

Agenda Item #13.D



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

BOARD OF VOCATIONAL NURSING & PSYCHIATRIC TECHNICIANS
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DATE: May 3, 2011

TO: Board Members

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

SUBJECT: Palladium Technical Academy, Vocational Nursing Program –
Consideration of Placement on Provisional Accreditation and Request to
Admit Students (Director: Ann Catone, El Monte, Los Angeles County, Private)

Palladium Technical Academy Vocational Nursing Program is presented to the Board for consideration of placement on provisional accreditation.

In accordance with Section 2526.1(c) of the Vocational Nursing Rules and Regulations,

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

Section 2530(l) of the Vocational Nursing Rules and Regulations states:

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

The following table shows the variance of the program’s pass rates from the state average annual pass rates of first time graduates of accredited vocational nursing programs for the past six (6) quarters. This data substantiates the program’s noncompliance with Section 2530(l) of the Vocational Nursing Rules and Regulations.

NCLEX-PN® Licensure Examination Pass Rates			
Quarter	State Annual Average Pass Rate	Program Annual Average Pass Rate	Variance from State Annual Average Pass Rate
Jul – Sep 2009	72%	25%	-47
Oct – Dec 2009	73%	31%	-42
Jan – Mar 2010	74%	33%	-41
Apr – Jun 2010	75%	27%	-48
Jul – Sep 2010	75%	27%	-48
Oct – Dec 2010	76%	29%	-47

On January 5, 2011, the Board received correspondence from the director requesting approval to admit 30 students commencing March 14, 2011 to **replace** students that graduated October 1, 2010. Graduation of the proposed class is projected for June 1, 2012.

On February 18, 2011, the Executive Officer deferred action on the program's request for consideration by the full Board at the May 20, 2011 Board meeting. That action was based on the program's pass rate statistics and previous Board action to deny students with a 29% pass rate. The consultant notified the director of the decision per telephone.

History of Prior Board Actions

- On February 3, 2006, the Board approved the Palladium Technical Academy's request to begin a vocational nursing program with an initial class of 30 students on April 1, 2006. Commencement of the initial class was delayed to March 3, 2008, with an expected graduation date of May 19, 2009.
- **On March 20, 2008, a new program director was approved.**
- On February 27, 2009, the Executive Officer approved initial full accreditation for the Palladium Technical Academy, Vocational Nursing Program for the period February 27, 2009 through February 26, 2013, and issued a certificate accordingly. Additionally, the program's request to admit a full-time class of 45 students in June, 2009, to **replace** students graduating on May 19, 2009 was approved.
- On December 2, 2009, the Executive Officer approved the Palladium Technical Academy Vocational Nursing Program's request to increase the frequency of admissions, **and** admit a full-time day class of 30 students on January 19, 2010, with an anticipated graduation date of April 19, 2011.

When processing information in support of the current request, the program notified the Board that commencement of the January 2010 class was delayed to March 15, 2010, and is expected to graduate June 4, 2011.

- On November 18, 2010, the program was notified that its average annual pass rate had fallen below 10 percentage points of the state average annual pass rate for the

past four (4) quarters. The program was requested to submit a written plan for improving their NCLEX-PN® pass rates by November 30, 2010.

- On November 24, 2010, the Board received correspondence from the director and documents related to the program's written plan to increase NCLEX-PN® pass rates.
- On November 30, 2010, the Executive Officer **denied** Palladium Technical Academy Vocational Nursing Program's request to admit a class of 45 students commencing November 8, 2010, and graduating February 3, 2012, to **replace** students graduating October 2010, at this time, and; required the program to submit a report by **December 20, 2010**. The report shall include a comprehensive analysis of the program, specific actions taken to improve program pass rates, timelines for expected results, and the effectiveness of corrective actions taken to address the following elements:
 - a. Current Student Enrollment.
 - b. Admission Criteria.
 - c. Screening and Selection Criteria.
 - d. Terminal Objectives.
 - e. Curriculum Objectives.
 - f. Instructional Plan.
 - g. Theory and Clinical Objectives for Each Course.
 - h. Lesson Plans for Each Course.
 - i. Textbooks.
 - j. Attendance Policy.
 - k. Remediation Policy.
 - l. Evaluations of Theory and Clinical Faculty.
 - m. Evaluations of Theory Presentations.
 - n. Evaluations of Clinical Rotations and Their Correlation to Theory Presentations.
 - o. Evaluation of Student Achievement.
- On December 3, 2010, the assigned consultant forwarded correspondence advising the program of Board decisions rendered November 30, 2010 (see Attachment A).
- On December 4, 2010, the program was notified that its average annual pass rate had fallen below 10 percentage points of the state average annual pass rate for the past five (5) quarters. The program was requested to submit a written plan for improving their NCLEX-PN® pass rates by December 20, 2010.
- On December 20, 2010, the Board received a report of the comprehensive program analysis and identification of deficiencies. (See Attachment B)
- On January 5, 2011, the Board received program correspondence requesting approval to admit 30 students on March 14, 2011, to **replace** students that graduated October 1, 2010. Graduation of the proposed class was projected for June 1, 2012.
- On February 15, 2011, the program was notified that its average annual pass rate had fallen below 10 percentage points of the state average annual pass rate for the

past six (6) quarters. The director was requested to submit a written report evaluating the effectiveness of interventions to improve its NCLEX-PN® pass rates.

- On February 18, 2011, the Executive Officer deferred action on the program's request for consideration by the full Board at the May 20, 2011 Board meeting. That action was based on the program's pass rate statistics and previous Board action to deny students with a 29% pass rate. The consultant notified the director of the decision per telephone.
- On April 14, 2011, the assigned consultant forwarded correspondence requesting current enrollment and faculty. Also, the program was requested to submit fifteen (15) copies of pertinent documents from the December 20, 2010, comprehensive program analysis and subsequent actions taken to correct identified problems that they desire Board members to consider. (See Attachment C)

Enrollment

The program requires Board approval prior to the admission of each class. The program offers a full – time course of instruction that is 60 weeks in length. The pattern of admissions for current classes is seen in the enrollment table below.

The following table represents **projected** student enrollment based on **current and proposed** class starts and completions. The table indicates a **maximum enrollment of 69 students** for the period **March 2010 through June 2011**.

ENROLLMENT DATA				
CLASS DATES		#Students Admitted	#Students Current or Completed	Total Enrolled
Start	Completed			
5/08		30	27	27
	5/09 (5/08 Class)		-27	27 – 27 = 0
7/09		45	39	0 + 39 = 39
3/10		30		39 + 30 = 69
	10/10 (7/09 Class)		-39	69 – 39 = 30
6/11 (Proposed)		30		30 + 30 = 60

Licensing Examination Statistics

The following statistics, furnished by the Pearson Vue and published by the National Council of State Boards of Nursing as "Jurisdictional Summary of All First-Time Candidates Educated in Member Board Jurisdiction," for the period October 2009

through December 2010, specify the pass percentage rate for graduates of the Palladium Technical Academy, Vocational Nursing Program on the National Council Licensure Examination for Practical (Vocational) Nurses (NCLEX-PN®).

NCLEX-PN® Licensure Examination Data						
Quarterly Statistics					Annual Statistics*	
Quarter	# Candidates	# Passed	% Passed	State Quarterly Pass Rate	Program Average Annual Pass Rate	State Average Annual Pass Rate
Jul - Sep 2009	4	1	25%	74%	25%	72%
Oct - Dec 2009	12	4	33%	76%	31%	73%
Jan - Mar 2010	2	1	50%	76%	33%	74%
Apr - Jun 2010	4	0	0%	74%	27%	75%
Jul - Sep 2010	No Candidates Tested			76%	27%	75%
Oct - Dec 2010	2	1	50%	77%	29%	76%

*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 (October to December 2010), the program's average annual pass rate is 29%. The California average annual pass rate for graduates from accredited vocational nursing programs who took the NCLEX-PN® for the first time is 76%. The average annual pass rate for the Palladium Technical Academy, Vocational Nursing Program is **47** percentage points **below** the state average annual pass rate.

Faculty and Facilities

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

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

The total number of Board - approved faculty is thirteen (13), including the program director. There are two (2) approved teacher assistants. The director has 100% administrative duties. Of the total faculty, ten (10) are approved to teach in the clinical area.

Based on a maximum enrollment of 69 students, five (5) instructors are needed. Therefore, the number of current faculty is adequate for the current and proposed enrollment.

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

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

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

Other Considerations

Over the last six (6) consecutive quarters (July 2009 – December 2010), the program's average annual pass rates have been more than ten (10) percentage points below the state average annual pass rate. On December 20, 2010, the Board received the director's comprehensive analysis of the program which was performed to improve program pass rates.

Implementation of the following interventions was reported:

- **Admission Criteria.** As initially approved, applicants for program admission were required to achieve a score of 80% on a Medical Terminology assessment examination. Students are also required to complete a pre-VN class. The class includes the following: Math, Medical Terminology, Reading and Comprehension, Test Taking Strategies, Critical Thinking, Computer Literacy and Learning Assessment. Additionally, each prospective student is required to write a statement which includes a statement regarding why they wanted to be a caregiver.

Applicants for program admission are now required to write a statement of purpose that includes goals and the reasons they should be considered for admission to the program. **Implementation: 2009**

- **Screening and Selection Criteria.** The director reported the following modifications.
 1. Each candidate must be interviewed by a selection committee instead of just the director. In addition the program has identified that it is looking for candidates who have a willingness to learn, good attitude and ability to do the work. **Implementation: 2010**
 2. Prospective students are required to take the HESI admission examination, in addition to the CPAt which was the program's former entrance testing requirement. **Implementation: 2011**

3. Eligible candidates are required to achieve a score of 75% in the Pre VN class and a passing score on the HESI admission assessment examination. **Implementation: 2011**

➤ **Additional Actions Taken by the Program.** The director reported the following modifications.

1. Terminal and module objectives were reviewed and revised to better correlate theory and clinical. **Implementation: 2010**
2. Utilization of HESI level exams has been implemented at the conclusion of each module to monitor student progress. **Implementation: 2010**

On March 15, 2011, the assigned consultant and the SNEC discussed with the director the submitted plan to improve program pass rates. Additionally, Board representatives discussed program administration.

The director stated that the assistant director works five (5) days per week and is responsible for the day-to-day functioning of the program. The director reported she worked three (3) days per week. Reportedly, Board materials and information are completed and submitted by the assistant director.

Based on the previous program performance statistics and submitted documents and materials, the following violation(s) are identified.

Section 2526.1(c) of the Vocational Nursing Rules and Regulations states:

“The Board may place any program on provisional accreditation when a program does not meet all requirements as set forth in this chapter ...”

Violation #1: The program failed to comply with regulatory requirements as specified in Article 5.

Plan of Correction#1: The assigned consultant has provided the director information necessary to revise the program's procedures for employee hiring and terminations. The director has verbalized a commitment to complete and submit the necessary revisions by Friday, April 22, 2011.

The program's noncompliance relative to maintenance of an average annual pass rate consistent with regulatory requirements will be corrected when the pass rates improve.

Section 2527 (b) of the Vocational Nursing Rules and Regulations states:

“A school shall report to the Board within ten days of the termination of a faculty member.”

Violation #2: The program failed to report to the Board within ten days of the termination of three (3) faculty members between January 16, 2009 and April 11, 2011.

Correction #2: The program has revised its procedures regarding the hiring and termination of faculty to include Board notification as required by existing regulations.

Section 2530(l) of the Vocational Nursing Rules and Regulations states:

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

Violation #3: The program's average annual pass rate has been more than ten percentage points below the state average annual pass rate for six (6) consecutive quarters.

Plan of Correction #3: This violation is **not corrected**. The violation will be corrected when the program's pass rates improve and are consistent with regulatory requirements.

In summary, a total of 105 students have been admitted to the program from the program's commencement in May 2008 through March 2010. Of those admitted, 66 graduated through October 2010. That is 63% of those admitted to the program graduated.

Of the total program graduates, 36% (24 graduates) have completed the licensure examination through December 2010. Of the total tested, seven (7) passed, for an average annual pass rate of **29.2%**; **70.8%** (17 graduates) failed.

Recommendations:

1. Place Palladium Technical Academy Vocational Nursing Program on provisional accreditation for the two-year period from May 20, 2011, through May 31, 2013, 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 Regulations (see Attachment D).
2. Require the Palladium Technical Academy Vocational Nursing Program to bring its average annual pass rate to no more than ten (10) percentage points below the State average annual pass rate by May 31, 2013.

3. Deny the program's request to admit 30 students commencing June 6, 2011, graduating August 17, 2012, to **replace** students that graduated October 1, 2010.
4. Approve the program's admission of 15 students commencing June 6, 2011, and graduating August 17, 2012.
5. Require the program to admit no additional students unless approved by the full Board.
6. Require the program to demonstrate progress in improvement of its pass rates on the NCLEX/PN[®] by May 31, 2012.
7. Require the program to submit follow-up reports in 9 months, but no later than **February 1, 2012**, and 21 months, but no later than **February 1, 2013**. The reports must include a comprehensive analysis of the program, specific actions taken to improve program pass rates, timeline for implementation, and the effect of employed interventions. The following elements must be addressed in the analysis.
 - a. Admission Criteria.
 - b. Screening and Selection Criteria.
 - c. Terminal Objectives.
 - d. Curriculum Objectives.
 - e. Instructional Plan.
 - f. Theory and Clinical Objectives for Each Course.
 - g. Lesson Plans for Each Course.
 - h. Textbooks.
 - i. Attendance Policy.
 - j. Remediation Policy.
 - k. Evaluations of Theory and Clinical Faculty.
 - l. Evaluations of Theory Presentations.
 - m. Evaluations of Clinical Rotations and Their Correlation to Theory Presentations.
 - n. Evaluation of Student Achievement.
 - o. Current Enrollment.
8. Place the program on the May 2012 Board agenda for reconsideration of provisional accreditation.
9. Require the program to comply with all accreditation standards in Article 4 of the Vocational Nursing Practice Act, commencing at Business and Professions Code section 2880, and Article 5 of the Board's Regulations, commencing at California Code of Regulations, Title 16, section 2526.

Rationale: The Board has serious concerns relative to the program's performance statistics on the NCLEX/PN[®]. The program has remained consistently more than ten (10) percentage points **below** the state average annual pass rate since initial accreditation. From July 2009 – December 2010,

the program's average annual pass rate has ranged from 41 to 48 percentage points **below** the state average annual pass rate.

As noted previously, a total of 105 students were admitted to the program between May 2008 and March 2010. Of those admitted, 66 graduated through October 2010, for a graduation rate of 63%.

Of the total program graduates, 36% (24 graduates) completed the licensure examination through December 2010. Of those tested, seven (7) passed, for an annual average pass rate of **29.2%**; **70.8%** (17 graduates) failed. Such performance statistics support the recommendation to place the program on provisional accreditation.

The program has demonstrated that it has sufficient resources to support the current and proposed enrollment. However, the program's performance statistics do not support approval of the requested admission of 30 students. Denial of the proposed number of students and the admission of a smaller class will allow the program time to fully evaluate the effectiveness of reported interventions to enhance student achievement, identify and implement necessary modifications, and monitor their effectiveness. Board staff will continue to monitor the program by tracking its licensure examination pass rate quarterly.

- Attachment A: Board correspondence dated December 3, 2010.
- Attachment B: Program correspondence dated December 17, 2010; received December 20, 2010.
- Attachment C: Board correspondence dated April 14, 2011.
- Attachment D: Draft Notice of Change in Accreditation Status.

Agenda Item #13.D.Attachment A



STATE AND CONSUMER SERVICES AGENCY • ARNOLD SCHWARZENEGGER, GOVERNOR
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December 3, 2010

Ann Catone, Director
Palladium Technical Academy
Vocational Nursing Program
10507 Valley Boulevard, Suite 806
El Monte, CA 91731

Subject: Executive Officer Meeting Follow – Up

Dear Mr. Catone:

The Board of Vocational Nursing and Psychiatric Technicians Executive Officer considered the consultant's report relative to ***Palladium Technical Academy, Vocational Nursing Program.***

The following decisions were rendered:

1. Deny Palladium Technical College, Vocational Nursing Program's request to admit a class of 45 students commencing November 8, 2010 and graduating February 3, 2012, to **replace** graduating students graduating October 2010, at this time.
2. Require the program to submit a report by **December 20, 2010**. The report shall include a comprehensive analysis of the program, specific actions taken to improve program pass rates, timelines for expected results, and the effectiveness of corrective actions taken to address the following elements:
 - a. Current Student Enrollment.
 - b. Admission Criteria.
 - c. Screening and Selection Criteria.
 - d. Terminal Objectives.
 - e. Curriculum Objectives.
 - f. Instructional Plan.
 - g. Theory and Clinical Objectives for Each Course.
 - h. Lesson Plans for Each Course.
 - i. Textbooks.
 - j. Attendance Policy.
 - k. Remediation Policy.
 - l. Evaluations of Theory and Clinical Faculty.
 - m. Evaluations of Theory Presentations.
 - n. Evaluations of Clinical Rotations and Their Correlation to Theory Presentations.
 - o. Evaluation of Student Achievement.

Rationale: The Board has serious concerns relative to the program's performance statistics on the NCLEX/PN®. From July 2009 – September 2010, the program's average annual pass rate had ranged from 41 to 48 percentage points **below** the state average annual pass rate. The program has remained consistently more than ten (10) percentage points of the state average annual pass rate since initial accreditation.

As previously noted, a total of 22 program graduates have completed the licensure examination. Of the total tested, only six (6) graduates passed the licensure examination. As such, 27% of the total program candidates tested passed the licensure examination; 73% failed the licensure examination. Such performance statistics support the recommendation to deny approval. This denial will allow the program to focus on evaluation of the curriculum, related policies and procedures to identify potential problems that may be impeding student performance on the licensure examination.

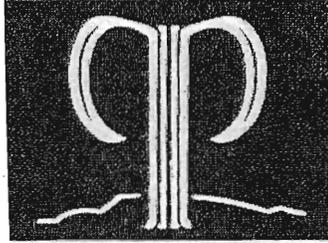
In summary, the program has demonstrated that it has sufficient resources to support the current and proposed enrollment. However, the program's performance statistics do not support approval of the requested class. Board staff will continue to monitor the program by tracking its licensure examination pass rate quarterly, reviewing Annual Reports submitted by the program, and performing accreditation surveys every four years.

If you have any questions, please do not hesitate to contact me.

Sincerely,

Pam Hinckley, R.N., M.S.N.
Nursing Education Consultant

Agenda Item #13.D.Attachment B



**PALLADIUM
TECHNICAL
ACADEMY**

BVNPT
2010 DEC 20 AM 11:05

edee
BVNPT Received
on 12-20-10 with KR

12/17/2010

Pam Hinckley, RN. MSM
Nursing Education Consultant
2535 Capitol Oaks Drive Suite 205
Sacramento, Ca 95833-2945

Dear Ms. Hinckley,

Enclosed is a comprehensive analysis of our Vocational Nursing program. As recommended we have taken this opportunity to reevaluate the program's areas listed and accordingly have taken action to enhance the program effectiveness and to augment our students' performance and pass rates. Some of these actions have already been implemented and others take effect immediately. I appreciate your assistance on this matter.

Sincerely,

Ann Catone, RN.

Program Director

PALLADIUM TECHNICAL ACADEMY
COMPREHENSIVE ANALYSIS

A: Current student enrollment 25			
ITEM	ACTIONS TAKEN	TIMELINE	EFFECTIVENESS
B. Admission Criteria	<p>1. Changed personal interview to be done with a selection committee composed of Director of VN program, Assistant Director and School Director.</p> <p>2. Each prospective student will write a statement of purpose which includes applicant's goals and the reasons they should be considered for admission to the program. <i>Please see attachment B</i></p>	Implemented in 2010	To ensure a more comprehensive screening of student prospects.
C. Screening and Selection Criteria	<p>Changed to include the following :</p> <p>1. Completion of the Pre VN program with a passing grade.</p> <p>2. Pass HESI admission assessment exam. <i>Please see attachment C</i></p>	Pre VN implemented with VN class commenced 2009. Class 2011 and forward will be required to pass HESI exam.	To select prospects who demonstrate strong foundation.
D. Terminal Objectives	Reviewed and revised <i>Please see attachment D</i>	2010	Improved program outcome

PALLADIUM TECHNICAL ACADEMY
COMPREHENSIVE ANALYSIS

ITEM	ACTIONS TAKEN	TIMELINE	EFFECTIVENESS
<p>E. Curriculum Objectives</p>	<p>1. All curriculum objectives have been reviewed and revised to correlate with theory, clinical and terminal objectives. 2. Modules will be reviewed every quarter or more often if necessary by a faculty committee with recommendations sent to the Program Director for her approval. <i>Please see attachment E</i></p>	<p>2010</p>	<p>Improve instructional materials, ensures that all materials are effectively evaluated.</p>
<p>F. Instructional Plan</p>	<p>1. Reviewed and revised to include use of all available resources including; study guides for each text book, virtual clinical excursions, NCLEX testing via computer, use of computer lab, HESI testing and remediation and outside resource e.g. Mount San Antonio College Resource Center. <i>Please see attachment F</i></p>	<p>2009, 2010</p>	<p>Improve instructional methods Ensures that all material is covered effectively.</p>

**PALLADIUM TECHNICAL ACADEMY
COMPREHENSIVE ANALYSIS**

ITEM	ACTIONS TAKEN	TIMELINE	EFFECTIVENESS
<p style="text-align: center;">G. Theory and Clinical Objectives for each course</p>	<ol style="list-style-type: none"> 1. All theory and clinical objectives have been reviewed and revised so that theory and clinical objectives are the same. 2. Clinical objectives are given to each clinical and theory instructor at the beginning of each module. 3. Clinical objectives are posted at clinical sites 4. Objectives will be reviewed quarterly and all recommendations will be forwarded to the Director of the Program to review. <i>Please see attachment G</i> 	<p style="text-align: center;">2009, 2010</p>	<p>Improve instructional methods. Ensures that instructional plans are updated and utilized effectively.</p>
<p style="text-align: center;">H. Lesson Plans for each Course</p>	<ol style="list-style-type: none"> 1. All lesson plans have been reviewed and revised to correlate with current theory and clinical assignments 2. Will continue to evaluate quarterly and revise as necessary <i>Please see attachment H</i> 	<p style="text-align: center;">2009, 2010</p>	<p>Improve correlation of clinical activities with theoretical framework.</p>

PALLADIUM TECHNICAL ACADEMY
COMPREHENSIVE ANALYSIS

ITEM	ACTIONS TAKEN	TIMELINE	EFFECTIVENESS
<p style="text-align: center;">I. Textbooks</p>	<ol style="list-style-type: none"> 1. Textbooks are reviewed prior to start of each cohort. 2. New textbooks have been added to supplement our current lists. 3. Will continue to review textbooks prior to the end of a cohort and before starting a new cohort to see if any changes need to be made. 4. Student evaluations of textbooks will be obtained. <i>Please see attachment I</i> 	<p style="text-align: center;">Jan 2011</p>	<p style="text-align: center;">Ensures that instructional materials are current.</p>
<p style="text-align: center;">J. Attendance Policy</p>	<ol style="list-style-type: none"> 1. Revised to have students sign a contract at the beginning of program. 2. Contract to be specific as to what is expected of student and the consequences if not followed. <i>Please see attachment J</i> 	<p style="text-align: center;">Jan. 2011</p>	<p style="text-align: center;">To ascertain student commitment and understanding of program requirements.</p>
<p style="text-align: center;">K. Remediation Policy</p>	<ol style="list-style-type: none"> 1. Revised to have the students sign a contract at the beginning of program. 2. Contract to be specific as to what is expected of student and consequences if not followed. <i>Please see attachment K</i> 	<p style="text-align: center;">Jan. 2011</p>	<p style="text-align: center;">To ascertain student commitment and understanding of program requirements</p>

**PALLADIUM TECHNICAL ACADEMY
COMPREHENSIVE ANALYSIS**

ITEM	ACTIONS TAKEN	TIMELINE	EFFECTIVENESS
<p style="text-align: center;">L. Evaluations of Theory and Clinical Faculty</p>	<ol style="list-style-type: none"> 1. Theory and Clinical faculty will be evaluated by at the end of module. <i>See attachment L</i> 2. Unannounced evaluations will be done in classroom and at clinical site by Director of Program or designee. <i>See attachment L.</i> 3. Instructors will be required to present evidence of continuing education related to their specialty. 4. Instructor job descriptions reviewed with faculty. 	<p style="text-align: center;">Jan. 2011</p>	<p style="text-align: center;">Identify areas that need improvement and take corrective action.</p>
<p style="text-align: center;">M. Evaluations of Theory Presentations</p>	<ol style="list-style-type: none"> 1. Theory and Clinical faculty will be evaluated at the end of module. <i>See attachment M</i> 2. Unannounced evaluations will be done in classroom and at clinical site by Director of Program. 3. Instructors will be required to present evidence of continuing education related to their specialty. 	<p style="text-align: center;">Jan. 2011</p>	<p style="text-align: center;">Identify areas that need improvement and take corrective action.</p>

**PALLADIUM TECHNICAL ACADEMY
COMPREHENSIVE ANALYSIS**

ITEM	ACTIONS TAKEN	TIMELINE	EFFECTIVENESS
<p>N. Evaluations of Clinical Rotations and their Correlation to Theory Presentations</p>	<p>1. Visits for evaluation by the Program Director during scheduled clinical hours to ensure all clinical activities are congruent with theory presentation.</p>	<p>Jan. 2011</p>	<p>To ensure appropriateness of clinical facilities and student activities to related theory.</p>
<p>O. Evaluation of Student Achievement</p>	<p>1. Student Evaluations: <i>See attachment O</i> Clinical at 3rd wk, 8th wk, and end of each module. Theory at mid module and end of each module. HESI exam at the end of module. Personal interview with Program director at end of each module. Comprehensive HESI exam at the end of the program. NCLEX review exam.</p>	<p>Jan. 2011</p>	<p>Will ensure student readiness to progress to the next level in their academic endeavor. To successfully complete the program. Student's readiness to take the NCLEX exam.</p>

Agenda Item #13.D.Attachment C



STATE AND CONSUMER SERVICES AGENCY • GOVERNOR EDMUND G. BROWN JR.
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April 14, 2011

Ann Catone, Director
Palladium Technical Academy
Vocational Nursing Program
10503 Valley Blvd.
El Monte, CA 91731

CERTIFIED MAIL

Re: Consideration for Placement on Provisional Accreditation

Dear Ms. Catone:

The Board of Vocational Nursing and Psychiatric Technicians (Board) is scheduled to consider the Palladium Technical Academy Vocational Nursing Program for placement on Provisional Accreditation at the May 2011 Board Meeting. The Board meeting will be held at the Hilton Oakland Airport, in Oakland, on May 20, 2011. This action is being taken due to the program's failure to adhere to regulatory requirements relative to program pass rates.

In preparation for the meeting, please submit the following written information by **Friday, April 22, 2011**.

- Current and projected enrollment. Please use the attached enrollment table.
- Current faculty with dates of hiring.

Additionally, the Board requests the following information by **Friday, April 29, 2011**:

- Fifteen (15) copies of pertinent documents from your December 20, 2010, comprehensive program analysis and subsequent actions taken to correct identified problems ***that you desire Board members to consider***. Please remember existing statutes require that any document considered by the Board will become a public record. Accordingly, please redact all names of students.
- In addition, please provide information on a compact disc (CD) for Board use. Again, please remember to redact any student names prior to copying information onto the CD.

The Board strongly recommends that you plan to attend the meeting and be prepared to respond to questions from Board members relative to your program.

Please contact the Board at (916) 263-7843 should further clarification be needed.

Sincerely,

PAM HINCKLEY, RN, MSN

Nursing Education Consultant

Board of Vocational Nursing and Psychiatric Technicians

2535 Capitol Oaks Drive, Suite 205

Sacramento, CA 95833

(916) 263-7843 Phone

(916) 263-7866 Fax

Pam_hinckley@dca.ca.gov

Agenda Item #13.D.Attachment D



STATE AND CONSUMER SERVICES AGENCY • GOVERNOR EDWIN D. 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



June XX, 2011

Ann Catone
10503 Valley Blvd.
El Monte, CA 91731

Subject: Notice of Change in Accreditation Status

Dear Ms. Catone:

Pursuant to the action of the Board of Vocational Nursing and Psychiatric Technicians (Board) on May 20, 2011, the status of the Palladium Technical Academy Vocational Nursing Program has been changed from full accreditation to provisional accreditation for the two – year period from May 20, 2011 through May 31, 2013. Please sign and return the enclosed "Acknowledgement of Change in Accreditation Status" form by **Friday, June 3, 2011**.

AREAS OF NON-COMPLIANCE [VIOLATION(S)]

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

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

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

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

The program pass rates of the Palladium Technical Academy Vocational Nursing Program for the past six (6) quarters are set forth in the following table.

Quarter	State Annual Average Pass Rate	Program Annual Average Pass Rate
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REQUIRED CORRECTION(S)

1. The Palladium Technical Academy Vocational Nursing Program must bring its licensure examination annual average pass rate to no more than ten (10) percentage points below the State annual average pass rate by May 31, 2013.
2. Require the program to submit follow-up reports in 9 months, but no later than **February 1, 2012**, and 21 months, but no later than **February 1, 2013**. The reports must include a comprehensive analysis of the program, specific actions taken to improve program pass rates, timeline for implementation, and the effect of employed interventions. The following elements must be addressed in the analysis.
 - a. Admission Criteria.
 - b. Screening and Selection Criteria.
 - c. Terminal Objectives.
 - d. Curriculum Objectives.
 - e. Instructional Plan.
 - f. Theory and Clinical Objectives for Each Course.
 - g. Lesson Plans for Each Course.
 - h. Textbooks.
 - i. Attendance Policy.
 - j. Remediation Policy.
 - k. Evaluations of Theory and Clinical Faculty.
 - l. Evaluations of Theory Presentations.
 - m. Evaluations of Clinical Rotations and Their Correlation to Theory Presentations.
 - n. Evaluation of Student Achievement.
 - o. Current Enrollment Information.
3. Place the program on the May 2012 Board agenda for reconsideration of provisional accreditation.
4. Require the program to comply with all accreditation standards in Article 4 of the Vocational Nursing Practice Act, commencing at Business and Professions Code section 2880, and Article 5 of the Board's Regulations, commencing at California Code of Regulations, Title 16, section 2526.
5. Require the program to admit no additional students unless approved by the full Board.

Failure to take these corrective actions may cause the Board to revoke the program's accreditation. In the event additional violations of the accreditation standards are identified, such violations may result in further corrective action or revocation of provisional accreditation.

FUTURE BOARD ACTION

Your program will be placed on the **May 2012** Board Meeting agenda for reconsideration of your accreditation status. The nursing education consultant assigned to your program will ask you to submit documentation of the correction of your violation(s) by the fifteenth day of the second month prior to that Board meeting.

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 approved by the Board. The established pattern of admissions approved by the Board is as follows: Prior Board approval is required to admit classes.

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 2527 of the Board's regulations.

The program may no longer advertise that it has full accreditation, 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 accreditation 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,

TERESA BELLO-JONES, J.D., M.S.N., R.N.
Executive Officer

Enclosure

Ph
cc: Board Members