



Board of Vocational Nursing and Psychiatric Technicians
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DATE	May 6, 2024
TO	Board members
REVIEWED BY	Judith D. McLeod DNP, CPNP, RN Supervising Nursing Education Consultant (SNEC)
PREPARED BY	Roberta Thomson Ed.D. RN Nursing Education Consultant (NEC)
SUBJECT	Request to Admit Students
PROGRAM	Medical Career College Vocational Nursing Program (Program) (Program Director: Erickson Arado, Fremont, Alameda County, Private)

Please note: Board Nursing Education Consultants make recommendations. The recommendations are forwarded to the Education and Practice Committee for review and recommendation or to the Executive Officer or full Board for action.

PROGRAM REQUEST:

Admit a full-time class of 20 students to commence on June 2, 2025, with a graduation date of May 29, 2026, to replace the class that graduated May 30, 2025.

BACKGROUND:

On March 6, 2025, the Program Director submitted a request to admit a class with supporting documents for review.

The Program was placed on provisional approval status on May 17, 2024, for consistently low pass rates, failure to follow established policies and lack of program resources.

STAFF ANALYSIS:

The NEC reviewed and analyzed the documents provided by the Program Director to verify adequate resources including clinical facilities and classrooms to accommodate the students’ learning needs and ability to meet the Program’s approved objectives.

Submitted documentation by the Program Director substantiates adequate resources including faculty and facilities for students to achieve programmatic learning objectives.

A Comprehensive Program Analysis was required by the Board on May 17, 2024, when Program was placed on a two-year provisional approval. Ten violations identified during the continued approval visit on September 26 - 27, 2024, were not addressed or corrected by the December 1, 2024, deadline. The Program Director requested an extension until January 2025. Documents were submitted on January 13, 2025, for correction of the violations. The Board mandated comprehensive program analysis was submitted on January 21, 2025.

The Program has demonstrated incremental improvement in NCLEX-PN® pass rates. Currently the Program's NCLEX-PN® pass rates are at 11 percentage points below the state average. Eight quarters ago the Program's NCLEX-PN® pass rates were 40 percentage points below the state average. The Program has been demonstrating consistent improvement over the last eight quarters.

STAFF RECOMMENDATIONS:

1. Approve the Program's request to admit a full-time class of 20 students to commence on June 2, 2025, with a graduation date of May 29, 2026, to replace the class which graduated on May 30, 2025.
2. Require the Program to comply with all requirements listed below.

PROGRAM REQUIREMENTS

1. Continue to require the Program to submit a comprehensive analysis report in six months, with a submission date no later than November 16, 2025. The report must include a comprehensive analysis of the Program, timeline for implementation, and the effect of employed interventions. The following elements must be addressed in the analysis:
 - a. Terminal Objectives
 - b. Evaluation of Current Curriculum including:
 - 1- Instructional Plan
 - 2- Daily Lesson Plans for each Term
 - c. Student Policies including:
 - 1- Admission Criteria
 - 2- Screening and Selection Criteria
 - 3- Attendance Policy
 - 4- Remediation Policy
 - 5- Evaluation Methodology for Student Progress including evaluation of clinical practice
 - 6- Credit Granting Policy
 - d. Evaluations of approved clinical facilities which determine adequacy in number and variety of patients to accommodate current and projected student enrollment.
 - e. Faculty Meeting Methodology

- f. Documentation of resources, including faculty and facilities, for all terms for all current cohorts.
2. Admit no additional classes without prior approval by the Board.
3. Require the Program, when requesting approval to admit students, to:
 - a. Submit all documentation in final form, using the forms provided by the BVNPT, no later than the fifteenth day of the second month preceding the month of the Board meeting.
 - b. Provide documentation that adequate resources, i.e., faculty and facilities, are available to support each admitted class of students.
 - c. Ensure that the Program maintains an average annual pass rate that is compliant with the California Code of Regulations, Title 16, Section 2530(I).
4. Continue to provide a maximum of ten students for each instructor. The California Code of Regulations, Title 16, Section 2534(d) states: “for supervision of clinical experience, there shall be a maximum of 15 students for each instructor.” Recommendation of one instructor for a maximum of ten students in clinical experiences will enable more focused instruction and enhanced learning to closely monitor and evaluate the clinical performance of students.
5. Notify the NEC, in writing, within five calendar days, in the event a current class is displaced from clinical sites.
6. Continue the Program’s requirement to comply with all of the requirements in Article 4 of the Vocational Nursing Practice Act, commencing with California Business and Professions Code Section 2880, and Article 5 of the California Code of Regulations, Title 16, commencing with Section 2525.
7. Continue the Program’s requirement to demonstrate incremental progress in NCLEX-PN® licensure examination pass rates. If the Program fails to satisfactorily demonstrate incremental progress, the full Board may revoke the Program’s approval.
8. Any material changes in circumstances affecting any information contained in the documents submitted by the Program to the Board, require the Program to notify the NEC immediately, in writing, per California Code of Regulations, Title 16, Section 2526(g).

RELEVANT PROGRAM ELEMENTS

Enrollment

California Code of Regulations, Title 16, Section 2530(k) states:

The program shall have prior Board approval to increase the number of students per class and/or increase the frequency of admission of classes. Criteria to evaluate a school's request to increase the number of students per class and/or increase the frequency of class admissions include but are not limited to: (1) Sufficient program resources as specified in Section 2530(a). (2) Adequacy of clinical experience as specified in Section 2534. (3) Licensure examination pass rates as specified in Section 2530(l).

The Program is approved to offer a 54-week full-time class. Board approval is required prior to the admission of each class.

The following table represents current and projected student enrollment based on current and proposed class starts and completion dates. The table indicates a maximum enrollment of 58 students for the period May 2024 through June 2025.

ENROLLMENT DATA TABLE

Class Start Dates	Class Completion Dates	Number of Students Admitted	Number of Students Current	Number of Graduated	Total Enrolled
05/28/2024 FT *(05/30/2025)		19	15		15
12/02/2024 FT *(12/19/2025)		18	17		15 + 17 = 32
06/02/2025 FT *(05/29/2026) Proposed		20			32 + 20 = 58

*Indicates projected graduation date

Licensing Examination Statistics

California Code of Regulations, Title 16, 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.

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 2023 through

March 2025, specify the pass percentage rate for graduates of the Program on the National Council Licensure Examination for Practical/Vocational Nurses (NCLEX-PN®) and the variance from the state average annual pass rates.

NCLEX-PN® LICENSURE EXAMINATION DATA

Quarterly Statistics					Annual Statistics		
Quarter	# Candidates in Quarter	# Passed in Quarter	% Passed in Quarter	State Quarterly Pass Rate	Program Average Annual Pass Rate	State Average Annual Pass Rate CCR §2530(l)	Variance from State Average Annual Pass Rate
Apr – Jun 2023	3	1	33%	85%	35%	75%	-40
Jul – Sep 2023	12	8	67%	86%	54%	78%	-24
Oct – Dec 2023	9	7	78%	84%	55%	81%	-26
Jan – Mar 2024	7	3	43%	87%	61%	86%	-25
Apr – Jun 2024	9	7	78%	85%	68%	85%	-17
Jul – Sep 2024	3	2	67%	83%	68%	85%	-17
Oct – Dec 2024	12	9	75%	81%	68%	84%	-16
Jan – Mar 2025	7	4	57%	83%	71%	82%	-11

*The Annual Pass Rate changes every quarter. It is calculated by dividing the number of candidates who passed during the current and previous three quarters by the number of candidates who tested during the same period. If no data is available for the relevant period, the statistic is carried over from the last quarter for which data is available.

Based on the most current data available (January – March 2025), the Program’s average annual pass rate is 71%. 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 82% percent. The average annual pass rate for the Program is 11 percentage points below the state average annual pass rate.

Faculty and Facilities

California Code of Regulations, Title 16, Section 2534(d) states:

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

The current number of approved faculty totals 14 including the Program Director. The Program Director has 95 percent administrative duties and five percent teaching responsibilities. Of the total faculty, 14 are designated to teach clinical. Based upon a maximum proposed enrollment of 58 students, 6 instructors are required for clinical supervision. The utilization of faculty at clinical facilities is such that clinical instruction is covered adequately.

California Code of Regulations, Title 16, Section 2534(b) 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.

Submitted documentation indicates the Program has sufficient clinical facilities to afford the number, type and variety of patients that will provide clinical experience consistent with Board-approved competency-based objectives and theory being taught for current and proposed student enrollment.

ATTACHMENTS:

Attachment A: Program History

Agenda Item 7.B.II

Attachment A

MEDICAL CAREER COLLEGE VOCATIONAL NURSING PROGRAM

Program History

- On August 4, 2020, the Executive Officer rendered the following decisions.
 1. Approved the Medical Career College Vocational Nursing Program for the four-year period beginning August 6, 2020, and issued a certificate accordingly.
 2. Required the Program to obtain approval from the Bureau of Private Post-Secondary Education prior to starting the initial class.
 3. Approved the Medical Career College Vocational Nursing Program's request to begin a Vocational Nursing Program with an initial full-time class of 22 students on October 12, 2020, with a projected graduation date of September 24, 2021.
 4. Required the Program Director to notify the Nursing Education Consultant (NEC) in the event a current class is displaced from clinical sites.
 5. Required the Program Director to notify the Nursing Education Consultant when a term is 50 percent complete, and submit an update related to clinical sites.
 6. Approved Medical Career College Vocational Nursing Program's curriculum to include 1629 total Program hours, including 675 theory hours and 954 clinical hours.
 7. Required the Program to obtain prior Board approval before admission of subsequent classes to maintain compliance with California Code of Regulations, Title 16, section 2526(c) that, on August 4, 2020, stated¹:
 - A Board representative shall make a survey visit prior to graduation of the initial class. A program shall not commence another class without prior Board approval.
 8. 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 California Code of Regulations, Title 16, commencing with Section 2525.
- On October 5, 2021, the Executive Officer rendered the following decisions:
 1. Approved the Program's request to admit a full-time class of 36 students on November 8, 2021, to graduate on November 21, 2022, to replace the class that graduates October 6, 2021.

¹ 16 CCR § 2526(c) was subsequently amended in 2022, 2023, and 2024.

2. Required the Program to comply with all requirements listed below.

PROGRAM REQUIREMENTS:

1. Notify the NEC in the event a current class is displaced from clinical sites.
 2. Obtain BVNPT approval prior to the admission of each class.
 3. Continued to require the Program, when requesting approval to admit students, to:
 - a. Submit all documentation in final form, using forms provided by the BVNPT, no later than two months prior to the requested start date for the class.
 - b. Provide documentation that adequate resources, i.e., faculty and facilities, are available to support each admitted class of students.
 - c. Maintain an average annual pass rate that is compliant with California Code of Regulations, Title 16. Section 2530(I).
 4. Comply with all approval standards in Article 4 of the Vocational Nursing Practice Act, commencing at California Business and Professions Code Section 2880, and Article 5 of the California Code of Regulations, Title 16, commencing with Section 2525.
 5. Board staff will continue to monitor the Program's effectiveness by tracking class admissions, the effectiveness of employed interventions, and the Program's licensure examination pass rates each quarter.
- On January 11, 2022, the Executive Officer rendered the following decisions:
 1. Approved a full-time class of 36 students on April 18, 2022, to graduate on April 07, 2023. This is not a replacement class.
 2. Required the Program to comply with all requirements listed below.

PROGRAM REQUIREMENTS:

1. Notify the NEC in the event a current class is displaced from clinical site.
2. Obtain BVNPT approval prior to the admission of each class.
3. Continued to require the Program, when requesting approval to admit students, to:
 - a. Submit all documentation in final form, using forms provided by the BVNPT, no later than two months prior to the requested start date for the class.
 - b. Provide documentation that adequate resources, i.e., faculty and facilities, are available to support each admitted class of students.
 - c. Maintain an average annual pass rate that is compliant with Section 2530(I) of the California Code of Regulations, Title 16.
4. Comply with all approval standards in Article 4 of the Vocational Nursing Practice Act, commencing at California Business and Professions Code Section 2880, and Article 5 of the California Code of Regulations, Title 16.
5. Board staff will continue to monitor the Program's effectiveness by tracking class admissions, the effectiveness of employed interventions, and the Program's licensure examination pass rates each quarter.

- On May 17, 2022, the Executive Officer rendered the following decisions:
 1. Approved the Program to admit a full-time class of 36 students to commence on August 8, 2022, with a graduation date of July 8, 2023.
 2. Required the Program to comply with all requirements listed below.

PROGRAM REQUIREMENTS

1. Notify the NEC in the event a current class is displaced from clinical sites.
2. Obtain BVNPT approval prior to the admission of each class.
3. Continued to require the Program, when requesting approval to admit students, to:
 - a. Submit all documentation in final form, using forms provided by the BVNPT, no later than two months prior to the requested start date for the class.
 - b. Provide documentation that adequate resources, i.e., faculty and facilities, are available to support each admitted class of students.
 - c. Maintain an average annual pass rate that is compliant with the California Code of Regulations, Title 16, Section 2530(I).
4. Comply with all approval standards in Article 4 of the Vocational Nursing Practice Act, commencing at California Business and Professions Code Section 2880, and Article 5 of the California Code of Regulations, Title 16, commencing with Section 2525.
5. Board staff will continue to monitor the Program's effectiveness by tracking class admissions, the effectiveness of employed interventions, and the Program's licensure examination pass rates each quarter.

- On October 4, 2022, the Executive Officer rendered the following decisions:

1. Approved the Program's request to admit a full-time class of 36 students to commence on November 28, 2022, with a graduation date of November 17, 2023.
2. Required the Program to comply with all requirements listed below.

PROGRAM REQUIREMENTS

1. Notify the NEC in the event a current class is displaced from clinical sites.
2. Obtain BVNPT approval prior to the admission of each class.
3. Continued to require the Program, when requesting approval to admit students, to:
 - a. Submit all documentation in final form, using forms provided by the BVNPT, no later than two months prior to the requested start date for the class.
 - b. Provide documentation that adequate resources, i.e., faculty and facilities, are available to support each admitted class of students.
 - c. Maintain an average annual pass rate that is compliant with the California Code of Regulations, Title 16, Section 2530(I).
4. Comply with all approval standards in Article 4 of the Vocational Nursing Practice Act, commencing at California Business and Professions Code Section 2880, and

Article 5 of the California Code of Regulations, Title 16, commencing with Section 2525.

5. Board staff will continue to monitor the Program's effectiveness by tracking class admissions, the effectiveness of employed interventions, and the Program's licensure examination pass rates each quarter.
 - On November 15, 2022, the Executive Officer rendered the following decisions:
 1. Approved the Program's request to admit a full-time class of 36 students to commence on February 20, 2022, with a graduation date of February 2, 2024.
 2. Required the Program to comply with all requirements listed below.

PROGRAM REQUIREMENTS

1. Notify the NEC in the event a current class is displaced from clinical sites.
2. Obtain BVNPT approval prior to the admission of each class.
3. Continued to require the Program, when requesting approval to admit students, to:
 - a. Submit all documentation in final form, using forms provided by the BVNPT, no later than two months prior to the requested start date for the class.
 - b. Provide documentation that adequate resources, i.e., faculty and facilities, are available to support each admitted class of students.
 - c. Maintain an average annual pass rate that is compliant with California Code of Regulations, Title 16, Section 2530(l)
4. Comply with all approval standards in Article 4 of the Vocational Nursing Practice Act, commencing at California Business and Professions Code Section 2880, and Article 5 of the California Code of Regulations, Title 16.0 by tracking class admissions, the effectiveness of employed interventions, and the Program's licensure examination pass rates each quarter.
 - On May 9, 2023, The Executive Officer rendered the following decision.
 1. Approved the Program's request to admit a full-time day class of 20 students to commence on June 20, 2023, with a graduation date of June 21, 2024.
 2. Required the Program to comply with all requirements listed below.

PROGRAM REQUIREMENTS

1. Submit a comprehensive analysis report, with a submission date no later than July 3, 2023. The report must include a comprehensive analysis of the Program, timeline for implementation, and the effect of employed interventions. The following elements must be addressed in the analysis.
 - a. Terminal Objectives

- b. Evaluation of Current Curriculum including:
 - 1. Instructional Plan
 - 2. Daily Lesson Plans for each Term
 - c. Student Policies including:
 - 1. Admission Criteria
 - 2. Screening and Selection Criteria
 - 3. Attendance Policy
 - 4. Remediation Policy
 - 5. Evaluation Methodology for Student Progress including evaluation of clinical practice.
 - 6. Credit Granting Policy
 - c. Evaluations of approved clinical facilities which determine adequacy in number and variety of patients to accommodate current and projected student enrollment.
 - d. Faculty Meeting Methodology
 - e. Documentation of resources, including faculty and facilities, for all terms for all current cohorts.
2. Notify the NEC in the event a current class is displaced from clinical sites.
 3. Obtain BVNPT approval prior to the admission of each class.
 4. Continued to require the Program, when requesting approval to admit students, to:
 - a. Submit all documentation in final form, using forms provided by the BVNPT, no later than two months prior to the requested start date for the class.
 - b. Provide documentation that adequate resources, i.e., faculty and facilities, are available to support each admitted class of students.
 - c. Maintain an average annual pass rate that is compliant with California Code of Regulations, Title 16, Section 2530(l).
 5. Comply with all approval standards in Article 4 of the Vocational Nursing Practice Act, commencing at California Business and Professions Code Section 2880, and Article 5 of the California Code of Regulations, Title 16.
 6. Board staff will continue to monitor the Program's effectiveness by tracking class admissions, the effectiveness of employed interventions, and the Program's licensure examination pass rates each quarter.
 - On May 17, 2024, the Board rendered the following decisions:
 1. Placed the Program on Provisional Approval for a period of two years commencing May 17, 2024.
 2. Approved a full-time class of 20 students to commence on May 28, 2024, with a graduation date of May 23, 2025.
 3. Required the Program to comply with all requirements listed below.

PROGRAM REQUIREMENTS

1. Require the Program to submit a comprehensive analysis report in three months, but no later than August 1, 2024, nine months, but no later than February 1, 2025, 15 months, but no later than May 1, 2025, and 21 months, but no later than November 1, 2025. The report must include a comprehensive analysis of the Program, timeline for implementation, and the effect of employed interventions. The following elements must be addressed in the analysis.
 - a. Terminal Objectives
 - b. Evaluation of Current Curriculum including:
 - 1-Instructional Plan
 - 2-Daily Lesson Plans for each Term.
 - c. Student Policies including:
 - 1-Admission Criteria
 - 2-Screening and Selection Criteria
 - 3-Attendance Policy
 - 4-Remediation Policy
 - 5-Evaluation Methodology for Student Progress including evaluation of clinical practice.
 - 6-Credit Granting Policy
 - d. Evaluations of approved clinical facilities which determine adequacy in number and variety of patients to accommodate current and projected student enrollment.
 - e. Faculty Meeting Methodology
 - f. Documentation of resources, including faculty and facilities, for all terms for all current cohorts.
 - g. Program interventions to improve NCLEX-PN® pass rates.
2. Admit no additional classes without prior approval by the Board.
3. Required the Program, when requesting approval to admit students, to:
 - a. Submit all documentation in final form, using the forms provided by the BVNPT, no later than by the fifteenth day of the second month preceding the month of the Board meeting.
 - b. Provide documentation that adequate resources, i.e., faculty and facilities, are available to support each admitted class of students.
 - c. Ensure that the Program maintains an average annual pass rate that is compliant with the California Code of Regulations, Title 16, Section 2530(l).
4. Provide a maximum of ten students for each instructor. The California Code of Regulations, Title 16, Section 2534(d) states: “for supervision of clinical experience, there shall be a maximum of 15 students for each instructor.” Recommendation of a maximum of ten students for each instructor in clinical experiences will enable more focused instruction and enhanced learning to closely monitor and evaluate the clinical performance of students.
5. Notify the NEC in the event a current class is displaced from clinical sites.

6. Continued the Program's requirement to comply with all the approval standards in Article 4 of the Vocational Nursing Practice Act, commencing with California Business and Professions Code, Section 2880, and in Article 5 of the California Code of Regulations, Title 16, commencing with Section 2525.
7. Continued the Program's requirement to demonstrate incremental progress in NCLEX-PN® licensure examination pass rates. If the Program fails to satisfactorily demonstrate incremental progress, the full Board may revoke the Program's approval.
 - On September 26 and 27, 2024, a continued approval site visit was made by the NEC. The Program was reviewed to determine compliance with Article 5 of California Code of Regulations, Title 16. Ten Violations were identified.
 - On November 22, 2024, the full Board granted continued approval to Medical Career College for a period of four years beginning August 4, 2024, on a provisional basis.
 1. The Program will be placed on the May 2026 Board agenda for reconsideration of provisional approval.
 2. The program was to address and correct the violations on or before December 1, 2024; and submit a comprehensive Analysis no later than February 1, 2025.
 3. Required the Program to comply with all requirements listed below.

PROGRAM REQUIREMENTS

1. Required the Program to submit a comprehensive analysis report in three months, but no later than February 1, 2025, six months, but no later than May 1, 2025, and 12 months, but no later than November 1, 2025. The report must include a comprehensive analysis of the Program, timeline for implementation, and the effect of employed interventions. The following elements must be addressed in the analysis.
 - a. Terminal Objectives
 - b. Evaluation of Current Curriculum including:
 - 1-Instructional Plan
 - 2-Daily Lesson Plans for each Term.
 - c. Student Policies including:
 - 1-Admission Criteria
 - 2-Screening and Selection Criteria
 - 3-Attendance Policy
 - 4-Remediation Policy
 - 5-Evaluation Methodology for Student Progress including evaluation of clinical practice.
 - 6-Credit Granting Policy
 - d. Evaluations of approved clinical facilities which determine adequacy in number and variety of patients to accommodate current and projected student enrollment.

- e. Faculty Meeting Methodology
 - f. Documentation of resources, including faculty and facilities, for all terms for all current cohorts.
 - g. Program interventions to improve NCLEX-PN® pass rates.
2. Violations will be addressed by December 1, 2024, and materials sent to the NEC on or before this date.
 3. Notify the NEC in the event a current class is displaced from clinical sites.
 4. Continued to require the Program, when requesting approval to admit students, to:
 - a. Submit all documentation in final form, using the forms provided by the BVNPT, no later than by the fifteenth day of the second month preceding the month of the Board meeting.
 - b. Provide documentation that adequate resources, i.e., faculty and facilities, are available to support each admitted class of students.
 - c. Maintain an average annual pass rate that is compliant with California Code of Regulations, Title 16, Section 2530(I).
 5. Comply with all of the approval standards set forth in Article 4 of the Vocational Nursing Practice Act, commencing with California Business and Professions Code Section 2880, and in Article 5 of the California Code of Regulations, Title 16, commencing with Section 2525.
 6. Board staff will continue to monitor the Program's effectiveness by tracking class admissions, the effectiveness of employed interventions, and the Program's licensure examination pass rates each quarter.
 - On December 1, 2024, the Program failed to submit corrections for the violations identified of September 26 and 27, 2024 during the continued approval visit. The Program Director requested an extension until January 2025.
 - On January 13, 2025, Documents were submitted for correction of the violations. The Board mandated Comprehensive Program Analysis was Submitted on January 21, 2025.