Agenda Item #11.D.1.

STATE OF CALIFORNIA
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DEPARTMENT OF CONSUMER AFFAIRS

BUSINESS, CONSUMER SERVICES, AND HOUSING AGENCY • GOVERNOR EDMUND G. BROWN JR.
BOARD OF VOCATIONAL NURSING & PSYCHIATRIC TECHNICIANS
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DATE: August 28, 2013

TO: Board Members

FROM: Suellen Clayworth, M.N., R.N.
Nursing Education Consultant, Retired Annuitant

SUBJECT: Bay Area College of Nursing, Daly City, Vocational Nursing Program – Consideration of Request to Admit Students (Director: Rachelle Cagampan-Mendoza, Daly City, San Francisco County, Private)

On September 6, 2012, the Board placed the Bay Area College of Nursing, Daly City, Vocational Nursing Program on provisional approval for the two-year period from September 6, 2012, through September 30, 2014. The program was required to admit no additional students without prior approval by the full Board. That action was taken due to the program's noncompliance with Section 2530 (l) of the Vocational Nursing Rules and Regulations which 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.
>
> (1) Failure to maintain the required yearly average minimum pass rate for two years or eight consecutive quarters may be cause to place a program on provisional accreditation."

Reconsideration of the program's provisional status was scheduled for September 2014. On September 19, 2012, the Notice of Change in Approval Status was forwarded advising the Director of identified violations and required corrections

The director is now requesting approval to admit two (2) classes as described below:

- An evening class of 20 students plus two (2) alternates beginning November 4, 2013, to **replace** the evening class that graduated in December 2012. This class would graduate on February 26, 2015.

- A day class of 20 students plus two (2) alternates beginning January 7, 2014. This would be an additional class that would graduate on April 12, 2015.

Enrollment

Currently, the program is required to obtain approval by the full Board prior to the admission of each class. The program has offered both day and evening full-time classes. The pattern of admissions for proposed 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 60 students** for the period from **September 2011 through January 2014.**

ENROLLMENT DATA				
CLASS DATES		**#Students Admitted**	**#Students Current or Completed**	**Total Enrolled**
Start	**Completed**			
9/11 Eve		18	14	14
	12/12 (9/11 Eve Class)		-14	14 – 14 = **0**
1/13 Eve (Deferred from approved 10/12 start date – Replaced 9/12 graduating class)		14	20	0 + 20 = **20**
11/13 Eve (Proposed replacement of 12/12 graduating class)		20 (Proposed)		20 + 20 = **40**
1/14 Day (Additional class)		20 (Proposed)		40 + 20 = **60**

Licensing Examination Statistics

The following statistics, furnished by Pearson Vue and published by the National Council of State Boards of Nursing as "Jurisdictional Summary of All First-Time Candidates Educated in Member Board Jurisdiction" for the period July 2008 through June 2013, specify the pass percentage rates for graduates of the Bay Area College of Nursing, Daly City, 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 Average Quarterly Pass Rate	Program Average Annual Pass Rate	State Average Annual Pass Rate	Variance from State Annual Average Pass Rate
Jul - Sep 2008	3	2	68%	74%	68%	74%	-6
Oct - Dec 2008	20	11	55%	73%	**57%**	73%	**-16**
Jan - Mar 2009	3	1	33%	70%	**54%**	72%	**-18**
Apr - Jun 2009	1	0	0%	71%	**52%**	70%	**-18**
Jul - Sep 2009	**No Candidates Tested**			74%	**50%**	72%	**-22**
Oct - Dec 2009	**No Candidates Tested**			76%	**25%**	73%	**-48**
Jan - Mar 2010	12	8	67%	76%	**62%**	74%	**-12**
Apr - Jun 2010	9	7	78%	74%	71%	74%	-3
Jul - Sep 2010	5	1	20%	76%	**62%**	75%	**-13**
Oct - Dec 2010	5	3	60%	77%	**61%**	76%	**-15**
Jan - Mar 2011	9	6	67%	80%	**61%**	77%	**-16**
Apr - Jun 2011	4	3	75%	71%	**57%**	76%	**-19**
Jul - Sep 2011	5	3	60%	74%	**65%**	76%	**-11**
Oct - Dec 2011	8	2	25%	74%	**54%**	75%	**-21**
Jan - Mar 2012	14	8	57%	77%	**52%**	74%	**-22**
Apr - Jun 2012	13	5	38%	72%	**45%**	74%	**-29**
Jul - Sep 2012	7	4	57%	74%	**45%**	74%	**-29**
Oct - Dec 2012	5	3	60%	70%	**51%**	74%	**-23**
Jan - Mar 2013	1	1	100%	75%	**50%**	73%	**-23**
Apr - Jun 2013	6	6	100%	78%	74%	73%	+1

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

Based on the **most recent data available** (April 2013 to July 2013), the program's average annual pass rate is **74%.** 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 73%. The average annual pass rate for the Bay Area College of Nursing Daly City, Vocational Nursing Program is **one (1)** percentage points **above** the state average annual pass rate.

Faculty and Facilities

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

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

The program's Board - approved faculty totals twelve (12), including the program director. Of the total faculty, eleven (11) are approved to teach in the clinical area.

Based on a maximum enrollment of 60 students, four (4) 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.

Other Considerations

A major curriculum revision was implemented with the evening class that was admitted on January 14, 2013. That class is scheduled to graduate in March 2014. Licensure examination results from that class may be expected in Quarter 3 2014. That will be before the program is brought back to the Board for review of its provisional approval status in September 2014. Some of the other elements of the program's improvement plan were implemented with the class that graduated in December 2012. Two (2) graduates from that class have tested thus far and both passed.

On May 31, 2013, the director submitted a comprehensive analysis of the program to the assigned Nursing Education Consultant in compliance with Board directives from the September 2012 Board Meeting. (See Attachment B) That analysis discussed changes that had been made, including the following elements:

- The program implemented changes in its admission, screening and selection criteria with the goal of admitting and retaining students who were qualified to complete the program and pass the licensure examination. Since these criteria were implemented, no students have dropped out of the program.
- In addition to revising the program's curriculum, the program has also invested in enriching the faculty by providing in-service education through third party vendors, including ATI Academy. Each quarter every faculty member must submit documentation that continuing education units for professional and

educational/teaching development have been completed. Theory and clinical instructors are evaluated on an ongoing basis.

- The program has increased the score required for passing from 70% to 75% and now utilizes the ATI Proctored Examinations throughout each term and uses the ATI Predictor Examination. The students must pass the predictor examination with a 75% in order to graduate from the program. Students who fail the predictor exam and get an overall failing grade will have one additional chance to pass the predictor examination after going through an extensive remediation program.

At the time the program was placed on provisional approval, the program's annual average pass rate was 45%. Since that time the program has raised the annual pass rate to 74%, with the most recent seven (7) candidates all passing the examination.

Recommendations:

1. Approve Bay Area College of Nursing, Daly City, Vocational Nursing Program's request to admit an evening class of twenty (20) students plus two (2) alternates commencing November 4, 2013, **only**, and graduating February 26, 2014, to **replace** the evening class that graduated in December 2012.

2. Approve the program's request to admit a day class of twenty (20) students plus two (2) alternates commencing January 7, 2014, **only**, and graduating April 12, 2015. This class is an additional class and does not replace any graduating class.

3. Continue to require the program to obtain approval by the full Board prior to the admission of additional students.

Rationale: The Board has been monitoring the program's licensure examination pass rate very closely. The program brought its pass rate into compliance during the most recent quarter; however, the Board will now be watching to see if the program is able to maintain a pass rate that is in compliance. For that reason, it is prudent to approve the current class requests, but still require the program to come to the full Board for approval of future class requests.

The Board is scheduled to reconsider the program's provisional approval status at the September 2014 Board Meeting. By that time, the Board should have licensure examination results from the class scheduled to graduate in March 2014 (the first class to graduate using the new curriculum revision.)

The program has demonstrated that it has sufficient resources, including faculty and facilities, to support the current and proposed enrollment. 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.

Attachment A: History of Prior Board Actions
Attachment B: Comprehensive Analysis of Program Dated May 31, 2013; Received June 1, 2013.

Agenda Item #11.D.1., Attachment A

BAY AREA COLLEGE OF NURSING, DALY CITY
VOCATIONAL NURSING PROGRAM

History of Prior Board Actions

- On January 11, 2007, the Executive Officer approved the Palo Alto Center for Healthcare Education, Daly City, Vocational Nursing Program's request to begin a vocational nursing program with an initial full–time class of 30 students commencing March 27, 2007 only, with a completion date of April 27, 2008; and approved the program curriculum for 1598 hours, including 628 theory and 970 clinical hours.

- On February 8, 2007, the program notified the Board that the program's name had been changed to Bay Area College of Nursing, Inc., Daly City, Vocational Nursing Program.
- On March 11-12, 2008, the program was surveyed for initial accreditation.

- On May 15, 2008, the program submitted documentation substantiating the completion of its revised instructional plan, lesson plans for Terms I, II, and III, and a new Skills Laboratory.

- On May 15, 2008, the Executive Officer approved the program's initial full accreditation for the period from April 27, 2008, through April 26, 2012, and approved the program's revised curriculum for 1646 hours (Theory – 676 hours; Clinical – 970 hours).

  Additionally, the Executive Officer approved the program's request to admit a class of 30 full-time students on May 15, 2008 only, to **replace** students graduating May 2, 2008.

- On August 13, 2008, the Executive Officer approved the program's request to admit a class of 30 full-time students and three (3) alternates each May and September to **replace** graduating students with the following stipulations:

  a. No additional classes are added to the program's current pattern of admissions without prior approval. The program's current pattern of admissions includes admission of two full-time classes of 30 students and three (3) alternates each May and September to **replace** graduating students, only; and

  b. The director documents that adequate resources, i.e. faculty and facilities, are available to support each admitted class of students.

- On May 17, 2011, the assigned consultant forwarded correspondence to the director per certified mail advising that the program's average annual pass rates had been more than ten (10) percentage points below state average annual pass rates for four (4)

quarters. The director was requested to submit a written plan for improving program pass rates by June 10, 2011.

- On June 15, 2011, the Board received correspondence from the director advising that the program had delayed commencement of the class scheduled for May to July 25, 2011 due to low student enrollment. The revised date of graduation is September 16, 2012.

- On October 14, 2011, the assigned consultant forwarded correspondence to the director advising that the program's average annual pass rates had been more than ten (10) percentage points below state average annual pass rates for five (5) quarters.

- On November 8, 2011, the Board received correspondence from the director setting forth the program's plan to improve program pass rates.

- On November 15, 2011, the Board received correspondence from the director requesting revisions in school policies.

- On February 28, 2012, the Board received correspondence from the director requesting a revision of its curriculum

- On June 7, 2012, the Executive Officer deferred action on the program's request to admit an evening class of 20 students plus 3 alternates commencing August 8, 2012, graduating on October 13, 2013, and a request for a major curriculum revision, to the full Board. Additionally, the Executive Officer rescinded approval of the program's ongoing class admissions. The program was placed on the September 2012 Board agenda for consideration of provisional approval.

- On June 7, 2012, the assigned consultant forwarded correspondence to the director advising of decisions rendered by the Executive Officer.

- On June 27, 2012, the assigned consultant forwarded correspondence to the director advising that the Board was scheduled to consider the programs placement on provisional approval on September 6, 2012. A copy of the program's plan of correction and other program information was requested by July 6, 2012.

- On July 6, 2012, the Board received electronic correspondence from the director providing information for presentation at the September 2012 Board meeting.

- On July 12, 2012, the Board received electronic correspondence from the director specifying the program's revised plan of correction.

- On July 18, 2012, the assigned consultant forwarded correspondence to the director requesting documents for dissemination to Board Members.

- On September 6, 2012, the Board approved the following recommendations for the program:

    a. Place the Bay Area College of Nursing, Daly City, Vocational Nursing Program on provisional approval for the two – year period from September 6, 2012, through September 30, 2014, and issue a notice to the program to identify specific areas of noncompliance and requirements for correction, as referenced in Section 2526.1 (e) of the California Code of Regulations. (See Attachment E)

    b. Require the program to bring its average annual pass rate to no more than ten (10) percentage points below the state average annual pass rates.

    c. Approve the program's request to admit an evening class of twenty (20) students plus two (2) alternates commencing October 31, 2012, and graduating January 26, 2014.

    d. Require the program to obtain approval by the full Board prior to the admission of additional students.

    e. Require the program to submit follow – up reports in nine (9) months, but no later than **June 1, 2013**, and 21 months, but no later than **June 1, 2014.** The reports must include a comprehensive analysis of the program, specific actions to improve program pass rates, timeline for implementation, and expected outcomes. The following elements must be addressed in the analysis.

        1. Admission Criteria.
        2. Screening and Selection Criteria.
        3. Terminal Objectives.
        4. Curriculum Objectives.
        5. Instructional Plan.
        6. Theory and Clinical Objectives for Each Course.
        7. Lesson Plans for Each Course.
        8. Textbooks.
        9. Attendance Policy.
        10. Remediation Policy.
        11. Evaluations of Theory and Clinical Faculty.
        12. Evaluations of Theory Presentations.
        13. Evaluations of Clinical Rotations and Their Correlation to Theory Presentations.
        14. Evaluation of Student Achievement.
        15. Current Enrollment.

    f. 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.

g. Require the program to demonstrate incremental progress in correcting the violation. If the program fails to satisfactorily demonstrate incremental progress, the full Board may revoke the program's approval.

h. Failure to take any of these corrective actions may cause the full Board to revoke the program's approval.

i. Place the program on the **September 2014** Board agenda for reconsideration of provisional approval.

Agenda Item #11.D.1., Attachment B

Bay Area College of Nursing, Daly City
Vocational Nursing Program

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Bay Area College of Nursing – Comprehensive Analysis

Submitted Date: May 31, 2013

1. **Admission Criteria**
   a. COMPREHENSIVE ANALYSIS:
      We have implemented the revised Wonderlic/WBST entrance exams score of 12th grade level or higher. The increased in the grade level for a passing score and the addition of the Scholastic Level Exam (SLE) with a passing score of 14 will help assess student's readiness and suitability for success in the VN program. This can also provide an accurate appraisal for a candidate's potential as a nurse.
   b. SPECIFIC ACTIONS TO IMPROVE PASS RATE:
      The revised WBST passing score from 8th Grade level (200 Verbal and 210 Quantitative) to a score at the 12th grade level or higher for the Verbal and Quantitative categories, as well as the addition of SLE with a passing score of 14, are tools to assess the readiness and sustainability for success in the VN program and can provide an accurate appraisal of a candidate's potential as a nurse.
      We are currently waiting for the results of students' success rate in the program
   c. TIMELINE:
      In effect.
   d. EFFECT OF INTERVENTION: Expected outcome of intervention will be as follows:
      i. There will be a reduction in student cancellations/withdrawals/terminations due to failure to commit to the rigorous training/education that the school offers.
      ii. Minimize failure to pass the academic requirements of the program.
      iii. The school's annual pass rate will improve to 80% or higher by the end of the course program.

2. **Screening and Selection Criteria**
   a. COMPREHENSIVE ANALYSIS:
      We have initially proposed a 3.0 cumulative grade point average or higher but learned that this was not feasible for majority of applicants have a 2.0 GPA. The

students are required to pass the interview process as well as entrance examination.

b. SPECIFIC ACTIONS TO IMPROVE PASS RATE:

We will require a 2.0 (C average) or higher overall cumulative grade point average based on completed secondary education or GED equivalency. The revised increased in score on WBST from a passing score at the 8th Grade level (200 Verbal and 210 Quantitative) to a score at the 12th Grade level or higher for the Verbal and Quantitative categories will help the candidate cope with the demands of being a nursing student. In addition, testing the students' cognitive ability using SLE with a passing score of 14 will also assess their readiness and suitability for success in the field of nursing. The candidates will also have to undergo a rigorous interview process using the Rubric criteria which evaluates attitude, skills and experience.

c. TIMELINE:

In effect.

d. EFFECT OF INTERVENTION: Expected outcome of intervention will be as follows:

i. There will be a reduction in student cancellations/withdrawals/terminations due to failure to commit to the rigorous training/education that the school offers; minimize failure to pass the academic requirements of the program.

- **There are no currently enrolled students dropping out of the program.**

ii. The school's annual pass rate will improve to 80% or higher by the end of the course program.

3. Terminal Objectives

a. COMPREHENSIVE ANALYSIS:

Integrate and provide an end-of-the program clinical case study review/NCLEX test plan in preparation for the NCLEX-PN state exams.

b. SPECIFIC ACTIONS TO IMPROVE PASS RATE:

i. Currently monitoring student progress throughout the three (3) terms to determine capability to advance or complete the program by instituting the following:

1. (a) Proctored ATI exams throughout each term.
2. (b) Students are deemed eligible to advance to the next term when they reach a Level II with an overall passing grade. Failure to reach this level and missing the overall passing grade would mean repeating the entire term.
3. (c)At the end of the program, the student will have to take the comprehensive final examination that will determine their probability of passing the NCLEX if they sat and take it that day. After taking the comprehensive exam, the students will be given a list of topics they need to study, making remediation more streamlined. There have been many studies to show the ATI Proctored Comprehensive Predictor is predictive of how students will perform on the NCLEX. Any student that doesn't

meet the benchmark established by Bay Area College of Nursing (Level II) will have to remediate based on the plan established by the Director.

ii. Utilize the annual reports for ongoing evaluation of factors influencing the program's NCLEX results.

In progress and waiting for the results of the newly implemented curriculum.

c. TIMELINE:

This is being implemented and in progress.

d. EFFECT OF INTERVENTION:

Expected outcome of intervention will be as follows:

i. The students will be fully prepared to take and successfully pass the ATI-administered comprehensive final exams.

We are waiting for the result of the newly implemented curriculum.

ii. The school's annual pass rate will improve to 80% or higher by the end of the course program.

We are waiting for the result of the newly implemented curriculum.

4. Instructional Plan

a. COMPREHENSIVE ANALYSIS:

Current curriculum approved and in use is the 1588.5 hours. The school has incorporated ATI in the curriculum that will help students hone their knowledge in specific areas where they struggled from during the course of the program.

b. SPECIFIC ACTIONS TO IMPROVE PASS RATE:

i. The school has instituted the 1588.5 curriculum hours. The hours have been revised to reduce the length of time specific subjects are discussed and to eliminate redundancy of topics. Although the revised hours have been reduced, the number of weeks increased by 2. During certain weeks, the amount of theory hours is reduced in order to maximize outside class time to absorb and study the material. Students are spending more time outside class hours improving their understanding of the materials by doing ATI practice exams, tutorials, and templates Although student have access to ATI practice exams, tutorials, modules, and videos, time spent on these modes of learning are not counted in the actual curriculum hours.

Currently being implemented and awaiting for the result of the newly implemented curriculum.

ii. Begin using ATI-administered practice exams, proctored exams, and comprehensive exit exams as part of the curriculum and a requirement of the program. The ATI Proctored Comprehensive Predictor is created from the NCLEX PN 2011 Blueprint. The assessment will tell the student their probability of passing the NCLEX if they sat for it that day. Once the student has completed their practice or proctored assessment, they will have a list of topics they need to study, making remediation more streamlined. There have been many studies to show the ATI Proctored Comprehensive Predictor is predictive of how students

will perform on the NCLEX. Any students that do not meet the benchmark established by Bay Area College of Nursing (Level II) will have to remediate to the plan established by the Director.
Currently being implemented and awaiting for the result of the newly implemented curriculum.

iii. Perform a cross analysis of the curriculum with the detailed clinical case study/NCLEX test plan and course review.
Currently being implemented and awaiting for the result of the newly implemented curriculum.

iv. Utilize board consultants as needed in program evaluation and curriculum development
Currently being implemented and results are pending.

v. Include development of study and test-taking skills early in the program.
Currently being implemented and results are pending.

vi. Faculty needs to receive training on test development and instructional techniques. The school promotes better teaching through attendance of faculty workshops, in-service trainings, continuing education, seminars, and other activities that would foster professional growth. Faculty members are also encouraged to observe other instructors, at their own convenience
- **The school has agreements with third-party vendors (ATI Academy, D&D Educational Resources, etc.) to provide the necessary in-service training for the improvement of instruction of our faculty and staff.**

c. TIMELINE:
In effect.

d. EFFECT OF INTERVENTION: Expected outcome of intervention will be as follows:

i. The students will be academically and clinically prepared to perform nursing tasks and functions and will successfully pass all the requirements per term including the ATI-administered practice exams, proctored exams, and comprehensive exit exams.
We will wait for the results of the newly implemented curriculum.

ii. The school's annual pass rate will improve to 80% or higher by the end of the course program.
We will wait for the results of the newly implemented curriculum.

5. Theory and Clinical Objectives for Each Course

a. COMPREHENSIVE ANALYSIS:
Theory and clinical objectives are met and the school started implementation of ATI proctored examinations in order to help the students improve their understanding of the materials and test taking skills.

b. SPECIFIC ACTIONS TO IMPROVE PASS RATE:
The students are currently using ATI-administered practice exams, proctored exams, and comprehensive predictor exams as part of the curriculum and a requirement of the program.

c. TIMELINE:

These are currently being implemented and are constantly monitored.

d. EFFECT OF INTERVENTION:

Expected outcome of intervention will be as follows:

i. The students will be academically and clinically prepared to perform nursing tasks and functions and will successfully pass all the requirements per term including the ATI-administered practice exams, proctored exams, and comprehensive exit exams.

We will wait for the results of the newly implemented curriculum.

ii. The school's annual pass rate will improve to 80% or higher by the end of the course program.

We will wait for the results of the newly implemented curriculum.

6. Lesson Plans for each Course

a. COMPREHENSIVE ANALYSIS:

Lesson plans are submitted by the instructor after the class is taught and is kept on file.

This is being implemented and monitored.

b. SPECIFIC ACTIONS TO IMPROVE PASS RATE:

i. Faculty will attend school related activities, Faculty Development Plans, etc. to help improve their test development and instructional techniques. In addition, the school director monitors the lesson plans and course syllabi created by the faculty to ensure that the objectives of the instructional plan are met.

ii. Lesson plans shall reflect implementation of test taking strategies and NCLEX practice tests at the end of each course topic.

c. TIMELINE:

These are currently being implemented and are constantly monitored.

d. EFFECT OF INTERVENTION:

Expected outcome of intervention will be as follows:

i. Required evidence of ongoing professional development certifications related to teaching strategies & methods, test development will be kept on file.

Quarterly CEUs for professional and educational/teaching development are required to be submitted by each faculty. The school has agreements with third-party vendors (ATI Academy, D&D Educational Resources, etc.) to provide the necessary in-service training for the improvement of instruction of our faculty and staff.

ii. The students will be academically and clinically prepared to perform nursing tasks and will successfully pass the standards set forth by the school and the ATI-administered practice exams, proctored exams, and comprehensive exit exams

We will wait for the results of the newly implemented curriculum.

iii. The school's annual pass rate will improve to 80% or higher by the end of the course program.

We will wait for the results of the newly implemented curriculum.

7. **Textbooks**
    a. COMPREHENSIVE ANALYSIS:
        The school uses textbooks required for the nursing theory and practical class. The school also incorporated in the curriculum the utilization of NCLEX-related materials and provided the students with ATI books.
        Currently being utilized by the students.
    b. SPECIFIC ACTIONS TO IMPROVE PASS RATE:
        The school has added more materials for instructors and students' utilization in the library. Online access to journals, books, and others were also added for students' utilization at their discretion. The online library is accessible 24 hours/day, 7 days a week.
    c. TIMELINE:
        These are currently being implemented.
    d. EFFECT OF INTERVENTION: Expected outcome of intervention will be as follows:
        i. The students will be fully equipped with resources for further learning.
        ii. Students will be prepared to take and successfully pass the exams by utilizing all resources provide. ATI-administered practice exams, proctored exams, and comprehensive exit exams
        iii. The school's annual pass rate will improve to 80% or higher by the end of the course program.
        We will be waiting for the result of the newly implemented curriculum.

8. **Attendance Policies**
    a. COMPREHENSIVE ANALYSIS:
        Attendance is monitored daily and absences made up accordingly. Some of the factors affecting student attendance are family responsibilities and employment issues.
    b. SPECIFIC ACTIONS TO IMPROVE PASS RATE:
        We explained to the candidates/students that increased family responsibilities and employment hours negatively impact their nursing education and their success in the program. Full commitment to the program included in the admission criteria. We will continue monitoring the students' attendance and enforced accordingly.
    c. TIMELINE:
        These are currently being implemented.
    d. EFFECT OF INTERVENTION:
        There will be a reduction in the number of students on probation or warning due to absences.
        There are no students currently under probation due to excessive absences.

9. **Remediation Policies**
    a. COMPREHENSIVE ANALYSIS:

Remediation policies are being followed accordingly. ATI examinations are being given and students have to complete the remediation templates and hours depending on the level that they get on these proctored/practice examinations.

b. SPECIFIC ACTIONS TO IMPROVE PASS RATE:

A follow-up consultation with the student to determine progress will be conducted by the Director in collaboration with the faculty, clinical coordinator and educational service director. With proper completion of remediation, students are able to retake failed exams in the following subjects:

i. End of the term comprehensive final proctored exam.
ii. End of the program ATI comprehensive predictor exam.

c. TIMELINE:

In effect.

d. EFFECT OF INTERVENTION:

By monitoring the progress of each student on remediation, all enrolled students will successfully pass the course program and be more prepared in taking the NCLEX-PN exam.

10. Evaluations of Theory and Clinical Faculty

a. COMPREHENSIVE ANALYSIS:

Proposed faculty training is being implemented through ATI Academy which is an online course offering topics such as: The Crossroads: Cancer in Ages 15-39, Best Practices for Using Admission Assessments, etc. The school is also providing in-service training for all the faulty through DND Educators.

b. SPECIFIC ACTIONS TO IMPROVE PASS RATE:

i. Faculty need to receive training on test development and instructional techniques. The school director observes and evaluates new faculty members 90 days after initial employment and annually at the end of the year. The school director may informally observe other faculty from time to time or as necessary. The end-of-the-year evaluation includes performance and progress made in implementing the professional development plan and the formulation of the plan for the coming year.

ii. Faculty need to spend adequate time evaluating NCLEX result data and plan program changes based on data.

This is currently in progress.

iii. Will hire full-time instructors.

There are new instructors that have been hired. Assigned instructors are now consistent with the batch that they are teaching from the beginning until the end of the program.

iv. Provide continuing education for faculty members on test development and analysis skills. The school will also provide in-service training for the faculty members, through DND Educators, and will ask for CE certificates to be added into their individual files.

Quarterly CEUs for professional and educational/teaching development are required to be submitted by each faculty. Faculties can log in to ATI

academy and access material for their CEUs, i.e. The Crossroads: Cancer in Ages 15-39, Best Practices for Using Admission Assessments, etc. The school has agreements with third-party vendors (ATI Academy, D&D Educational Resources, etc.) to provide the necessary in-service training for the improvement of instruction of our faculty and staff.

v. Continue end-of-term evaluation and unannounced evaluations/drop-ins.
This is continuously being implemented.

vi. The Clinical Coordinator assists in managing faculty needs, clinical assignment management, obtaining new clinical sites and establishing a good relationship with current clinical sites.

vii. Continue routine evaluation of theory and clinical instructors and effectiveness as a teacher. The school director annually reviews and evaluates each faculty member in the classroom or at the clinical site using the faculty evaluation form. The director discusses the written observation report subsequent to the classroom visit. During the annual evaluation, the director and faculty member will address the recommendations made in the classroom observation report and plan any action to improve or enhance their teaching skills and strategies
This is continuously being implemented.

c. TIMELINE:
This is implemented currently.

d. EFFECT OF INTERVENTION:
Required evidence of professional development certifications related to teaching, curriculum and test development will be kept on file.
This is currently being implemented and monitored.

11. Evaluations of Theory Presentations

a. COMPREHENSIVE ANALYSIS:
All essential theoretical elements and contents are being discussed and covered adequately. Lesson plans are submitted by the faculty. Theory presentations are evaluated by the students at the end of each term and the DON every six months/annually.

b. SPECIFIC ACTIONS TO IMPROVE PASS RATE:

i. Ensure that all essential theoretical elements and content are adequately covered and discussed. Instructional plan development are reviewed and evaluated annually and updated as necessary.
This is constantly being reviewed.

ii. Will check and evaluate effectiveness of theory lesson plans submitted by the faculty. In addition, the school director monitors the lesson plans and course syllabi created by the faculty to ensure that the objectives of the instructional plan are met.
This is regularly being monitored.

iii. Incorporate an ATI comprehensive final examination (predictor exam) at the end of the last term of the course program before its completion and prior to graduation. Continue routine evaluation of theory instructors and effectiveness of

teaching strategies and materials. The school director also periodically visits classrooms informally during the course of the year to monitor new faculty, to monitor the use of new materials, and/or to visit faculty who request an informal observation. The school also administers in-class student surveys that evaluate instruction. The Student Evaluation of Faculty evaluates individual faculty in specific courses

This is regularly being monitored

c. TIMELINE:

In effect.

d. EFFECT OF INTERVENTION:

i. The students will pass the theoretical portion of the course program.

This is constantly being evaluated.

ii. The students will be fully prepared to take and pass the ATI-administered practice exams, proctored exams, and comprehensive exit exams.

This is constantly being implemented

iii. The school's annual pass rate will improve to 80% or higher by the end of the course program.

We are waiting for the results of the newly implemented curriculum.

12. Evaluations of Clinical Rotations

a. COMPREHENSIVE ANALYSIS:

Clinical rotations are evaluated by the students and faculty at the end of each term. Clinical sites are adequate and have added more sites as well as discontinued some clinical facilities.

b. SPECIFIC ACTIONS TO IMPROVE PASS RATE:

i. Increased practical lab hours are in effect to improve, hone, and correctly apply the nursing and medical skills/procedures learned during the theory portion of the course program.

In effect and results from the newly implemented curriculum will be evaluated once available.

ii. Follow theory to clinical hour 1:3 ratio to comply with general educational requirements.

In effect and results from the newly implemented curriculum will be evaluated once available.

c. TIMELINE:

In effect.

d. EFFECT OF INTERVENTION:

i. Students will become and remain confident in performing all nursing and medical procedures based on their clinical objectives before exposure to the clinical sites.

This is currently in effect.

ii. By obtaining a high percentage grade and not only a passing mark on the NCLEX predictor exam, the students will be fully prepared to take the NCLEX examination.

The students are constantly being monitored and evaluated.

iii. The school's annual pass rate will improve to 80% or higher by the end of the course program.
We are waiting for the results of the newly implemented curriculum.

13. Evaluation of Student Achievement

a. COMPREHENSIVE ANALYSIS:
Evaluate student achievement after each term by administering written exams and ATI proctored exams.

b. SPECIFIC ACTIONS TO IMPROVE PASS RATE:

i. Identify students for at-risk status early in the program and implement a plan to assist them throughout the remainder of the program. At-risk students are those who are required to repeat failed nursing courses and score below school standards of NCLEX predictor exams. In addition, students are assessed by:
(a) Proctored ATI exam throughout each term.
(b) Proctored comprehensive ATI exam at the end of each term.
(c) At the end of the program, the student will be required to pass the predictor exam in order to graduate and be awarded a certificate of completion from the program.

ii. The students must obtain a passing grade on the ATI predictor exam and must have an overall passing grade (75%) at the end of the program. Students who fail the predictor exam and get an overall failing grade will have another chance to pass after going through an extensive remediation and completing certain number of Remediation Templates and Hours.

iii. Increase the minimum passing grade from 70% to 75% to pass the nursing courses.
This is being implemented.

c. TIMELINE:
In effect.

d. EFFECT OF INTERVENTION:
Expected outcome of intervention will be as follows:

i. By reaching a passing grade on the NCLEX predictor exam, the students will be fully prepared to take the NCLEX exams.

ii. The school's annual pass rate will improve to 80% or higher by the end of the course program, because the students will be well prepared to take the NCLEX-PN examination by passing the predictor exam. On the other hand, students who fail the predictor exam and get an overall failing grade in the program are not fully prepared to take the NCLEX and will not be able to graduate from the program.

iii. All students are expected to complete the course program in a timely manner.

14. Current Enrollment

a. COMPREHENSIVE ANALYSIS:
Implementing current student quota approved by the board. Student to Teacher ratio complies with the required ratio mandated by the board.

b. SPECIFIC ACTIONS TO IMPROVE PASS RATE:

Maintain approved student quota and instructor: student ratio. Identify students for at-risk status early in the program and implement a plan to assist them with success in the program.

c. TIMELINE:

In effect.

d. EFFECT OF INTERVENTION: Expected outcome of intervention will be as follows:

i. The school's completion rate will improve by the end of the course program.

ii. All students will complete the course program in a timely manner.

We are waiting for the results of the newly implemented curriculum.