to the success of our students, and celebrates the addition of graduates to the health care workforce. These measures will be continued for San Jose Vocational Nursing students and graduates to continue the upward trend of NCLEX-PN licensure pass rates. If further information is required, please contact me at your convenience. Carrington College San Jose Vocational Nursing program appreciates your guidance in this process.

Sincerely,

A handwritten signature in cursive script that reads "Janice Montgomery". The signature is written in black ink and is positioned above the typed name and contact information.

Janice Montgomery RN, MSN
Carrington College, San Jose campus
Vocational Nursing Program Director
PH: 408-960-0209
E: jmontgomery@carrington.edu

Attachment A
Educational Program Review
Carrington College San Jose
Vocational Nursing Program



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Update from last Program Review (Where applicable):

Provide an overview of the main issues and recommendations that were raised in the last program review and the actions taken. This should include both global and campus specific actions.

No information available from the previous programmatic review.

CARRINGTON COLLEGE -- PROGRAM REVIEW 2015

| Review Area 1: Program content & curriculum | | | | |
|--|---|---|--|--|
| COMPONENT | SPE COMPONENT | DATA REVIEWED | CONCLUSIONS FROM DATA | RECOMMENDATIONS |
| <p>Program Philosophy Consistency</p> <p>Does the curriculum reflect the program and college philosophy, mission?</p> | <p>Standard 1: Mission And Administrative Capacity Standard 1: The mission of the nursing education unit's reflects the governing organization's core values and is congruent with its mission/goals. The governing organization and program have administrative capacity resulting in effective delivery of the nursing program and achievement of identified outcomes.</p> <p>Criterion 1.1: Mission/philosophy and outcomes of the nursing education unit are congruent with the core values and mission/goals of the governing organization. NMAC 16.12.3.12.B (1) (2) a.</p> | <p>Review of:</p> <ul style="list-style-type: none"> Curriculum College Mission | <ul style="list-style-type: none"> The current Vocational Nursing curriculum is reflective of the mission and philosophy of the program and College. Education outcomes of the Vocational Nursing program are consistent with the values and goals of the College. | <p>Received advice from the BVNPT Nursing Education Consultant; states the current program philosophy should be written in a manner to allow the student a better understand of the philosophy and correlate consistently with the Instructional Plan.</p> |
| <p>Courses</p> <p>Does the content of the courses match entry level employment requirements?</p> | <p>Standard 4: Curriculum The curriculum supports the achievement of the identified student learning outcomes and program outcomes of the nursing education unit consistent with safe practice in contemporary healthcare environments.</p> | <p>Review of:</p> <ul style="list-style-type: none"> CSLOs & PSLOs Graduate and employer surveys Licensure/Certification pass rates | <ul style="list-style-type: none"> As a result of the PAC meeting held 12/10/15 members state theory and clinical courses prepare students to meet entry level requirements as a LVN. 2015 Annual Pass Rate 53.19% | <p>Increase annual pass rate for the Vocational Nursing Program.</p> |
| <p>Clinical, Extern or Capstone Experiences</p> <p>Does the clinical, extern or capstone experience promote attainment of the PSLOs and entry level skills and knowledge?</p> | <p>Criterion 4.10: Students participate in clinical experiences that are evidence-based and reflect contemporary practice and nationally established patient health and safety goals.</p> | <p>Review of:</p> <ul style="list-style-type: none"> Clinical and Extern sites. Student & site evaluations. Advisory Board Review. Career and Graduate Services review. | <ul style="list-style-type: none"> All clinical sites reviewed with Advisory Board members on 12/10/15, no changes recommended Career Services has received requests from graduates for refresher courses to brush up on skills | <p>Maintain current clinical sites.</p> <p>Will need to increase obstetric and pediatric clinical sites.</p> |

CARRINGTON COLLEGE – PROGRAM REVIEW 2015

| Area 2: Program Resources: Faculty | | | | |
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| COMPONENT | SPE COMPONENT | DATA REVIEWED | CONCLUSIONS FROM DATA | RECOMMENDATIONS |
| <p>Faculty Numbers and Utilization</p> <p>Do faculty numbers meet stated student to faculty ratios.</p> <p>Are faculty numbers sufficient to meet program objectives?</p> | <p><u>Standard II:</u> Qualified and credentialed faculty are sufficient in number to ensure the achievement of the student learning outcomes and the program outcomes. Sufficient qualified staff are available to support the nursing education unit.</p> <p><u>Criterion 2.5:</u> The number of full-time faculty is sufficient to ensure that the student learning outcomes and program outcomes are achieved. NMAC 16. 12. 3. 12. C. (6)</p> | <p>Review of:</p> <ul style="list-style-type: none"> • Student-faculty ratio standards/requirements • Student satisfaction surveys | <ul style="list-style-type: none"> • The San Jose VN program was placed on Provisional Status by the BVNPT 11/2015. This also resulted in a decreased student ratio in clinical settings to 10/1. There are no ratio restrictions for theory. | <p>Increase program student satisfaction results.</p> <p>Increase faculty development in the areas of classroom management, and program materials (use of HESI, ATI, and Evolve programs).</p> |
| <p>Faculty Qualifications</p> <p>Does faculty meet minimum requirements and continue to meet continued education requirements, licensure, certifications, etc.</p> | <p><u>Criterion 2.1:</u> Full-time faculty hold a minimum of a graduate degree with a major in nursing. NMAC 16. 12. 3. 12. C. (2b)</p> <p><u>Criterion 2.2:</u> Part-time faculty hold a minimum of a baccalaureate degree with a major in nursing; a minimum of 50% of the part-time faculty also hold a graduate degree with a major in nursing. NMAC 16. 12. 3. 12. C. (2c)</p> | <p>Review of:</p> <ul style="list-style-type: none"> • Faculty Vitas • Faculty self-evaluation • Currency of license, certification, CE • Accreditation Standards | <ul style="list-style-type: none"> • Faculty Qualifications: 10 RNs & 3 LVNs; 1 doctorate, 6 master's degree, 6 baccalaureate degrees. • All faculty agree on the ability of the current staffing to meet the needs of the students. • All faculty maintain licensure requirements for CA. | <p>No change in current practices.</p> |
| <p>Faculty Performance</p> <p>Assure faculty provides effective instruction, modeling, and outcomes to meet student needs and program objectives.</p> | <p><u>Criterion 2.9:</u> Systematic assessment of faculty (full and part-time) performance demonstrates competencies that are consistent with the program goals and outcomes.</p> <p><u>Criterion 2.10:</u> Faculty (full and part-time) engages in ongoing development and receives support for instructional and distance technologies.</p> | <p>Review of:</p> <ul style="list-style-type: none"> • Faculty Annual Performance Evaluation • LEO Observations • Student surveys • Program Outcomes | <ul style="list-style-type: none"> • LEOs are performed by the PD twice per quarter. • All faculty receive an annual evaluation by the PD. • All faculty members are not utilizing MaxKnowledge continuing education modules. | <p>Evaluate new survey results from students.</p> <p>Facilitate faculty usage of MaxKnowledge modules.</p> |

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| Area 3: Program Resources: Facilities, equipment, supplies & support | | | | |
|---|---------------|---|---|--|
| COMPONENT | SPE COMPONENT | DATA REVIEWED | CONCLUSIONS FROM DATA | RECOMMENDATIONS |
| <p>Classrooms-Lecture</p> <p>Is lecture classroom space and accommodations sufficient to ensure the program's goals and standards are met</p> | | <p>Review of:</p> <ul style="list-style-type: none"> • Standard Equipment List • Student Surveys • Accreditation Standards • Faculty surveys/dialog | <ul style="list-style-type: none"> • All classrooms are equipped adequately to support the learning environment. • 1 VN classroom equipped with tables/chairs to accommodate 30 students. Computer, A/V, screen available for faculty. • 2nd room equipped with tables/chairs computer stations for 30 students. Computer, A/V, screen, printer available for faculty. • No comments in student survey regarding classroom space | <p>No changes in current process.</p> |
| <p>Classrooms- Lab</p> <p>Is Lab classroom space and accommodations sufficient to ensure the program's goals and standards are met</p> | | <p>Review of:</p> <ul style="list-style-type: none"> • Standard Equipment List • Student Surveys • Accreditation Standards • Faculty surveys/dialog | <ul style="list-style-type: none"> • Skills lab equipped with 8 beds, simulation lab 2 beds. • Equipment in need: Noelle (birthing) manikin need repairs, SIMs outdated but working. • All faculty are not trained in simulation (1 FT & 2 PT only) • No comments in student survey regarding lab space/supplies | <p>Maintain a standard list of lab supplies (recently updated). Add this item to student surveys. Increase number of faculty with simulation training.</p> |
| <p>Office Space, Equipment</p> <p>Is PD and faculty office space and equipment sufficient to ensure the program's goals and standards are met.</p> | | <p>Review of:</p> <ul style="list-style-type: none"> • Work Environment • Faculty Surveys • Accreditation Standards | <ul style="list-style-type: none"> • PD has private office equipped to perform duties. Clinical director shares office, has equipment to perform duties. • Faculty all share cubicle desk space and have necessary equipment to perform duties. • Recently added needed software (r/t test bank to instructor desk tops) | <p>Current space supports the program, if any additional faculty in the future, will need more space.</p> |

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| <p>Equipment and Supplies Are equipment and supplies adequate to provide students with the experience to prepare them with entry level competencies</p> | <p>Criterion 5.2: Physical resources are sufficient to ensure the achievement of the nursing educational unit outcomes, and meet the needs of faculty, staff and students.</p> | <p>Review of:</p> <ul style="list-style-type: none"> • Standard Equipment List • Accreditation Standards | <ul style="list-style-type: none"> • The campus maintains adequate supplies of items on the equipment list. | <p>No changes recommended.</p> |
| <p>Student Success Center: Learning Resources To support student needs for supplemental reading, electronic and print reference materials, research and computing resources</p> | <p>Criterion 5.3: Learning resources and technology are selected with faculty input and are comprehensive, current and accessible to faculty and students.</p> | <p>Review of:</p> <ul style="list-style-type: none"> • Library Holdings, electronic media • Student & Faculty Surveys • Accreditation Standards • Program Outcomes | <ul style="list-style-type: none"> • Library holdings (print & electronic) submitted to the BVNPT for review 09/2015, there were no recommended changes. • Increase student use of the Learning Resources Center through faculty education of resources | <p>Invite Success Center tutor to attend faculty meeting to discuss resources available to students & faculty.</p> |
| <p>Student Instructional Support To support student needs for tutoring, computer access, learning labs, outside of scheduled classroom hours</p> | <p>Criterion 5.3: Learning resources and technology are selected with faculty input and are comprehensive, current and accessible to faculty and students.</p> | <p>Review of:</p> <ul style="list-style-type: none"> • Student-faculty ratio standards/requirements • Course Schedules • Student satisfaction surveys | <ul style="list-style-type: none"> • The success center supports the educational needs of the student in a timely manner. Students utilize the computers/printer, discuss time management, study skills, test-taking anxiety, and math review/dosage calculations with the tutor. • Nursing theory, lab, and clinical instructors offer tutoring outside normal classroom hours. • VN instructor tutoring is also scheduled every Wednesday 5:30-8:30pm | <p>No changes recommended.</p> |



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| Area 4: Program Fair Practices | | | | |
|---|--|---|--|--|
| COMPONENT | SPE COMPONENT | DATA REVIEWED | CONCLUSIONS FROM DATA | RECOMMENDATIONS |
| Admissions Standards Do standards accurately reflect the practice stated in the college catalog? | Criterion 3.2: Public information is accurate, clear, consistent, and accessible, including the program's accreditation status and ACEN contact information. | Review of <ul style="list-style-type: none"> College Catalog Accreditation Standards | <ul style="list-style-type: none"> Admission requirements in the College catalog are consistent with BVNPT guidelines. | Update catalog with Provisional Status. |
| Program Handbook (Where applicable) Does the program Handbook reflect the policies and procedures of the program? | | Review of <ul style="list-style-type: none"> Program Handbook | <ul style="list-style-type: none"> The VN handbook requires updating – in 12/2015 the handbook still discussed a 4 term VN program. Revisions made for submission to the BVNPT. Several areas are not clearly covered and may cause confusion for faculty and students. | Revision of the VN handbook should be considered. |
| Catalog and Web Site Information Does the catalog and website accurately reflect the program requirements, standards, goals, etc? | Criterion 3.2: Integrity and consistency exist for all information intended to inform the public through The New Mexico Board of Nursing including accreditation status and the ACEN contact information. | Review of <ul style="list-style-type: none"> College Catalog and other program publications Accreditation Standards | <ul style="list-style-type: none"> The College catalog reflects program requirements. Program status must be updated. | Catalog should reflect Provisional Status of the VN program. |

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| Area 5: Student Achievement Outcomes | | | | |
|---|---|---|--|---|
| COMPONENT | SPE COMPONENT | DATA REVIEWED | CONCLUSIONS FROM DATA | RECOMMENDATIONS |
| <p>Graduation Rates</p> <p>Do graduation rates meet the CCC institutional standard?</p> <p>How do campus graduation rates compare with the college as a whole and with other campuses?</p> | <p>Standard 6: Outcomes Program evaluation demonstrates that students and graduates have achieved the student learning outcomes, program outcomes, and role-specific graduate competencies of the nursing education unit.</p> | <p>Review of</p> <ul style="list-style-type: none"> • Graduation rates | <p>No changes recommended</p> | <p>No changes recommended.</p> |
| <p>Certification and Licensure- As appropriate to the program</p> <p>Do the pass rate and participation align with College goals?</p> | <p>Criterion 6.4.1: Performance on the licensure exam: The program's three year mean for the licensure exam pass rate will be at or above the national mean for the same three-year period.</p> | <p>Review of</p> <ul style="list-style-type: none"> • Certification and licensure data | <p>NCLEX – PN Pass Rates: 2015 Annual = 53.19% 4th Quarter 2015 = 100%</p> <p>Must be within 10% of the CA annual pass rate of 72.45%</p> <p>Program on Provisional status until 11/2017 review.</p> | <p>Improve quarterly & annual pass rates: increase ATI use among graduates, review courses, student assessment/counseling during program.</p> |
| <p>Placement Rates</p> <p>Do the pass rate and participation align with College goals?</p> | <p>Criterion 6.4.5: Job Placement Rates: Expected levels of achievement are determined by the faculty and are addressed through quantified measures six and twelve months post-graduation.</p> | <p>Review of</p> <ul style="list-style-type: none"> • Placement rates | <p>No changes recommended.</p> | <p>No changes recommended.</p> |



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| Area 6: Student Learning Outcomes | | | | |
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| COMPONENT | SPE COMPONENT | DATA REVIEWED | CONCLUSIONS FROM DATA | RECOMMENDATIONS |
| Program SLO: What gaps can be identified in PSLO data? What needs to be done to close the gap? | No SPE component corresponds. This section of the review requires analysis of Carrington SLO data for the program | Campus and College PSLO Outcomes | VN 201 Clinical identified as an area of decreased performance in several areas, VN 104, 203, & 301 demonstrated decreased campus performance in theory courses. Cohort size and clinical rating may affect performance results. The type of clinical experience may influence student performance; | All lead instructors are provided access to elumen and will enter SLO data for courses. Clinical and lead instructors will meet to review data at the end of each course to review student performance and ensure scoring accuracy. Increase the number of acute care facilities available for clinical rotations. |
| Course SLOs: What gaps can be identified in CSLO data? What needs to be done to close the gap? | | Campus and College CSLO Outcomes | Clinical performance was consistently rated 2-3 for most students Theory courses achieved a higher distribution of scores across the grading spectrum | Increase communication between theory and clinical instructors. Encourage students to utilize online text resources early in the course, and instructor-led facilitation of HE/SI case studies and practice examinations before the standardized test |
| Institutional SLOs: What gaps can be identified in CSLO data? What needs to be done to close the gap? | | Campus and College CSLO Outcomes | Institutional SLOs are achieved during program | No recommendations |

CARRINGTON COLLEGE – PROGRAM REVIEW 2015

| Area 7: Feedback | | | | |
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| COMPONENT | SPE COMPONENT | DATA REVIEWED | CONCLUSIONS FROM DATA | RECOMMENDATIONS |
| <p>Student Satisfaction</p> <p>Does student feedback indicate the need for change or improvement in any area?</p> | | <p>PD/Faculty review of</p> <ul style="list-style-type: none"> College Surveys Program Surveys Student Focus groups | <p>Student Survey Comments: Organization, faculty changes, theory and clinical scheduling, program intensity.</p> | <p>Maintain accuracy in clinical scheduling. August 2015 cohort returned to complete clinical hours. Faculty to complete MaxKnowledge/Nurse Tim modules.</p> |
| <p>Employer Satisfaction</p> <p>What suggestions have been made in survey responses to improve student learning?</p> | <p>Criterion 6.4.4: Employer program satisfaction: Qualitative and quantitative measures address employer satisfaction with graduate preparation for entry-level positions six to twelve months post-graduation.</p> | <p>PD/Faculty review of</p> <ul style="list-style-type: none"> Employer Surveys Advisory board commentary Email exchange with clinical partners | <p>No data for review.</p> | |
| <p>Advisory Board Feedback</p> <p>What suggestions have been made by the advisory board to improve student learning?</p> | <p>Criterion 1.3: Communities of interest have input into program processes and decision making. Criterion 6.4.3: Graduate program satisfaction: Qualitative and quantitative measures address graduates six to twelve months post-graduation.</p> | <p>PD/Faculty review of</p> <ul style="list-style-type: none"> Advisory Board Minutes Advisory Board Feedback in review process | <p>3 PAC members present for meeting 12/10/15,</p> | <p>No changes recommended.</p> |

CARRINGTON COLLEGE – PROGRAM REVIEW 2015

Review Recommendations

List the recommendations made in the Program Review report

1. **Program Identification**
2. **Program Resources- Faculty**
 - Increase faculty use of program resources through training/support
3. **Program Resources- Facilities, Equipment, Supplies, Support**
 - Replace birthing and simulation manikins
 - Increase number of faculty members trained in simulation
4. **Program Fair Practices**
 - Review Vocational Nursing Handbook to meet objectives of program and BVNPT requirements
5. **Student Achievement Outcomes**
 - Continue scheduled tutoring sessions
 - Maintain program rigor
 - Communicate assessment outcomes to students to facilitate educational/professional growth
 - Utilize ATI and other student facing resources for NCLEX-PN preparation
6. **Program and Course SLOs**
7. **Program Satisfaction and Feedback**
 - Accurately schedule program hour requirements
 - Increase communication with students and faculty
 - Faculty development and support regarding student interactions
 - Continue scheduled tutoring sessions
 - Improve overall student satisfaction