

Agenda Item # 8.A.6.



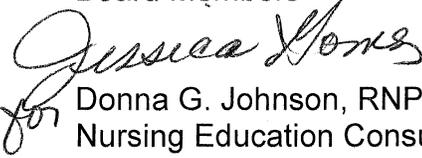
BUSINESS, CONSUMER SERVICES, AND HOUSING AGENCY • GOVERNOR EDMUND G. BROWN JR.

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DATE: January 30, 2015

TO: Board Members

FROM:  Donna G. Johnson, RNP, MS, MA
Nursing Education Consultant

SUBJECT: Medical Career College Vocational Nursing Program – Reconsideration of Provisional Approval; Consideration of Report of Unannounced Program Survey Visit; Consideration of Request to Admit Students (Director: Marilyn Castillo, Fremont, Alameda County, Private)

On February 18, 2010, the Board placed Medical Career College Vocational Nursing Program on provisional approval for the two - year period from February 18, 2010, through February 17, 2012. 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.”

On February 24, 2012, the Board reconsidered the program's status. The Board extended the program's provisional approval through February 28, 2013.

On February 6, 2013, the Board reconsidered the program's status. The program's provisional approval was extended through February 28, 2014.

On February 13, 2014 the Board again extended the program's provisional approval through February 28, 2015.

On October 28, 2014, the Board received the program's request to admit:

1. Fifteen (15) students into a day class commencing September 21, 2015, graduating October 14, 2016, to **replace** students scheduled to graduate September 4, 2015.

2. Fifteen (15) students into an evening class commencing November 16, 2015, graduating December 8, 2016 to **replace** students scheduled to graduate on November 5, 2015.

On December 16 and 17, 2014, Board representatives conducted an unannounced program inspection.

The program is presented for reconsideration of its provisional status, for consideration of findings of the unannounced program inspection, and for consideration of the program's requests to admit students.

History of Prior Board Actions

(See Attachment A, History of Prior Board Action)

Enrollment

The program offers full – time day and evening classes that are 53 weeks in length. Approval by the full Board 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 completions. The table indicates a **maximum enrollment of 32** students during the period **January 2010 through November 2015**.

ENROLLMENT DATA				
CLASS DATES		#Students Admitted	#Students Current or Completed	Total Enrolled
Start	Complete			
1/10 Day		14	14	14
6/10 Day		10	9	14 + 9 = 23
6/10 Eve		9	9	23 + 9 = 32
	2/11 (1/10 Day)		-14	32 - 14 = 18
3/11 Day		11	11	18 + 11 = 29
	7/11 (6/10 Day)		-9	29 - 9 = 20
	7/11 (6/10 Eve)		-9	20 - 9 = 11
7/11 Eve		13	13	11 + 13 = 24
	3/12 (3/11 Day)		-11	24 - 11 = 13
4/12 Day		11	11	13 + 11 = 24
	8/12 (7/11 Eve)		-13	24 - 13 = 11
8/12 Eve		15	13	11 + 13 = 24
	5/13 (4/12 Day)		-11	24 - 11 = 13

ENROLLMENT DATA				
CLASS DATES		#Students Admitted	#Students Current or Completed	Total Enrolled
Start	Complete			
5/13 Day		11	11	13 + 11 = 24
	9/13 (8/12 Eve)		-13	24 - 13 = 11
9/13 Eve		15	13	11 + 13 = 24
	6/14 (5/13 Day)		-11	24 - 11 = 13
8/14 Day		10	8	13 + 8 = 21
	10/14 (9/13 Eve)		-13	21 - 13 = 8
10/14 Eve		15	14	8 + 14 = 22
	9/15 (8/14 Day)		-8	22 - 8 = 14
9/15 (Day - Proposed)	10/16	15		14 + 15 = 29
	11/15 (10/14 Eve)		-14	29 - 14 = 15
11/15 (Eve - Proposed)		15		15 + 15 = 30

Licensing Examination Statistics

The following statistics, furnished by Pearson VUE, and published by the National Council of State Boards of Nursing as "Jurisdictional Summary of All First-Time Candidates Educated in Member Board Jurisdiction," for the period October 2007 through December 2014, specify the pass percentage rates for graduates of Medical Career College Vocational Nursing Program on the National Council Licensure Examination for Practical/Vocational Nurses (NCLEX-PN®), and the variance of the program's pass rates from state average annual pass rates for the past 29 quarters.

NCLEX-PN® Licensure Examination Data							
Quarterly Statistics					Annual Statistics*		Variance from State Average Annual Pass Rate
Quarter	# Candidates	# Passed	% Passed	State Quarterly Pass Rate	Program Average Annual Pass Rate	State Average Annual Pass Rate [CCR §2530(I)]	
Oct-Dec 2007	17	6	35%	76%	35%	76%	-41
Jan-Mar 2008	5	2	40%	76%	36%	76%	-40
Apr-Jun 2008	1	0	0%	70%	35%	75%	-40
Jul-Sep 2008	1	0	0%	75%	33%	74%	-41
Oct-Dec 2008	No Candidates Tested			73%	33%	73%	-40

NCLEX-PN® Licensure Examination Data							
Quarterly Statistics					Annual Statistics*		Variance from State Average Annual Pass Rate
Quarter	# Candidates	# Passed	% Passed	State Quarterly Pass Rate	Program Average Annual Pass Rate	State Average Annual Pass Rate [CCR §2530(l)]	
Jan-Mar 2009	No Candidates Tested			70%	0%	72%	-72
Apr-Jun 2009	20	6	30%	71%	29%	70%	-41
July-Sep 2009	31	13	42%	74%	37%	72%	-35
Oct-Dec 2009	11	4	36%	76%	37%	73%	-36
Jan-Mar 2010	10	1	10%	76%	33%	74%	-41
Apr-Jun 2010	8	6	75%	74%	40%	75%	-35
Jul-Sep 2010	14	7	50%	76%	42%	75%	-33
Oct-Dec 2010	4	0	0%	77%	39%	76%	-37
Jan-Mar 2011	5	3	60%	82%	52%	77%	-25
Apr-Jun 2011	7	2	29%	71%	40%	76%	-36
Jul-Sep 2011	6	4	67%	74%	41%	77%	-36
Oct-Dec 2011	3	2	67%	74%	52%	75%	-23
Jan-Mar 2012	5	4	80%	77%	57%	74%	-17
Apr-Jun 2012	6	2	33%	72%	60%	74%	-14
Jul-Sep 2012	11	8	73%	74%	64%	74%	-10
Oct-Dec 2012	2	1	50%	70%	63%	74%	-11
Jan-Mar 2013	5	4	80%	75%	63%	73%	-10
Apr-Jun 2013	5	3	60%	78%	70%	73%	-3
Jul-Sep 2013	1	0	0%	75%	62%	74%	-12
Oct-Dec 2013	5	4	80%	76%	69%	76%	-7
Jan-Mar 2014	5	3	60%	74%	63%	76%	-13
Apr-Jun 2014	7	1	14%	66%	44%	73%	-29
Jul-Sep 2014	3	3	100%	72%	55%	73%	-18
Oct-Dec 2014	3	2	67%	72%	50%	72%	-22

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

California Code of Regulations section 2530(l) states:

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

This data substantiates the program's **noncompliance** with for **15 quarters** and **compliance** for **four (4) quarters** since placement on provisional approval. Further the program has been **noncompliant** for the past four (4) consecutive quarters.

Based on the most recent data available (October – December 2014), the program's average annual pass rate is **50%**. The California average annual pass rate for graduates from approved vocational nursing programs who took the NCLEX-PN® for the first time during the same period is 72%. The pass rate for the Medical Career College Vocational Nursing Program is **22 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 program's Board - approved faculty totals four (4) including the program director. The director has 100% administrative duties. Of the total faculty, three (3) are approved to teach in the clinical area.

Based on a maximum enrollment of thirty-two (32) students, three (3) instructors are needed. Therefore, the number of 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 **lacks** 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. Specifically, as will be identified in the violations, below, the program has not assigned students to clinical facilities that offer clinical experience in Maternity or Pediatric Nursing for approximately three (3) years.

Program Survey Visit

As noted previously, Board representatives conducted an unannounced survey inspection of the Medical Career College Vocational Nursing program on December 16 and 17, 2014. During the two (2) day visit, Board representatives assessed the physical resources for the program, examined records, including files of currently enrolled and recently graduated students, facilitated discussions with the program director, visited a clinical facility, and interviewed students and a clinical instructor.

A summary of that assessment follows.

➤ ***Classroom Space.***

The school is located in a large, single story building. A receptionist was sitting at a desk near the front door when Board representatives arrived. The director was available throughout the survey visit.

The vocational nursing classroom holds 28 student desks and contained a small skeleton, large monitor, white board, projector for use with a laptop, and visual learning aids. A second classroom holds another 11 student desks.

➤ ***Computer Lab and Library.***

The library/conference room contains a small collection of texts and some instructional DVDs and videos. A total of eight (8) computers are in the library. An additional six (6) computers are available for student use in a hallway. There are multiple offices, including an office with a desk and computer for student conferences.

➤ ***Skills Laboratory.***

The Skills Laboratory contains four (4) hospital beds, each with a mannequin. Of the mannequins, two (2) include features such as tracheostomy, colostomy, and genitalia for catheter insertion practice. One (1) mannequin contains a womb and fetus but no programmable features. There is a small sink in the room and mobility equipment was noted. The lab was adequately stocked for personal care, wound care, personal protective equipment, and sterile supplies. Feeding, tracheostomy, catheter, and suction care supplies were also noted, as were supplies for respiratory care and medication administration. Syringes and needles were in supply and maintained in a locked cabinet.

➤ ***Student Interviews***

Students were interviewed at a clinical facility. They reported that their clinical instructor will provide make-up time while she is employed as a treatment nurse on the weekends. The students stated they would be changing clinical facilities in a few weeks and the instructor, also employed by that facility, would continue teaching at the new facility. One student noted that pre-requisites (Medical Terminology, Anatomy and Physiology) were free if the students had completed the CNA program at Medical Career College but no other credit was granted.

➤ ***Program and Student Records***

The current academic catalog for Medical Career College lists, on the "Approval" page the approval and expiration dates for the "Bureau of Post-secondary Council and Vocational Education." That page also lists the following:

"In 2006, Medical Career was approved to start the Vocational Nurse Program."

No indication of provisional approval was listed in the catalog. The current Board certificate for provisional approval was observed hanging in the building.

Based on observation and analysis of program documents and materials provided during and continuing after the program survey visit, **13** violations were identified. On December 19, 2014, a Notice of Violations was sent to the director. (See Attachment B). On January 1, 2015, the program's response was received by the Board. (See Attachment C).

Following is a summary of identified violations reflecting any corrective actions taken by the program.

Section 2526(a)(8) of the Vocational Nursing Rules and Regulations states:

"The institution shall apply to the Board for approval. Written documentation shall be prepared by the director and shall include:
... (8) Evaluation methodology for curriculum."

Violation #1: Board files confirm that the program has a methodology and procedure for evaluation of the curriculum. However, the program director failed to produce documentation confirming that the curriculum had been evaluated to determine its currency, effectiveness, consistency with the NCLEX/PN® test plan, or need for revision.

Status: This violation is **not corrected**.

The program submitted a table with features of the NCLEX-PN® test plan and a statement that, "the Director and faculty of Medical Career College **have planned** to review the present curriculum of the Vocational Nurse Program in the second quarter of 2015."

Section 2526(a)(11) of the Vocational Nursing Rules and Regulations states:

"The institution shall apply to the Board for approval. Written documentation shall be prepared by the director and shall include:
... (11) Evaluation methodology for clinical facilities."

Violation #2: Board files confirm that the program has a methodology and procedure for evaluation of clinical facilities. However, the program director failed to produce documentation confirming that clinical facilities had been evaluated by faculty.

Status: This violation is **not corrected**.

The program submitted a plan for clinical instructors to evaluate whether or not clinical objectives were achieved and were correlated with theory. Even if implemented, the proposed plan would **not** correct the violation. Oversight by the program director is required.

Section 2526(a)(12) of the Vocational Nursing Rules and Regulations states:

“The institution shall apply to the Board for approval. Written documentation shall be prepared by the director and shall include:
... (12) Admission criteria.”

Section 2526(a)(13) of the Vocational Nursing Rules and Regulations states:

“The institution shall apply to the Board for approval. Written documentation shall be prepared by the director and shall include:
... (13) Screening and selection criteria.”

Violation #3: Based on review of current and recently graduated student files, the program failed to follow its Board approved admission, screening, and selection policies, as noted by the admission of multiple students with below proficiency scores on the entrance examination.

Status: This violation is **not corrected**. However, if implemented as described, the submitted plan would possibly prevent future occurrences of the violation.

Subsequent to the inspection, the program submitted the following statement, “Strict compliance to the admission, selection and screening criteria will be used in the subsequent cohorts.” The program also described that training will be conducted in “one of the staff meetings.”

Section 2526(a)(15) of the Vocational Nursing Rules and Regulations states:

“The institution shall apply to the Board for approval. Written documentation shall be prepared by the director and shall include:
... (15) Evaluation methodology for student progress.”

Violation #4: Board files confirm that the program has a methodology for evaluation of student progress. Examination of student files and interviews with the program director and one (1) faculty member indicate that the program is not following the approved evaluation methodology, as noted by the liberal use of bonus points on all exams and as a component of the course grade.

Status: This violation is **not corrected**.

Subsequent to the inspection, the program stated that the minimum passing grade will be increased from 70% to 75% and that the program will utilize the Angoff Method to determine minimum passing level for examinations.

It is important to note that the Angoff Method is frequently utilized to determine initial passing scores on examinations. It is used to set a criterion – referenced passing point and requires a group of experts.

The program must follow the Board – approved methodology for evaluation of student progress or propose a revision to the methodology that more accurately measures appropriate minimum passing scores.

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

“Regular faculty meetings shall be held. Minutes shall be available to the Board’s representative.”

Violation #5: The director provided faculty meeting agendas; however, minutes indicating faculty discussion regarding the vocational nursing program were very minimal.

Status: This violation is **not corrected**. However, if implemented as described, the submitted plan would prevent future occurrences of the violation.

The program submitted a statement that faculty meetings will be held on a monthly basis and as needed. The program submitted a form for recording minutes of the meetings and four (4) potential agenda items.

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

“Clinical faculty shall have no other responsibilities during the hours assigned to the instruction of students.”

Violation #6: During interviews conducted at the time of the program inspection, students and the clinical instructor described clinical make-up hours on the weekend during the time the instructor is working as an employee of the facility.

Status: This violation is **not corrected**.

The program submitted the following statement: “Prior to assigning faculty to go the clinical sites; strict compliance to faculty duties will be reiterated.”

The program did not provide plans for coverage of clinical make – up hours, which have been provided when the clinical instructor is employed by the facility.

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

“Each instructor shall have a daily lesson plan which correlates the theory and practice offered to the student. A copy of this plan shall be available to the director.”

Violation #7: At the beginning of the survey visit, Board representatives requested sample lesson plans from Maternity Nursing, Mental Health Nursing, Nursing Fundamentals, and Pediatric Nursing. The program director failed to provide lesson plans that correlate the theory and practice offered to students as prescribed by regulation, with the exception of one lesson plan for a topic in Nursing Fundamentals. The director provided a binder of pediatric final exams as a lesson plan for Pediatrics Nursing.

A schedule of topics in Maternity Nursing that was given to students was offered as lesson plans in Maternity Nursing. No materials were presented for Mental Health Nursing.

Status: This violation is **corrected**.

The program has submitted lesson plans that note theory and clinical objectives and include relevant instructional methodologies, etc.

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

“The school shall evaluate student performance to determine the need for remediation or removal from the program.”

Violation #8: During the survey visit, Board representatives examined files of all current students and the most recent graduates. The representatives also examined records related to remediation of the students. In the records regarding remediation, student problems are vaguely and incompletely listed, minimal plans for remediation are presented, and follow-up and outcome are not documented.

According to a faculty member teaching a current cohort, some students had failed out of the program; records regarding this were asked for but not produced by the program director.

Status: This violation is **not corrected**. However, if the submitted orientation plan is implemented as described, and the proposed forms altered to require director documentation, this plan would likely prevent future occurrences of the violation.

Subsequent to the inspection, the program submitted a plan for orientation to a remediation policy and two forms. While the orientation plan calls for director involvement in the development of remediation plan and follow – up, this is not indicated on the Student Remediation or Probation forms, which only call for Instructor signature.

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

“Each school shall have on file proof that each enrolled student has completed a general education course of study through the 12th grade or evidence of completion of the equivalent, thereof. Equivalency is determined by the Department of Education in any of the United states or by a nationally – recognized regional accrediting body.”

Violation #9: Evaluation and analysis of student records substantiated that the program failed to have on file proof that each enrolled student had completed a general education course of study through the 12th grade or the equivalent thereof. Specifically, one (1) student record did not have evidence of equivalency of high school at the time of the survey visit.

Status: This violation has been **corrected**. The director provided the required documentation within 24 hours of the survey visit.

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

“The Board 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.”

Violation #10: The program’s average annual pass rate has been **greater than ten (10) percentage points below** the state average annual pass rate for **15 of 19** quarters for which examination data were reviewed. Over the past four (4) quarters (January – December 2014, the program’s average annual pass rates have been between **13 to 29 points below** the state average annual pass rate.

Status: This violation is **not corrected**.

The program stated the following: “ATI Comprehensive Predictability for Passing NCLEX on the First Attempt will be at 95% and up before releasing the student to take the NCLEX, adhere to the approved curriculum and instructional plan of Medical Career college approved by the BVNPT, regular faculty and professional development meetings, regular tutorials and remediation, evaluation of student progress must be reinforced.”

Section 2533(a) of the Vocational Nursing Rules and Regulations states:

“Vocational nurse programs shall include theory and correlated clinical experience.”

Violation #11: The program failed to provide instruction that included theory and correlated clinical experience as prescribed by existing regulation.

During the program survey visit, Board representatives interviewed a clinical instructor and students at a clinical site. The instructor was unable to state what the students were studying in theory. The instructor referred to content on the respiratory system. The students, in Term 2, Week 3, per the Board – approved instructional plan, were scheduled to be studying cancer nursing.

In addition, students were not able to describe patient assessment, which, according to the Board – approved instructional plan, was presented in Term 1. The clinical instructor and the students described a focus on medication administration and wound care since the beginning of the program. Students were observed to be paired with a medication administration nurse, a wound care nurse, or a CNA on staff. Only two (2) students were paired with the clinical instructor on the day of the survey visit.

Status: This violation is **not corrected**.

The program stated that instructors “must be provided with the Clinical Objectives that correlates with the Theory Objectives for reference. In addition, the instructors must communicate with each other in regards to the course syllabus being taught for proper alignment.” The program also noted that curriculum objectives will be discussed in faculty meetings.

The program submitted course descriptions, theory course objectives, course outlines, and curriculum objectives. The overall clinical objectives for each course were also submitted.

More specific clinical objectives, such as would be utilized by a clinical instructor, were not submitted. The director did not specify how her active administration of the program would ensure better theory to clinical correlation.

Section 2533(f) of the Vocational Nursing Rules and Regulations states:

“All curricular changes that significantly alter the program philosophy, conceptual framework content, objectives, or other written documentation as required in Section 2526, shall be approved by the Board prior to implementation . . .”

Violation #12: Board records confirm that the instructional plan for the Medical Career College Vocational Nursing Program was approved by the Board in 2006 for **1600** hours, of which 630 hours were theory content and 970 hours were clinical content. Board records also confirm that the approved instructional plan includes 54 hours of Maternity Nursing experience **in a clinical setting** and 54 hours of Pediatric Nursing experience **in a clinical setting**.

The program now lists a total of **1652** hours, with 684 hours of theory content and 968 hours of clinical content. **No changes were approved by the Board.** During the program survey visit, the director provided a 2009 email from the Board and stated this was documentation of approval of the curriculum changes. The email was an approval of a revision of admissions and screening policies. The director reports that with adding a pre-requisite of medical terminology, she added those hours to the curriculum total.

In addition, as reported to the two Board representatives during the program inspection, **“half”** of the maternity and **“half”** of the pediatric clinical experience hours (approximately **27 hours** for each type of clinical experience) are now conducted in the Skills Laboratory with only basic equipment and a “baby doll” brought in by a faculty member. The director also described use of virtual clinical excursions in Pediatric and Maternity Nursing for clinical hours.

These changes were **not approved** by the Board.

Status: This violation is **not corrected.** However, if implemented as described, this plan would likely prevent future occurrences of the violation.

The program described a plan to revert to the Board – approved hours for theory and clinical content of the program. The program also stated that current students will complete maternity and pediatric hours in clinical sites, as opposed to simulation in the lab.

Section 2882 of the Vocational Nurse Practice Act states:

“The course of instruction of an approved school of vocational nursing shall consist of not less than the required number of hours of instruction in such subjects as the board may from time to time by regulation determine, together with the required number of hours in the care of medical, surgical, obstetrical patients, sick children, and such other clinical experience as from time to time may be determined by the board.”

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. Clinical objectives which students are expected to master shall be posted on patient care units utilized for clinical experience.”

Violation #13: Based on observation and evaluation of students during a clinical rotation, the program failed to post clinical objectives to be accomplished by students in the patient care units.

Board representatives interviewed the program director during the visit. The director stated that due to inadequate clinical sites for Maternity and Pediatric Nursing, students are spending “half” of the clinical hours designated in the Board – approved instructional plan as clinical facility hours for Maternity and Pediatric Nursing in simulation in the skills lab, which lacks adequate resources for simulation. The director also noted that the main site for Pediatrics and Maternity Nursing, a clinic, was not available during hours the evening students typically attend clinical experiences.

After the program survey, Board representatives contacted all clinical facilities listed as Maternity and Pediatric Nursing sites by the Medical Career College Vocational Nursing Program, including sites listed by the director as planned sites for current and proposed students. A child care center did not return Board calls. The two clinics reportedly utilized by the program both report that **no students have rotated through those sites for approximately three (3) years.**

Status: This violation is **not** corrected.

To date, the program has not submitted clinical facility applications.

The program reports to be searching for pediatric and maternity clinical sites for students to accomplish competency – based objectives. The program also states that clinical faculty will be provided detailed clinical objectives that correlate with theory objectives and the clinical instructors will be directed to post the clinical objectives in the clinical sites.

If the program is able to secure pediatric and maternity nursing placements, and if the plan is implemented as described, this plan may prevent future occurrences of the violation.

Section 2535 of the Vocational Nursing Rules and Regulations states:

“Each school shall have a policy, approved by the Board for giving credit toward the curriculum requirements.

(a) Transfer credit shall be given for related previous education completed within the last five years. This includes the following courses:

- (1) Approved vocational or practical nursing courses.
- (2) Approved registered nursing courses.
- (3) Approved psychiatric technician courses.
- (4) Armed services nursing courses.
- (5) Certified nurse assistant courses.
- (6) Other courses the school determines are equivalent to courses in the program.

- (b) Competency-based credit shall be granted for knowledge and/or skills acquired through experience. Credit shall be determined by written and/or practical examinations.”

Violation #14: Board records confirm that the program has a Board - approved policy regarding transfer credit and competency-based credit. However, an analysis of student records and of the Academic Catalog produced no mention of the option of credit by transfer or competency. No waivers of credit were found in student records.

Status: This violation is **not** corrected. However, if implemented as described, this plan would likely prevent future occurrences of the violation. The program submitted a new credit granting policy and stated that training would be provided to staff.

Other Considerations

Medical Career College Vocational Nursing Program enrolled its initial class in 2006. On July 10, 2007, the program was granted full accreditation. In November 2008, the program was notified of four (4) quarters of non-compliant pass rates on the licensing examination. According to submitted documents, the program’s improvement plan at that time, was to implement ATI and hire a consultant to work on professional development.

In March 2009, the program was notified of five (5) quarters of non-compliant pass rates on the licensing examination. An update of the program’s improvement plan was requested. The program reported it had changed ATI review products, students were getting individual reports on progress, and that faculty had been reassigned and an assistant director had been hired.

In April 2009, the program was notified of six (6) quarters of non-compliant pass rates on the licensing examination. Documentation was requested regarding admission standards and implementation of the action plan. In July 2009 the program responded by stating they had replaced an instructor, enhanced the curriculum and were working on admission standards.

In August 2009, the program was notified of seven (7) quarters of non-compliant pass rates on the licensing examination. In October 2009, a new director was approved.

On February 18, 2010, the Board placed the program on provisional accreditation for a two year period.

On March 30, 2010, the Board approved the current program director.

On December 23, 2010 the Board received the program’s revised report, “Program Response to Provisional Accreditation.” A summary of that report was presented in the February 2011 report to the Board when a request to admit students was considered. The summary from that report included the following:

- 1) TEAS and two pre-requisite classes as admission criteria.

- 2) In terms of curriculum, the Instructional Plan now included more emphasis on critical thinking; ATI and HESI Assessment tests were used; examinations were revised to reflect style and format of NCLEX/PN® questions; the program stated that there was now improved correlation between presented theory and clinical instruction; and clinical simulation was added to enhance theoretical presentation.
- 3) Weekly assessment of students and required minimum of 80% on comprehensive exit examination.
- 4) Revised attendance policy, including required participation in skills lab.
- 5) Revised remediation policy such that students with grades below 75% were placed on academic probation.
- 6) There had been workshops and seminars for faculty.

The program's December 2011 follow-up report is summarized:

- 1) Curriculum Review and Revision: the report discussed case studies and care plans, listed the daily schedule in school, gave examples of assignments and provided a blank copy of a facility evaluation form and a theory faculty evaluation form. The program stated they had delayed external review of the program.
- 2) Facility Development: the program reported they added computers.
- 3) Faculty/staff development: performance improvement plans were said to be in place and three seminars had been conducted. (It was not clear if this was in addition to the listing in the December 2010 report).
- 4) Student Resources: HESI review and exit exams.
- 5) Admissions: gave details of the entrance exam.
- 6) Plans: to review the program in 2012.

On February 24, 2012, the Board extended the program's provisional approval for one year. Rationale at that time discussed the inconsistency in pass rate progress but also that the previous two (2) consecutive quarters had demonstrated quarterly pass rates that were less than ten (10) percentage points below the state quarterly pass rate. Further, there had been a fifteen (15) percentage point increase in the average annual pass rate (**from 37% to 52%**) since placement on provisional approval.

In November 2012, the Board received the program's required updated analysis of the effectiveness of its implemented improvement plan. The report contained multiple examples of "Vocational Student Progress," a document from an instructor called *Custom Assessment of Educational and Student Programs with Interventions*, a document from another instructor regarding teaching methods, and grade records. The program also reported that terminal objectives had been realigned, lesson plans had been updated with new texts, and the attendance policy had been strengthened.

On February 6, 2013, the Board extended the program's provisional approval for one year. Rationale at that time discussed that while the pass rate had been showing a "gradual, consistent increase", there had been a slight drop in the quarter just prior to the meeting.

The program's October 2013 follow up report described strategies undertaken and included (as summarized):

- 1) Students: advising, counseling, test-taking skills, test review and feedback; rigorous orientation.
- 2) Policies: strengthened policy on progression, advisement, and remediation.
- 3) Faculty: training and orientation; evaluate teaching materials.
- 4) Curriculum: plan program review.
- 5) Testing and Evaluation: start LVN pre-entrance exam in the future; ATI structured remediation.

On February 13, 2014, provisional approval was again extended for one year. Rationale at that time included that the program's average annual pass rate was up to 69%. In addition, it was further noted that "consistent improvement has not been fully demonstrated." On March 5, 2014, a Notice of Change in Approval Status was sent to the program. On March 10, 2014, the program director acknowledged receipt of the Notice of Change in Approval Status which advised the program director of identified violations and required corrections. (See Attachment D).

On October 28, 2014, the Board received the required update on program plans to improve licensing examination pass rates. (See Attachment E).

In the second table on the first page of the report, the data listed in the Program Quarterly Pass Rate column does not match the program quarterly pass rate as 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 and noted in the table, above.

The October 28, 2014 report from the program (See Attachment E) is summarized:

- 1) "Status Quo" or "Same" in admission criteria, screening and selection, attendance, and remediation.
- 2) Terminal Objectives: To be reviewed in July 2015.
- 3) Curriculum Objectives: "Review of curriculum to mirror the changes in the NCLEX-PN® test plan," starting with a current cohort.
- 4) Instructional Plan: Added Kaplan NCLEX review May 2014 at completion of program with minimum pass rate set at 95%, continued use of NCLEX review.

- 5) Theory and Clinical Objectives for each course: critical thinking exercises are given and reinforced.
- 6) Lesson Plans: Added virtual clinical excursions for Maternity, Pediatrics, Fundamentals, and Medical-Surgical nursing.
- 7) Texts: Added PrepU offering digital text, quizzes, and interactive tools.
- 8) Evaluation of Theory and Clinical Faculty: Quarterly observation in class and onsite.
- 9) Evaluation of Clinical Rotations and Correlation to Theory: "Initiated and continued with clinical facility evaluation (in compliance with ABHES Accreditation)"
- 10) Evaluation of student achievement: feedback given to students on a weekly/quarterly basis.

As noted above in Violation #13, the program director described difficulties securing clinical experience in Maternity Nursing and Pediatric Nursing. Facilities listed as being utilized for Maternity Nursing and Pediatric Nursing by the program were contacted by Board staff. One facility, a child care center, did not return Board calls. Both clinics the program reports using for past, current, and proposed students reported that no students from Medical Career College had attended clinical experiences at the respective clinics for three (3) years.

On January 16, 2015, via electronic communication, the program director stated that graduates in 2014 had attended maternity clinical experience at one (1) of the clinics that stated no students from this program had been at the clinic in the past three (3) years. The only pediatric experience for 2014 that was identified by the program director was a child care center that does not provide sick child care.

Attachment F contains the record of Board contact with the facilities and the program's proposed placements for requested admissions in 2013, 2014, and 2015. Also contained in this attachment is the electronic correspondence from the program director on January 16, 2015.

Summary

The most recent program average annual pass rate is **50%**, which is **22 percentage points below** the current state average annual pass rate.

The unannounced program inspection on December 16 and 17, 2014 identified an additional **13** violations, in addition to the violation regarding licensing examination pass rates. Of those **14 violations**, one (1) violation is corrected, in that the program submitted lesson plans. A total of six (6) violations may be corrected, pending revision and then implementation of proposed plans. A total of **seven (7) violations remain uncorrected**, including, but not limited to, lack of correlation between theory and clinical in the clinical setting, lack of documentation of evaluation of clinical facilities or the curriculum, and inadequate clinical facilities to accommodate current and proposed students.

Recommendations:

1. Extend provisional approval for the Medical Career College Vocational Nursing Program for a **three (3) month** period from March 1, 2015 through May 31, 2015, and issue a notice identifying specific areas of non-compliance and requirements for correction as referenced in Section 2526.1 (e) of the California Code of Regulations.
2. Continue to require the program to bring its average annual pass rate to no more than ten (10) percentage points below the State average annual pass rate.
3. Continue to require the program to obtain approval by the full Board prior to the admission of additional students.
4. Deny the program's request to admit 15 students into a day class commencing September 21, 2015, and graduating October 14, 2016, to **replace** students scheduled to graduate September 4, 2015.
5. Deny the program's request to admit 15 students into an evening class commencing November 16, 2015, and graduating December 8, 2016 to **replace** students scheduled to graduate on November 5, 2015.
6. Require the program director to submit, under penalty of perjury, accurate and verifiable plans for clinical placements for maternity and pediatric nursing for currently enrolled students, no later than **March 1, 2015**.
7. Require the program director to submit, under penalty of perjury, the names of all enrolled students, date of admission, placement in the curriculum, and expected dates of graduation by **March 1, 2015**.
8. Require the program to provide no less than one (1) instructor for every ten (10) students in all clinical experiences.
9. Continue to require the program to comply with all approval standards in Article 4 of the Vocational Nursing Practice Act, commencing at Business and Professionals Code, section 2880, and Article 5 of the Board's Regulations, commencing at California Code of Regulations, Title 16, section 2526.
10. Continue to require the program to demonstrate incremental progress in correcting the violations. If the program fails to satisfactorily demonstrate incremental progress, the full Board may revoke the program's approval.
11. Failure to take any of these corrective actions may cause the full Board to revoke the program's approval.
12. Place the program on the **May 2015** Board agenda for reconsideration of provisional approval.

Rationale: The Board placed the program on provisional approval on February 18, 2010. Provisional approval was extended on February 24, 2012, February 6, 2013, and on February 13, 2014. After each approval, the Board forwarded to the director, per certified mail, a Notice of Change in Approval Status. In the Notice of Change, the Board advised the program director of identified violations and required corrections.

Specifically, the program director was required to bring the average annual pass rate to no more than ten (10) percentage points below the state average annual pass rate, to comply with all approval standards in Article 4 of the Vocational Nursing Practice Act and in Article 5 of the Board's regulations, and to satisfactorily demonstrate incremental progress.

Program average annual licensing examination pass rates are currently at **50%**, which is **22** percentage points below the state average annual pass rate.

The program has failed to correct identified violations. Noncompliance with regulatory requirements has been documented by non – compliant pass rates and the number and type of violations identified on the recent unannounced program inspection. Significant are the violations related to lack of documented evaluation of the curriculum and clinical facilities, lack of correlation between theory and clinical, and the lack of sufficient clinical facilities to achieve the educational objectives of a vocational nursing program.

Also of concern is the lack of accuracy in reporting by the program director. Specifically, the program director reported, in the October 28, 2014 program update, that the program had "Initiated and continued with clinical facility evaluation (in compliance with ABHES Accreditation)." As noted, the director provided no documentation of clinical facilities during the program survey visit. Further, the program director's report of the use of maternity and pediatric clinical facilities contradicts the report from the clinical facilities.

An extension of provisional approval of three (3) months will provide time for the program to identify a plan to correct the violations and identify clinical facilities for the **22** currently enrolled students. Continue to require the program to obtain approval by the full Board prior to the admission of additional students.

The recommendation to deny the requested admissions is supported by the uncorrected violations, particularly the lack of adequate clinical facilities.

- Attachment A: History of Prior Board Actions
- Attachment B: Board Correspondence: Notice of Violation
- Attachment C: Program Correspondence Dated 1.1.15
- Attachment D: Notice of Continuation of Provisional Approval Status, Dated 3.5.14
- Attachment E: Program Correspondence Dated 10.28.14
- Attachment F: Clinical Facility Follow – up

Agenda Item #8.A.6., Attachment A

MEDICAL CAREER COLLEGE VOCATIONAL NURSING PROGRAM

History of Prior Board Actions

- On May 12, 2006, the Executive Officer approved Medical Career College's request to begin a vocational nursing program with an initial class of 30 students on June 19, 2006 only, **and** approved the program curriculum for 1600 hours, including 630 theory, and 970 clinical hours.
- On July 10, 2007, the Executive Officer approved initial full accreditation for the Medical Career College Vocational Nursing Program for the period from July 10, 2007, through July 9, 2011, and issued a certificate accordingly; **and** approved the program's request to admit a full-time class of 30 students on August 20, 2007, only, to **replace** students graduating on August 8, 2007; **and** approved the program's request to admit a second full-time class of 30 students on October 1, 2007 only, with a projected graduation date of October 31, 2008.
- On February 27, 2008, the Executive Officer approved the program's request to admit 30 students on March 17, 2008, only, with an anticipated graduation date of May 8, 2009.
- On June 4, 2008, the Executive Officer approved the program's request to admit 30 students on July 14, 2008 only, with an anticipated graduation date of August 21, 2009.
- On October 8, 2008, the Executive Officer approved the program's request to admit 15 students on December 1, 2008 only, graduating January 29, 2010, to **replace** a full – time day class; **and** approved the program's request to admit 15 students on December 1, 2008 only, to **replace** a full-time evening class. Graduation of that class is scheduled for January 29, 2010.
- On November 13, 2008, the assigned consultant forwarded correspondence notifying the director that the program's average annual pass rates had fallen more than ten (10) percentage points below state average annual pass rates for the past four (4) consecutive quarters. The program was requested to submit a written plan for improving its NCLEX-PN® pass rates by December 13, 2008.

The director reported that the program requires completion of the ATI tool as part of the program's curriculum review and NCLEX-PN® preparation process. Additionally, the director noted that the program had hired consultants to work with faculty on professional development issues.

- On March 18, 2009, the assigned consultant forwarded correspondence notifying the director that the program's average annual pass rates had fallen more than ten (10) percentage points below state average annual pass rates for the past five (5) consecutive quarters. The director was requested to submit a copy of the program's detailed plan for

improving the NCLEX-PN® pass rates, the date the plan was implemented, and the effectiveness of the employed interventions by April 2, 2009.

The director reported that the program received feedback that students were not following ATI requirements for completion of the Virtual ATI products that were added. The program switched to another review product offered by ATI, and students met with program consultants to review individualized reports regarding their progress. The program re-assigned faculty and hired an assistant director in an effort to strengthen student instruction.

- On April 21, 2009, the assigned consultant forwarded correspondence notifying the program director that the program's average annual pass rates had fallen more than ten (10) percentage points below state average annual pass rates for six (6) consecutive quarters. The program was requested to submit documentation verifying that the elements of the program's plan of correction had been implemented. The program was asked to send a full listing of student names, and specific documentation showing how each student met the admissions, screening and selection criteria for admission to the program by May 21, 2009. The program failed to submit the requested documentation.
- On July 15, 2009, the director reported, "As part of our plan of correction, we replaced Instructors, enhanced our curriculum and were working on creating an Admissions Committee and new policies to be submitted for approval. Once approved, we are looking forward to a more successful student population, and once approved for our next class we plan on instituting and having an ongoing evaluation of improvement regarding our newly approved policies."
- On July 16, 2009, the Board received correspondence from the director and evidence that all students meet the admissions, screening and selection criteria.
- On August 19, 2009, the assigned consultant forwarded correspondence notifying the program director that the program's average annual pass rates had fallen more than ten (10) percentage points of state average annual pass rates for seven (7) consecutive quarters. The consultant requested submission of an analysis of the effects of the program improvement plan.
- On September 3, 2009, the Executive Officer **denied** the program's request for admission of a class of **30** students on September 21, 2009, with a projected graduation date of November 30, 2010, to **replace** students that graduated on May 1, 2009. This denial was based upon the program's average annual pass rate of 29%. The Executive Officer **approved** the program's admission of a class of **15** students on September 21, 2009, only, with a projected graduation date of November 30, 2010, only, to **replace** students that graduated on May 1, 2009.

Additionally, the Executive Officer **denied** the program's request for admission of a class of **30** students on September 21, 2009, with a projected graduation date of November 30, 2010, to **replace** students that graduated on August 21, 2009. That denial was based upon the program's average annual pass rate of 29%, and historical Executive Officer approval of class sizes of 15 students. The Executive Officer **approved** the program's admission of a class of **15** students on September 21, 2009, only, with a projected

graduation date of November 30, 2010, only, to **replace** students that graduated on August 21, 2009.

- **On October 12, 2009, the Board approved a new program director.**
- On February 18, 2010, the Board placed Medical Career College Vocational Nursing Program on provisional accreditation for the two - year period from February 18, 2010, through February 17, 2012. The following corrections were required.
 1. The Medical Career College 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 for four (4) consecutive quarters by **February 17, 2011.**
 2. The program must prepare and implement a written plan to improve its pass rate and make modifications to the plan as necessary based on the success or failure of the actions taken. That plan must include a comprehensive analysis of the program, specific actions that will be taken to improve program pass rates, and timelines for expected results. The following elements must be addressed in the analysis:
 - 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.
 3. The program must submit a follow-up report in ten (10) and twenty – two (22) months evaluating the effectiveness of any corrective actions taken by each element listed in number 2 above.
 4. The program must comply with all accreditation standards in article 4 of the Vocational Nursing Practice Act, commencing at Business and Professions Code section 2880, and article 5 of the Board's regulations, commencing at California Code of Regulations, title 16, section 2525.
- On March 10, 2010, the Board forwarded correspondence to the program per certified and regular mail delineating actions taken by the Board relative to the program's placement on provisional accreditation.

- On March 16, 2010, the Board received verification of program receipt of the Notice of Change in Accreditation Status, dated March 10, 2010, from the U.S. Postal Service.
- **On March 30, 2010, a new program director was approved.**
- On June 26, 2010, the Executive Officer **deferred action** on the program's request to admit students to the Board for consideration at the September 16, 2010 meeting. This decision was based on the program's **average annual pass rate of 33%**. The consultant notified the director of the decision per telephone.
- September 1, 2010, the Executive Officer **approved** Medical Career College Vocational Nursing Program's request to admit a full – time day class of 15 students on September 27, 2010 only, with a projected graduation date of November 18, 2011, to **replace** full – time day students who graduated February 11, 2010; and approved the program's request to admit a full – time evening class of 15 students on September 27, 2010 only, with a projected graduation date of November 18, 2011, to **replace** full – time evening students who graduated February 11, 2010; and required the program to obtain Board approval prior to the admission of each class. That decision was based on the program's **average annual pass rate of 40%**, seven percentage points improved since the previous quarter.
- On November 5, 2010, the Board received program correspondence requesting approval to admit a day and evening class.
- On December 13, 2010, the Board received electronic correspondence from the program director titled, *"Program Response to Provisional Accreditation."*
- On December 13, 2010, the assigned consultant forwarded correspondence advising the director that the submitted *"Program Response to Provisional Accreditation,"* did not fully comply with the Board's decisions of February 18, 2010. The program was requested to submit all required documents by December 24, 2010.
- On December 23, 2010, the Board received the director's electronic correspondence and revised *"Program Response to Provisional Accreditation."*
- January 13, 2011, the Supervising Nursing Education Consultant sent correspondence to the director requesting the submission of documents for Board presentation.
- On January 24, 2011, copies of the program's report were received for dissemination to Board members.
- On February 25, 2011, the Board considered the program's request to admit students. The Board approved the program's admission of the following.
 - a. Fifteen (15) students into a day class commencing March 7, 2011, and graduating March 22, 2012, to **replace** students scheduled to graduate February 10, 2011; and
 - b. Fifteen (15) students into an evening class commencing March 7, 2011, and graduating March 22, 2012, to **replace** students that graduated October 28, 2010.

The program was required to admit no further students unless approved by the full Board. Additionally, the program was required to bring its average annual pass rate to no more than ten (10) percentage points below the State average annual pass rate by **February 28, 2012**. Additionally, the Board directed issuance of a Revised Notice of Noncompliance and Requirements for Correction to reflect:

- a. Prior violations relative to the program's annual average pass rate on the National Council Licensure Examination for Practical/Vocational Nurses (NCLEX/PN) shall be corrected by February 28, 2012; and
- b. Compliance with all accreditation standards is required.

Reconsideration of provisional accreditation was scheduled for February 24, 2012.

- On April 5, 2011, the Board forwarded, per certified and regular mail, a Revised Notice of Noncompliance and Requirements for Correction.
- On April 13, 2011, the Board received the program's signed Acknowledgement of Change in Accreditation Status. The document was signed by the program director on April 7, 2011.
- On December 2, 2011, the Board received program correspondence and the required follow – up report specified in the Notice dated April 5, 2011. Information contained therein indicated commencement of the 15 students approved on February 25, 2011 to **replace** students that graduated February 10, 2011 was delayed to July 18, 2012.
- On January 23, 2012, the assigned consultant sent correspondence requesting submission of documents for dissemination to Board members.
- On January 27, 2012, copies of the program's report were received for dissemination to Board members.
- On February 24, 2012, the Board approved the following recommendations:
 1. Approved the program's request to admit 15 students into a day class commencing April 2, 2012 only, graduating April 22, 2013, to **replace** a class that scheduled to graduate March 22, 2012.
 2. Approved the program's request to admit 15 students into an evening class commencing April 2, 2012 only, graduating April 22, 2013.
 3. Required the program to admit no additional students unless approved by the full Board.
 4. Extended the Medical Career College Vocational Nursing Program's Provisional Approval for the one - year period from February 18, 2012 through February 28, 2013, and issued a certificate and issued a notice to the program to identify specific

areas of non-compliance and requirements for correction as referenced in Section 2526.1 (e) of the California Code of Regulations

5. Required the program to submit a follow-up report in nine months, but no later than **November 1, 2012**. The report must include a comprehensive analysis of the program, specific actions taken to improve program pass rates, timeline for implementation, and the effect of employed interventions. The report must address all elements as identified in the Notice of Change in Accreditation Status dated April 5, 2011.
 6. Required the program to bring its average annual pass rate to no more than ten (10) percentage points below the State average annual pass rate by **February 28, 2013**.
 7. Required the program to comply with all accreditation standards in Article 4 of the Vocational Nursing Practice Act, commencing at Business and Professions Code Section 2880, and Article 5 of the Board's Regulations, commencing at California Code of Regulations, Title 16, Section 2526.
 8. Required the program to demonstrate incremental progress in correcting the violations. If the program fails to satisfactorily demonstrate incremental progress, the full Board may revoke the program's accreditation.
 9. Failure to take any of these corrective actions may cause the full Board to revoke the program's accreditation.
 10. Placed the program on the **February 2013** Board agenda for reconsideration of provisional accreditation.
- On March 30, 2012, the Board received verification of program receipt of the Notice of Change in Accreditation Status.
 - On December 26, 2012, the assigned consultant forwarded correspondence requesting submission of eighteen (18) copies of pertinent documents, plan, and subsequent actions taken to correct identified problems that they desire Board members to consider.
 - On February 6, 2013, the Board approved the following recommendations:
 1. Approve the program's request to admit 15 students into a day class commencing May 13, 2013, only, and graduating June 6, 2014, to **replace** the class that is scheduled to graduate May 3, 2013.
 2. Approve the program's request to admit 15 students into an evening class commencing September 16, 2013, only, and graduating October 9, 2014, to replace the class that is scheduled to graduate September 9, 2013.
 3. Require the program to admit no additional students unless approved by the full Board.
 4. Extend the Medical Career College Vocational Nursing Program's Provisional Approval for the one -year period from February 22, 2013, through February 28, 2014, and issue a certificate, 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
 5. Require the program to submit a follow-up report no later than November 1, 2013. The report must include a comprehensive analysis of the program, specific actions taken to improve program pass rates, timeline for implementation, and the effect of employed interventions. The report must

address all elements as identified in the Notice of Change in Approval Status dated April 5, 2011.

6. Require the program to bring its average annual pass rate to no more than ten (10) percentage points below the State average annual pass rate.
 7. Require the program to comply with all approval standards in Article 4 of the Vocational Nursing Practice Act, commencing at Business and Professions Code Section 2880, and Article 5 of the Board's Regulations, commencing at California Code of Regulations, Title 16, Section 2526.
 8. Require the program to demonstrate incremental progress in correcting the violations. If the program fails to satisfactorily demonstrate incremental progress, the full Board may revoke the program's approval.
 9. Failure to take any of these corrective actions may cause the full Board to revoke the program's approval.
- On March 27, 2013, the Board received the director's acknowledgment of receipt of the Notice of Change in Approval Status, along with identified violations and required corrections.
 - On February 13, 2014, the Board approved the following recommendations:
 1. Extend the Medical Career College Vocational Nursing Program's Provisional Approval for the one - year period from February 28, 2014 through February 28, 2015, and issue a notice identifying specific areas of non - compliance and requirements for correction as referenced in Section 2526.1 (e) of the California Code of Regulations.
 2. Approve the program's request to admit 15 students into a day class commencing August 11, 2014, and graduating September 4, 2015, to **replace** students scheduled to graduate June 6, 2014.
 3. Approve the program's request to admit 15 students into an evening class commencing October 13, 2014, and graduating November 5, 2015, to **replace** students scheduled to graduate on October 9, 2014.
 4. Require the program to admit no additional students unless approved by the full Board.
 5. Require the program to submit a follow-up report no later than **November 1, 2014**. The report must include a review of the comprehensive analysis submitted by the program including the effect of employed interventions and identification of revisions required to the program's plan of correction, and a timeline for implementation.
 6. Failure to show progress shall constitute cause for revocation of provisional approval.
 7. Require the program to bring its average annual pass rate to no more than ten (10) percentage points below the State average annual pass rate.
 8. Require the program to comply with all approval standards in Article 4 of the Vocational Nursing Practice Act, commencing at Business and Professions Code Section 2880, and Article 5 of the Board's Regulations, commencing at California Code of Regulations, Title 16, Section 2526.
 9. Require the program to demonstrate incremental progress in correcting the violations. If the program fails to satisfactorily demonstrate incremental progress, the full Board may revoke the program's approval.

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

11. Place the program on the **February 2015** Board agenda for reconsideration of provisional approval.

- On March 14, 2014, the Board received the director's acknowledgment of receipt of the Notice of Change in Approval Status, along with identified violations and required corrections.
- On October 28, 2014, the Board received the program's Response to Provisional Approval and a request to admit students.
- On December 16 and 17, 2014 an unannounced program survey visit was conducted.
- On December 19, 2014, the Board sent, via certified mail, a Notice of Violations to the program.
- On January 2, 2015, the Board received the program's response to the violations.



Agenda Item #8.A.6., Attachment B

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

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



CERTIFIED MAIL

December 19, 2014

Marilyn Castillo, Director
Vocational Nursing Program
Medical Career College
41300 Christy Street
Fremont, CA 94538

Subject: Notice of Violation

Dear Ms. Castillo,

On December 16 and 17, 2014 the Board of Vocational Nursing and Psychiatric Technicians (Board) made an unannounced survey visit to the *Medical Career College Vocational Nursing Program*. Based on the survey visit, the following violations were identified:

Section 2526(a)(8) of the Vocational Nursing Rules and Regulations states:

"The institution shall apply to the Board for approval. Written documentation shall be prepared by the director and shall include:

... (8) Evaluation methodology for curriculum.

Violation #1:

Board files confirm that the program has a methodology and procedure for evaluation of the curriculum. However, the program director failed to produce documentation confirming that the curriculum had been evaluated to determine its currency, effectiveness, consistency with the NCLEX/PN® test plan, or need for revision.

Required Action:

Provide a plan for evaluation of the curriculum and a timeline in which curriculum evaluation will be accomplished.

Due no later than December 31, 2014.

Section 2526(a)(11) of the Vocational Nursing Rules and Regulations states:

"The institution shall apply to the Board for approval. Written documentation shall be prepared by the director and shall include:

... (11) Evaluation methodology for clinical facilities."

Violation #2: Board files confirm that the program has a methodology and procedure for evaluation of clinical facilities. However, the program director failed to produce documentation confirming that clinical facilities had been evaluated by faculty.

Required Action: Provide documentation of evaluation of clinical facilities and a proposed timeline for ongoing evaluation of clinical facilities. Evaluation of clinical facilities should include, but not be limited to:

- 1) Which term(s) in the program the facility is utilized by students;
- 2) Describe the types of experience available as related to the ability of the students to meet the program's stated clinical objectives;
- 3) Description of observed evidence of correlation of theory to clinical;
- 4) Dates students are in the clinical site;
- 5) Identified problems;
- 6) Plan to correct problems.

Due no later than December 31, 2014.

Section 2526(a)(12) of the Vocational Nursing Rules and Regulations states:

"The institution shall apply to the Board for approval. Written documentation shall be prepared by the director and shall include:
... (12) Admission criteria.

Section 2526(a)(13) of the Vocational Nursing Rules and Regulations states:

"The institution shall apply to the Board for approval. Written documentation shall be prepared by the director and shall include:
... (13) Screening and selection criteria.

Violation #3: Based on review of current and recently graduated student files, the program failed to follow its Board approved admission, screening, and selection policies as noted by admission of multiple students with below proficiency scores on the entrance examination.

Required Action: Provide a plan for correction that describes how the program will follow the policy for admission, screening and selection of applicants to the program.

Provide verification of training, of all individuals associated with the school, regarding admission, screening and selection policies.

Due no later than December 31, 2014.

Section 2526(a)(15) of the Vocational Nursing Rules and Regulations states:

"The institution shall apply to the Board for approval. Written documentation shall be prepared by the director and shall include:

... (15) Evaluation methodology for student progress.

Violation #4:

Board files confirm that the program has a methodology for evaluation of student progress. Examination of student files and interviews with the program director and one faculty member indicate that the program is not following the approved evaluation methodology as noted by the liberal use of bonus points on all exams and as a component of the course grade. This is not in accordance with the Board – approved evaluation methodology.

Required Action:

Provide a plan for correction, including plans for implementation, which describes how the program will follow the Board – approved methodology for evaluation of student progress. Alternatively, provide a proposed revision to the methodology for evaluation of student progress that more accurately measures appropriate minimum passing scores.

Due no later than December 31, 2014.

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

"Regular faculty meetings shall be held. Minutes shall be available to the Board's representative."

Violation #5:

The director provided faculty meeting agendas; however, minutes indicating faculty discussion regarding the vocational nursing program were very minimal.

Required Action:

Provide a plan for frequency of faculty meetings relative to the vocational nursing program at Medical Career College. Provide a schedule and an agenda for the next three (3) faculty meetings.

Due no later than December 31, 2014.

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

“Clinical faculty shall have no other responsibilities during the hours assigned to the instruction of students.”

Violation #6: During interviews conducted during the program survey visit, students and the clinical instructor described clinical make-up hours on the weekend during the time the instructor is working as an employee of the facility.

Required Action: Provide a detailed plan for adequate coverage of clinical instruction such that clinical faculty have no other responsibilities during hours of instruction.
Due no later than December 31, 2014.

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

“Each instructor shall have a daily lesson plan which correlates the theory and practice offered to the student. A copy of this plan shall be available to the director.”

Violation #7: At the beginning of the survey visit, Board representatives requested sample lesson plans from maternity nursing, mental health nursing, nursing fundamentals, and pediatric nursing. The program director failed to provide lesson plans that correlates the theory and practice offered to students as prescribed by regulation, with the exception of one lesson plan for a topic in nursing fundamentals. The director provided a binder of pediatric final exams as a lesson plan for pediatrics. A schedule of maternity nursing topics that was given to students was offered as maternity nursing lesson plans. No materials were presented for mental health nursing.

Required Action: Provide lesson plans for all lectures listed in the Board approved Instructional Plan.
Due no later than December 31, 2014.

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

“The school shall evaluate student performance to determine the need for remediation or removal from the program.”

Violation #8: During the survey visit, Board representatives examined files of all current students and the most recent graduates. The

representatives also examined records related to remediation of the students. In the records regarding remediation, student problems are vaguely and incompletely listed, minimal plans for remediation are presented, and follow-up and outcome are not documented. According to a faculty member teaching a current cohort, some students had failed out of the program; records regarding this were not produced by the program director.

Required Action: Provide a detailed written proposal, including timeline for implementation, for revision of the remediation plan, including appropriate follow-up with students.
Due no later than December 31, 2014.

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

“The Board 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.”

Violation #9: The program’s average annual pass rate has been **greater than ten (10) percentage points below** the state average annual pass rate for **fifteen of nineteen** quarters for which examination data were reviewed. The program’s average annual pass rate has been between **14 to 33 points below** the state average annual pass rate for the **past three quarters**.

Required Action: Improve pass rates to compliant levels as described in the regulations.

Section 2533(a) of the Vocational Nursing Rules and Regulations states:

“Vocational nurse programs shall include theory and correlated clinical experience.”

Violation #10: During the program survey visit, Board representatives interviewed a clinical instructor and students at a clinical site. The instructor was not able to state what the students were studying in theory. The instructor referred to content on the respiratory system. The students, in week three of term two, were scheduled, per the Board – approved instructional plan, to be studying cancer nursing. In addition, students were not able to describe patient

assessment, which, according to the Board – approved instructional plan, was presented in term one. The clinical instructor and the students described a focus on medication administration and wound care since the beginning of the program. Students were observed to be paired with a medication administration nurse, a wound care nurse, or a CNA on staff, and only two students were paired with the clinical instructor on the day of the survey visit.

Required Action: Submit a detailed list of clinical objectives that are correlated with theory as presented in the Board – approved instructional plan.
Provide a plan to prevent future occurrences.
Provide documentation of how theory and clinical instructors will correlating theory and clinical instruction.
Due no later than December 31, 2014.

Section 2533(f) of the Vocational Nursing Rules and Regulations states:

“All curricular changes that significantly alter the program philosophy, conceptual framework content, objectives, or other written documentation as required in Section 2526, shall be approved by the Board prior to implementation . . .”

Violation #11: Board records confirm that the instructional plan for the Medical Career College Vocational Nursing Program was Board – approved in 2006 as **1600** hours, of which 630 hours were theory content and 970 hours were clinical content. Board records also confirm that the approved instructional plan includes 54 hours of maternity nursing experience **in a clinical setting** and 54 hours of pediatric nursing experience **in a clinical setting**.

The program now lists a total of **1652** hours, with 968 hours of clinical content and 684 hours of theory content. **No changes were approved by the Board.** During the program survey visit, the director provided a 2009 email from the Board and stated this was documentation of approval of the curriculum changes. The email was an approval of a revision of admissions and screening policies. The director reports that with adding a pre-requisite of medical terminology, she added those hours to the curriculum total.

In addition, as reported to the two Board representatives during the survey visit, “**half**” of the maternity and “**half**” of the pediatric clinical experience hours (approximately **27 hours** for each type of clinical experience) are now conducted in the skills lab with only basic equipment and a “baby doll” brought in by a faculty member. This change was **not approved** by the Board.

Required Action: Provide a detailed plan for revision of the curriculum or a plan for return to the Board – approved curriculum.
Due no later than December 31, 2014.

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. Clinical objectives which students are expected to master shall be posted on patient care units utilized for clinical experience.”

Violation #12: Clinical objectives for the students were not posted in the patient care units during the program survey visit.

Board representatives interviewed the program director during the program survey visit. The director stated that due to inadequate clinical sites for maternity and pediatric nursing, students are spending “half” of the clinical hours designated in the Board – approved instructional plan as clinical facility hours for maternity and pediatric nursing in simulation in the skills lab, which lacks adequate resources for simulation. The director also noted that the main site for pediatrics and maternity nursing, a clinic, was not available during hours the evening students typically attend clinical experiences.

Further, Board representatives contacted all clinical facilities listed as maternity and pediatric nursing sites by the Medical Career College Vocational Nursing program, including sites listed by the director as planned sites for current and proposed students. A day care center did not return Board calls. The two clinics reportedly utilized by the program both report that **no students have rotated through those sites for approximately three years.**

- Required Action:** Submit new clinical facility applications for pediatric and maternity clinical sites such that students can accomplish the competency-based objectives of the program. Subsequent to obtaining Board approval for pediatric and maternity clinical sites, submit a schedule identifying how current students will gain maternity and pediatric clinical experiences. This must be provided in a manner such that dates and locations of experiences for individual students can be identified.
- Provide documentation that clinical objectives are posted on all clinical sites.
- Provide documentation that all clinical faculty have been provided with a copy of the detailed clinical objectives that correlate with theory.
- Due no later than December 31, 2014.**
- Verify completion of maternity and pediatric clinical experiences prior to graduation of all current students.

Section 2535 of the Vocational Nursing Rules and Regulations states:

“Each school shall have a policy, approved by the Board for giving credit toward the curriculum requirements.

- (a) Transfer credit shall be given for related previous education completed within the last five years. This includes the following courses:
- (1) Approved vocational or practical nursing courses.
 - (2) Approved registered nursing courses.
 - (3) Approved psychiatric technician courses.
 - (4) Armed services nursing courses.
 - (5) Certified nurse assistant courses.
 - (6) Other courses the school determines are equivalent to courses in the program.
- (b) Competency-based credit shall be granted for knowledge and/or skills acquired through experience. Credit shall be determined by written and/or practical examinations.”

- Violation #13:** Board records confirm that the program has a Board - approved policy regarding transfer credit and competency-based credit. However, an analysis of student records and of the Academic Catalog produced no mention of the option of credit by transfer or competency. No waivers of credit were found in student records.

Required Action: Provide a plan, method of implementation, and timeline for implementation to ensure that students are appropriately granted transfer credit for applicable coursework.
Provide documentation of training, for all individuals associated with the program, regarding credit – granting as described in the Vocational Nursing Rules and Regulations.
Due no later than December 15, 2014.

Be advised that the continuation of such violations further jeopardizes your program's approval.

Should further information be needed, please feel free to contact me.

Sincerely,
Donna G. Johnson
Donna G. Johnson, RNP, MS, MA
Nursing Education Consultant
donna.johnson@dca.ca.gov
916-263-7842



Agenda Item #8.A.6., Attachment C

I. Section 2526(a)(8)

Based on Maslow Theory of Nursing and the NCLEX Test Plan revised last April, 2014, the Director and faculty of Medical Career College have planned to review the present curriculum of the Vocational Nurse program in the second quarter of 2015.

Cohort 13 has followed the 1652 hours with 684 hours of theory content and 968 hours of clinical hours. However, during the visit last December 16 and 17, 2014, it was pointed out by the Board that the Director should revert to the 1600 hours composed of 630 hours of theory and 970 hours of clinical hours. The entire hours spent in maternity and pediatric clinical experience will also be in hospital sites and the current students will undergo a make-up of a total of 54 hours as a remediation (27 hours of maternity and 27 hours of pediatric).

Vocational Nursing	NCLEX PN Test Plan	Theory Hours	Clinical Hours
A. Anatomy and Physiology	Potential for Alterations in Body Systems/ Alterations in Body Systems/ Basic Pathophysiology/ Fluid and Electrolyte Imbalances/	54	
B. Nutrition	Nutrition and Oral Hydration	14	
C. Psychology	Behavioral Management/ Coping Mechanisms/ Crisis Intervention/ Mental Health Concepts Stress Management/ Therapeutic Environment	26	
D. Normal Growth and Development	Sensory/Perceptual Alterations	18	
E. Nursing Fundamentals	Client Rights/Referral Process/Resource Management Health Promotion/Disease Prevention/ Changes/Abnormalities in Vital Signs/ Diagnostic Tests/ Laboratory Values	27	52
F. Nursing Process	Establishing Priorities Self-care/ Support Systems/ Elimination/ Personal Hygiene/ Rest and Sleep	10	
G. Communication	Reporting of Incident/Event/Irregular Occurrence/Variance/ Therapeutic Communication	2	
H. Patient Education	Confidentiality/Information Security/ Data Collection Techniques/ High Risk Behaviors Lifestyle Choices/	18	
I. Pharmacology	Chemical and Other Dependencies/Adverse Effects/Contraindications /Side Effects/Interactions/Dosage Calculations/Expected Actions and Outcomes/Medical Administration/Pharmacological Pain Management/Unexpected management to Therapies	57	
J. Medical Surgical Nursing	Clinical Care Assignments/Accident/Error/Injury Prevention/ Emergency Response Plan/ Potential for Complications of Diagnostic Tests/Treatments/Procedures/ Potential for Complications from Surgical Procedures and Health Alterations Therapeutic Procedures/ Medical Emergencies	310	792
K. Communicable Diseases	Handling Hazardous and Infectious Materials/Standard Precautions/Transmission-Based Precautions/Surgical Asepsis	2	
L. Gerontological Nursing	Continuity of Care/Home Safety/Safe Use of Equipment/Security Plan/Aging Process/ Abuse or Neglect	10	
M. Rehabilitation Nursing	Collaboration with Interdisciplinary Team/Ergonomic Principles Assistive Devices/ Mobility/Immobility	11	
N. Maternity Nursing	Clinical Care Assignments/ Ante/Intra/Postpartum and Newborn Care/	18	54
O. Pediatric Nursing	Clinical Care Assignments/Least Restrictive Restraints and Safety Devices/ Developmental Stages and Transitions	18	54
P. Leadership	Advocacy/Information technology	8	9
Q. Supervision	Concepts of Management and Supervision	8	9
R. Ethics and Unethical Behavior	Ethical Practice/	4	
S. Critical Thinking	Performance Improvement	5	
T. Culturally Congruent Care	Cultural Awareness/ Religious and Spiritual Influences on Health	5	
U. End of Life Care	Advance Directives/Informed Consent/Legal Responsibilities/End of Life Concepts/Grief and Loss/Nonpharmacological Comfort Interventions	5	

- The Curriculum Hours will be discussed in the Faculty Meeting.



- II. Evaluation Methodology for Clinical Facilities Evaluation of Clinical Facilities will be done by Clinical Instructors every end of each term to determine if the clinical objectives were achieved and were correlated to the theory objectives. If problems are identified during the clinical rotation, it must be presented during faculty meetings with the Program Director as well as to the Advisory Board for plan of correction and resolution. **Evaluation of Clinical Facilities Form Attachment II-A**
- III. Admission Criteria/Selection and Screening Criteria- Strict compliance to the admission, selection and screening criteria will be used in the subsequent cohorts. The VP for Admissions and staff will collate the data on the previous cohorts and the NCLEX pass rates. Any significant findings will be reported to the Board. Training will be done in one of the staff meetings.
- IV. Evaluation Method for Student Progress Sound statistical methods like mean, median and mode will be used in examinations and the minimum pass level (Angoff method) will be used. **The school will adhere to the NEC recommendation of raising up the minimum passing grade from 70% to 75%.**

Determining a Minimum Pass Level (MPL) Using the Angoff Method

- 1) A lecturer in a course writes an exam item for their material.
- 2) That item is submitted to a panel of course directors from the "sister" courses from the four UIC-COM campuses (Chicago, Peoria, Rockford, Urbana.)
- 3) The course directors discuss the characteristics of a borderline passing student and come to a consensus.(A borderline passing student is defined as one who just barely hits the minimum pass level for the exam.)
- 4) Each course director on the panel judges the item and considers: "Would a BORDERLINE passing medical student be able to correctly answer this item without guessing?"
- 5) The exam item receives a score based on the course director's answer:
 - a. "Yes" = 1
 - b. "No" = 0
 - c. "Maybe" = 0.5
- 6) The scores submitted by each course director are averaged to give that item a value.
- 7) On an exam, the values of all the items are averaged and this number is the Minimum Pass Level (MPL) for the Exam.

- V. Regular Faculty Meetings will be held on a monthly basis and as needed. Form for Faculty Meeting Minutes is attached. **Attachment V-A**

Topics for Faculty meetings:

1. Curriculum Evaluation- Course Objectives/Syllabus Writing
2. Student Achievement/Pass rates
3. Effectiveness of Remediation
4. Clinical Facility Evaluation



- VI. Clinical faculty shall have no responsibilities during the hours of instructions- Prior to assigning faculty to go the clinical sites; strict compliance to faculty duties will be reiterated.
- VII. Lesson Plans are attached.
- VIII. Orientation for Faculty on Remediation Policy will be done and new forms for student remediation and student termination will be implemented. Orientation for Faculty on Remediation Policy, Student Remediation Form and Student Termination Form attached. **Attachment VIII-A, VIII-B, VIII-C**
- IX. ATI Comprehensive Predictability for Passing NCLEX on the First Attempt will be at 95% and up before releasing the student to take the NCLEX, adhere to the approved curriculum and instructional plan of Medical Career College approved by the BVNPT, regular faculty and professional development meetings, regular tutorials and remediation, evaluation of student progress must be reinforced.
- X. Instructors (Clinical and Theory) must be provided with the Clinical Objectives that correlates with the Theory Objectives for reference. In addition, the instructors must communicate with each other in regards to the course syllabus being taught for proper alignment. Curriculum Objectives will be discussed in the faculty meetings on a regular basis. Curriculum Objectives are attached. **Attachments X-A, X-B, X-C, X-D, X-E**
- XI. The designated Board-approved curriculum will be utilized with a total of 1600 hours of which 630 hours were theory content and 970 hours were clinical content.
- XII. The school will search for pediatric and maternity clinical sites so that the students will be able to accomplish the competency-based objectives of the program. Upon approval of the applications, the clinical schedule will be provided to the current students prior to their graduation. Clinical Faculty will be provided the detailed clinical objectives that correlate with theory objectives. Clinical instructors will be directed to post the clinical objectives in the clinical sites at all times during their rotation. Documentation of training will be furnished to the Board.
- XIII. Credit Granting Policy must be strictly implemented. Staff associated with the program regarding credit granting will be given an in-service training and documentation of the training will be furnished to the Board. Credit Granting Policy attached. **Attachment XIII-A**



Medical Career College

EVALUATION OF FACILITIES

Evaluation Done by Instructor: _____
Date of Evaluation: _____
Name of Facility: _____

TERM	CLINICAL OBJECTIVES	TYPES OF EXPERIENCE TO BE MET	THEORY TOPICS TO BE COVERED	DATES OF EXPERIENCE	PROBLEMS IDENTIFIED	PLAN OF CORRECTION
						*

*Detailed Plan of Correction to be attached

ATTACHMENT V-A



Medical Career College

41300 Christy Street, Fremont, California (510) 445-0319

VN FACULTY MEETING

Topic: _____

Speaker/s: _____

Date: _____

Major Points of Presentation:

Attendees:

How does this session relate to the improvement of instruction and curriculum?

Prepared by: _____

Date: _____

ATTACHMENT VIII - A



Medical Career College

Orientation for Remediation Policy

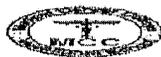
1. Identify problem: Clinical Event, Behavioral Issue or Theory Deficit
2. Student meets with Instructor first (instructor documents meeting)
3. If problem is not resolved at student-instructor level, written referral given to Program Director.
4. Program Director develops written plan of correction or improvement and develops a time frame.
5. Options for remediation:
 - Theory- Tutoring, case studies, independent study, written examination, attendance at seminars or workshops, continuing education credits re research reports.
 - Clinical- Performance evaluation in skills lab or additional time in the clinical area with clients.
6. Program Director follows up remediation plan of tutoring and or retesting within set time frame agreed upon at follow-up meeting and reevaluation.
7. Remediation is deemed successful or not successful- document.
8. Process ends if remediation is successful.
9. If remediation is not successful, additional meeting with Program Director with second step for remediation plan and document.
10. If additional remediation is not successful with proper documentation, termination from the program
11. The Remediation Form must be filled up completely with all the details needed, followed up on the given date for reevaluation.

Signature:

Instructor: _____

Marilyn Castillo, RN, BSN: _____

ATTACHMENT VIII-B



Medical Career College

Student Remediation or Probation

Student: _____ Date: _____
(Print)

Instructor: _____
(Print)

You have been placed on Remediation Probation in the following area(s):
Problem Area(s): ___ Clinical Event ___ Behavioral Issue ___ Theory Deficit

Continued on back

Instructor: _____ Date: _____
(Signed)

Student: _____ Date: _____
(Signed and Dated when received)

Action(s) required renewing satisfactory standing in this program:

Date of Reevaluation: _____

Comments after Reevaluation: ___ Successful ___ Not Successful (Proceed to 2nd Step of Remediation)

Instructor: _____
(Signed)

Student: _____ Date: _____
(Signed and Dated when received)

ATTACHMENT VIII-C



Medical Career College

Student Termination

Name: _____

Date: _____

You are being terminated from the Vocation Nursing Program for the following reason(s):

Director: _____

Instructor: _____

Student: _____

Student Comments:

If there is insufficient room, please continue on the back of on a new sheet of paper.



ATTACHMENT X - A

Medical Career College

VII. Course: V.N. Basic Medical Surgical Nursing (BMS) Curriculum Objectives

Totals: Theory 186 hours
Clinic 286 hours

Course Description:

- Fundamentals of bedside nursing.
- Theoretical framework for understanding process of assessing and planning nursing care of the adult patient.
- Application of principles and practice of basic nursing care, nutrition, and medication administration.

Theory Course Objectives:

Upon completion of this course the student will be able to:

1. Utilize basic communication skills.
2. Practice basic skills in observations by reporting and recording obvious deviations from physical and emotional norms.
3. Utilize problem solving techniques to obtain information needed for safe and individualized nursing care.
4. Define and correctly use medical terminology.
5. Understand the role of the hospital and its function in the community.
6. Apply scientific principles of anatomy and physiology to provide safe and effective nursing care.
7. Function as a member of a nursing team and demonstrate professional attitudes and interpersonal relationships.
8. Demonstrate ability to safely administer oral medications.
9. Demonstrate ability to meet comfort and hygiene needs of the patient and to modify environment appropriately.
10. Organize and carry out a nursing assignment for one or two patients.
11. Demonstrate the appropriate use of universal precautions.
12. List components of the Nursing Process.
13. Describe basic nutritional principles and standard hospital diets.
14. Demonstrate ability to perform a physical assessment.
15. Solve drug dosage problems with a minimum of 100% accuracy.
16. Explain the six rights of drug administration.



Medical Career College

17. Describe safety guidelines in preparing and administering drugs.
18. Describe biological factors affecting the action of drugs.
19. Demonstrate knowledge of the basic principles of nutrition for healthy individuals.
20. Describe standard hospital diets.

Clinical Objectives:

Upon completion of this course the student will be able to:

1. Demonstrate knowledge of the nursing process in providing beginning individualized nursing care.
2. Demonstrate efficient use of time and resources.
3. Provide safe, responsible nursing care for one or two patients.
4. Use knowledge of anatomy, physiology and Maslow's list of basic human needs in providing nursing care.
5. Demonstrate beginning skills in communication and interpersonal skills.
6. Prepare and administer oral medications using the 6 "rights" of drug administration.
7. Discuss and explain the drugs administered, the indications for giving and potential side effects.

Course Outline

1. Fundamentals of Nursing
 - a. Orientation to program and study skills
 - b. History of nursing
 - c. Patient care skills
 - d. Blood borne pathogens and communicable diseases
 - e. Medical terminology
 - f. Nutrition
 - g. Communication
 - h. Health and safety
 - i. Physical assessment
 - j. Pharmacology – Math



Medical Career College

2. Skills Laboratory
 - a. Handwashing
 - b. Bedmaking (occupied and unoccupied)
 - c. Oral care
 - d. Range of motion
 - e. Vital signs
 - f. Feeding
 - g. Bathing, perineal care
 - h. Foley catheter care
 - i. Turning, moving, positioning, transferring
 - j. Physical assessment

3. Basic Medical Surgical Theory
 - a. Legal aspects
 - b. Ethics
 - c. Patient education
 - d. Spiritual, emotional and cultural components
 - e. Beginning nursing skills in the following areas:
 - (1) Gastrointestinal
 - (2) Neurological
 - (3) Respiratory
 - (4) Cardiovascular
 - (5) Musculoskeletal
 - (6) Gerontology
 - (7) Urinary
 - (8) Integumentary
 - (9) Special Senses – Eye
 - (10) Endocrine
 - f. Nursing process
 - g. Nutritional needs and modifications necessary related to body system disorders
 - h. Psychological components and cultural diversity
 - i. Pharmacology – principles of administration

4. Clinical Component
 - a. Basic nursing care for one or two patients
 - b. Administration of oral medications



Medical Career College

Curriculum Objectives for Basic Medical Surgical Nursing

By the end of BMS the student will demonstrate:

1. knowledge of the origins of nursing and the role of the LVN
2. beginning skills in basic nursing procedures
3. a beginning understanding of the nursing process and care planning
4. beginning skills in caring for clients with selected conditions
5. beginning cultural sensitivity when providing care to clients
6. beginning knowledge and skill in administering oral medications

ATTACHMENT X-B



Medical Career College

VIII. Course: Intermediate Medical Surgical Nursing (IMS) Curriculum Objectives

Totals: Theory 178 hours
 Clinic 288 hours

Course Description:

Common health problems of adults and related issues including medications, nutrition, socioeconomic, psychological and cultural factors. Includes application of principles and practices of intermediate nursing care to adult clients in the clinical setting.

Theory Course Objectives:

Upon completion of this course the student will be able to:

1. Describe verbally and in writing, the normal structure and function of the body systems studied.
2. Apply principles of nursing care to patient with medical and/or surgical disorders, including medications, pre and post operative care, and asepsis.
3. Identify nutritional needs of clients related to presented conditions.
4. Refine skills in problem solving and planning nursing care.
5. Apply safety principles and techniques in client care.
6. Demonstrate understanding of the responsibility of the nurse in the preparation of clients for and assisting with diagnostic tests.
7. Explain diagnostic measures used in detecting selected medical-surgical conditions.
8. Explain physiologic effects of selected disease conditions.
9. Explain influence of emotional factors on selected diseases.
10. Demonstrate understanding of the influence of culture, race, and religion upon health and wellness of the individual.
11. Solve drug dosage problems with a minimum of 100% accuracy.



Medical Career College

Clinical Objectives:

Upon completion of the course the student will be able to:

In the clinical setting the student will demonstrate knowledge of:

1. Normal anatomy and physiology of selected conditions.
2. Principles of nursing care and pharmacology on selected medical and surgical conditions.
3. The relationship between diet and the treatment of disease.
4. Emotional changes due to illness, stress and anxiety.
5. Cultural, religious, and other influences on the client's health.
6. Community resources and the need for disease prevention.

The student will demonstrate satisfactory performance by:

1. Improving technical skill in performing treatments and procedures.
2. Improved written and oral communication skills.
3. Utilizing more advanced problem solving in collaboration with the nursing team.
4. Organizing work and setting appropriate priorities.
5. Identifying client needs verbally and in writing.
6. Charting diagnosis-pertinent observations on assigned clients.
7. Administering parenteral and percutaneous medications correctly.



Medical Career College

Course Outline

1. Perioperative care
2. Wound healing
3. Cancer
4. AIDS
5. Fluids and electrolytes
6. Endocrine system – selected disorders
7. Respiratory system – selected disorders
8. Gastrointestinal system – selected disorders
9. Cardiovascular system – selected disorders
10. Musculoskeletal system – selected disorders
11. Neurological system – selected disorders
12. Gynecology – selected disorders
13. Urinary system – selected disorders
14. Special senses – ear
15. Psychology
16. Nutrition related to selected body system disorders
17. Pharmacology – Action, therapeutic uses, dosage and adverse effects of selected medications.

Curriculum Objectives for Intermediate Medical Surgical Nursing

By the end of IMS the student is expected to demonstrate:

1. Increased knowledge and ability to care for clients with more involved medical and surgical situations
2. Ability to search out information required for patient care
3. Ability to give suggestions to the R.N. regarding nursing care plans
4. Increased knowledge and skill in oral medication administration and beginning skill in administering parenteral medications
5. Cultural sensitivity when caring for clients and families

ATTACHMENT X-C



Medical Career College

IX. Course: Advanced Medical Surgical Nursing (AMS) Curriculum Objectives

Totals: Theory 176 hours
Clinic 288 hours

Course Description:

Common health problems of adults and related issues, including medications, diet therapy, socioeconomic, psychological and cultural factors.

Clinical supervision will include the application of principles and practices of advanced nursing care of adult clients, patient teaching and care planning.

Emphasis on organization and preparation for licensure and employment.

Theory Course Objectives:

Upon completion of this course the student will be able to:

1. Describe, verbally and in writing, the normal structure and function of the body systems studied.
2. Recognize anatomical and physiological changes resulting from disturbances in the body systems studied.
3. Discuss the role of the nurse who prepares the client and assists with diagnostic tests specific to conditions of the systems studied.
4. Identify, verbally and in writing, the needs of selected surgical clients and the significant factors in perioperative nursing care.
5. Demonstrate an ability to distinguish between physiological and psychological needs.
6. Identify verbally and in writing, responses which promote or block therapeutic communication.
7. Demonstrate ability to provide information to team members incorporating principles of communication and interpersonal relationships.
8. Demonstrate ability in a role playing scenario to deal with a problem situation with a client, family or staff member.
9. Identify and describe three types of leadership.
10. List at least four steps charge nurses can take to help satisfy team members' higher level needs.



Medical Career College

11. Share with peers one reference source for improving geriatric nursing expertise and one reference for improving leadership expertise.
12. Identify specific qualities desirable in an effective leader or charge nurse.
13. Explain fluid and electrolyte balance and the role of the kidneys in maintaining this balance.
14. Discuss principles of renal dialysis.
15. Describe etiology, symptoms, complications and treatment of venereal disease.
16. Discuss social and psychological implications of venereal disease.
17. Discuss psychological, physiological and sociological theories on the causes of alcoholism.
18. Discuss the extent and patterns of local and national drug abuse.
19. List short and long term goals for rehabilitation of patients with neurologic conditions.
20. Discuss implications of neurologic conditions for the patient in relation to altered body function or body image and prognosis.
21. Explain levels of consciousness of the patient and the nursing care involved.
22. Achieve a minimum math competency score of 90% or better.

Clinical Objectives:

Upon completion of this course the student will be able to:

1. Describe and explain the normal anatomy and physiology and the changes resulting from altered functions of specific body systems.
2. Utilize the basic steps and methods of problem solving and apply this to nursing actions.
3. Understand normal nutritional needs and how they are altered due to illness.
4. Use appropriate communication skills to discuss, assess and prepare verbal and written reports.
5. Develop a plan for nursing care based on client needs and modify it based upon client response.
6. Plan and organize an assignment for two clients using initiative, independence and logic to set priorities.
7. Explain the client's diagnosis.
8. Provide nursing care that will maintain optimal physical and mental health for the client and which conforms to doctor's orders.



Medical Career College

9. Discuss the medications each assigned client is receiving including action, reason for administration, side effects, and nursing care.
10. Apply scientific principles in the performance of nursing care.
11. Provide basic health teaching and training to help meet the needs of the client and his family.
12. Provide frequent or continuous nursing assessment for a critically ill client .
13. Evaluate the effectiveness of his/her care.
14. Explain the role of a team leader.
15. Function in the role of tem leader supervising a minimum of three other students.

Course Outline

1. Leadership and supervision
2. Nursing process
3. Sexually transmitted diseases
4. Genitourinary
5. Gynecology
6. Respiratory
7. Cardiovascular
8. Gastrointestinal
9. Endocrinology
10. Musculoskeletal
11. Neurological
12. Integumentary
13. Psychology
14. Professional adjustments
15. Home health nursing
16. Pharmacology
17. Patient education, rehabilitation, nutrition for selected conditions



Medical Career College

Curriculum Objectives for Advanced Medical Surgical Nursing

By the end of AMS the student is expected to demonstrate:

1. advanced knowledge and skill in providing care to clients with very involved conditions
2. improved ability to expand nursing care plans by coordinating with other staff
3. ability to provide culturally sensitive care for clients and their families
4. knowledge and skill in administering oral and parenteral medications
5. professional attitude when working with facility staff, instructors and other students
6. Explain the role of the LVN in home health care

ATTACHMENT X-D



Medical Career College

NURS 140 Obstetrics Curriculum Objectives

Hours: Theory (6 hours X 3 weeks) = 18 hours
Clinical (18 hours X 3 weeks) = 54 hours

Course Description:

Principles of nursing care of client during prenatal, delivery, and post-partum periods.
Observation in obstetrics and newborn areas in the hospital setting.

Theory Course Objectives:

Upon completion of this course, the student will be able to:

1. Discuss historical changes and the impact on maternal and infant mortality.
2. Describe the physical changes in mother and fetus from conception to birth.
3. Discuss complications of pregnancy and methods of prevention and treatment.
4. Identify the most common conditions which put pregnancy at risk.
5. Discuss care of the client from prenatal period through post-partum.
6. Describe physiological changes occurring in each stage of labor.
7. List a minimum of two postpartum complications.
8. Discuss the role of the nurse as a health teacher in family centered maternity care.

Clinical Course Objectives:

Upon completion of this course, the student will be able to:

1. Experience ambulatory care of women in prenatal and gynecologic setting.
2. Discuss care of client from prenatal period through postnatal period.
3. Describe the physiological changes occurring in women during prenatal and postnatal period.
4. Assist with the assessment during prenatal and postnatal check-up.
5. Develop a care plan using NANDA for a client during the prenatal period.
6. Develop a plan of care using NANDA for a client during the postpartum period.
7. Communicate appropriately with parents and children while providing nursing care.
8. Assist with postnatal care visit for a mother and baby.

ATTACHMENT X - E



Medical Career College

NURS 150 Pediatrics Curriculum Objectives

Hours: Theory (6 hours X 3 weeks) = 18 hours
Clinical (18 hours X 3 weeks) = 54 hours

Course Description:

Normal child growth and development. Characteristics of the well child and related socioeconomic, psychological and cultural factors. Supervised observation and participation in facilities which provide care for children.

Theory Course Objectives:

Upon completion of this course, the student will be able to:

1. Describe a child's normal growth and development from birth to adolescence.
2. Teach parents about basic health care, growth and development and about changes that occur during pediatric hospitalization.
3. Establish effective relationships with families and other health team members.
4. Name the common childhood communicable disease for which immunizations are available.
5. Develop a nursing care plan utilizing problem solving techniques.
6. Use two systems to successfully calculate children's dosages.

Clinical Course Objectives:

Upon completion of this course, the student will be able to:

1. Communicate appropriately with a child and the parents while providing nursing care.
2. Describe the role of the pediatric nurse.
3. Demonstrate correct technique in measuring a child's height, weight, and head circumference.
4. Plan and evaluate play therapy for a child.
5. Care for the client with one or more of the following: pyloric stenosis, nephritic syndrome, kidney failure, laryngotracheobronchitis, appendicitis, and cystic fibrosis.
6. Write drug cards for medications of assigned clients.



ATTACHMENT XIII - A

Medical Career College

Credit Granting

The Vocational Nursing Practice Act requires each school of Vocational Nursing to grant credit for previous education and other acquired related knowledge or experience in the field of nursing prior to the program. To qualify, this education or experience must be completed within 5 years prior to admission to the program.

Credit will be granted for the following courses completed within the last 5 years:

1. Accredited vocational or practical nursing courses
2. Accredited registered nursing courses
3. Accredited psychiatric technician courses
4. Armed services nursing courses
5. Certified nurse assistant courses
6. Other courses the school determines are equivalent to courses in the program

Credit may also be extended to candidates that submit verification of work experience in an acute facility within the last 5 years. Written and/or performance assessment may be required. Credit or partial credit, will be granted if the candidate meets requirements equivalent to our course objectives.

Credit(s) cannot be transferred by testing. Only transcript evaluation may be used to meet the requirement for transferred credit(s).

Please comply with the terms outlined in the letter of Acceptance/Rejection of Credit and submit anything required with your application.

Agenda Item #8.A.6., Attachment D



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

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



March 5, 2014

Marilyn Castillo, B.S.N., R.N.
Director, Vocational Nursing Program
Medical Career College
41300 Christy Street
Fremont, CA 94538

Subject: Notice of Continuation of Provisional Approval Status

Dear Ms. Castillo:

Pursuant to the action of the Board of Vocational Nursing and Psychiatric Technicians (Board) on February 28, 2014, the provisional accreditation status of the Medical Career College Vocational Nursing Program has been extended for the one-year period from February 28, 2014, through February 28, 2015. The purpose of this letter is to explain the areas of non-compliance found and the corrections required of your program to avoid losing accreditation completely.

Once you have reviewed this letter, please sign and return the enclosed "Acknowledgement of Change in Accreditation Status" form by **Monday, April 1, 2014**.

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.

- (l) Failure to maintain the required yearly average minimum pass rate or two years or eight consecutive quarters may be cause to place a program on provisional accreditation."

Program pass rates of the Medical Career College Vocational Nursing Program for the past twenty-two quarters are set forth in the following table.

NCLEX-PN® Licensure Examination Data							
Quarterly Statistics					Annual Statistics*		Variance from State Average Annual Pass Rate
Quarter	# Candidates	# Passed	% Passed	State Quarterly Pass Rate	Program Average Annual Pass Rate	State Average Annual Pass Rate	
Oct-Dec 2007	17	6	35%	76%	35%	76%	-41
Jan-Mar 2008	5	2	40%	76%	36%	76%	-39
Apr-Jun 2008	1	0	0%	70%	35%	75%	-40
Jul-Sep 2008	1	0	0%	75%	33%	74%	-41
Oct-Dec 2008	No Candidates Tested			73%	33%	73%	-40
Jan-Mar 2009	No Candidates Tested			70%	0%	72%	-72
Apr-Jun 2009	20	6	30%	71%	29%	70%	-41
July-Sep 2009	31	13	42%	74%	37%	72%	-35
Oct-Dec 2009	11	4	36%	76%	37%	73%	-36
Jan-Mar 2010	10	1	10%	76%	33%	74%	-41
Apr-Jun 2010	8	6	75%	74%	40%	75%	-35
Jul-Sep 2010	14	7	50%	76%	42%	75%	-33
Oct-Dec 2010	4	0	0%	77%	39%	76%	-37
Jan-Mar 2011	5	3	60%	82%	52%	77%	-25
Apr-Jun 2011	7	2	29%	71%	40%	76%	-36
Jul-Sep 2011	6	4	67%	74%	41%	77%	-36
Oct-Dec 2011	3	2	67%	74%	52%	75%	-23
Jan-Mar 2012	5	4	80%	77%	57%	74%	-17
Apr-Jun 2012	6	2	33%	72%	60%	74%	-14
Jul-Sep 2012	11	8	73%	74%	64%	74%	-10
Oct-Dec 2012	2	1	50%	70%	63%	74%	-11
Jan-Mar 2013	5	4	80%	75%	63%	73%	0
Apr-Jun 2013	5	3	60%	78%	70%	73%	-3
Jul-Sep 2013	1	0	0%	75%	62%	74%	-12
Oct-Dec 2013	5	4	80%	76%	69%	76%	-7

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 this data, the program failed to comply with the annual average pass rate requirement.

REQUIRED CORRECTION(S)

omi

1. The program shall admit no additional students unless approved by the full Board.
2. The program shall submit a follow-up report no later than **November 1, 2014**. The report must include a comprehensive analysis of the program, specific actions taken to improve program pass rates, timeline for implementation, and the effect of employed interventions. The report must address all elements as identified in the Notice of Change in Approval Status dated April 5, 2011.
3. The program shall bring its average annual pass rate to no more than ten (10) percentage points below the State average annual pass rate.
4. The program shall comply with all approval standards in Article 4 of the Vocational Nursing Practice Act, commencing at Business and Professions Code Section 2880, and Article 5 of the Board's Regulations, commencing at California Code of Regulations, Title 16, Section 2526.
5. The program shall demonstrate incremental progress in correcting the violations. If the program fails to satisfactorily demonstrate incremental progress, the full Board may revoke the program's approval.
6. The program shall notify all enrolled students of actions taken by the Board relative to the program's accreditation status, and expected time for resolution.
7. Failure to take any of these corrective actions may cause the full Board to revoke the program's approval.

FUTURE BOARD ACTION

Your program will be placed on the February 2015 Board Meeting agenda, at which point the Board may revoke or extend the program's accreditation. If you have additional information that you wish considered beyond the required corrections listed on page 3, you must submit this documentation by the fifteenth day of the second month prior to the Board meeting.

OTHER IMPORTANT INFORMATION

Please be advised that, pursuant to the Board's regulations, the program will not be authorized to admit new classes beyond the established pattern of admissions previously approved by the Board. The established pattern of admissions approved by the Board is as follows: **Based on the above corrections, the full Board's permission will be required for each future class admission.**

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

A copy of title 16, California Code of Regulations, section 2526.1, regarding provisional 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,

A handwritten signature in cursive script, appearing to read "Teresa Bello-Jones".

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

Enclosures

cc: Board Members

TBJ:sc



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

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



B V N P T

2014 MAR 16 PM 12:50

Acknowledgement of Continuation of Provisional Approval

EVNT 36
UN 3/14/14
EDU

I, MARILYN CASTILLO, director of Medical Career College VN Program
(Director's Name) (Name of Program)

hereby acknowledge that this program's status of provisional approval has been continued. I understand that in accordance with Section 2526.1 (f) of the Vocational Nursing Rules and Regulations and Section 2581.1 (f) of the Psychiatric Technician Rules and Regulations, the Board will consider any advertisement of full approval while on provisional approval as "material misrepresentation of fact". "Material misrepresentation of fact" may lead to revocation of the program's approval. Further, I understand the program's provisional approval status will continue to be reflected on the Board's internet website.

Please complete and return this form to the Board by **March 30, 2014**.

I certify under penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Marilyn Castillo, RN
(Signature of Director)

3/10/14
(Date)



Agenda Item #8.A.6., Attachment E

Medical Career College

I. Background

BVNPT RECD EDU
ON 10/28/14 WITH DJ, NEC

Medical Career College was initially placed on provisional approval status on February 18, 2010 with an average annual pass rate of 37% for noncompliance with Section 2530 of the Vocational Nursing Rules and Regulations which states:

A. "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 the first time candidates of accredited vocational nursing schools for the same period."

The Program's pass rate for the past 4 years compared to the State Annual pass rate has consistently improved as shown in the following table:

YEAR	PROGRAM AVERAGE ANNUAL PASS RATE	STATE AVERAGE ANNUAL PASS RATE	VARIANCE
OCT-DEC 2010	39%	75%	-37
OCT-DEC 2011	52%	75%	-23
OCT-DEC 2012	63%	74%	-11
OCT-DEC 2013	69%	76 %	-7

B. "(1) Failure to maintain the required yearly average minimum pass rate for two years or eight consecutive quarters may cause to place a program on provisional accreditation."

YEAR	PROGRAM QUARTERLY PASS RATE	STATE QUARTERLY PASS RATE	VARIANCE
JAN-MAR 2013	63%	73%	0
APRIL-JUNE 2013	70%	73%	-3%
JUL-SEP- 2013	62%	74%	-12%
OCT-DEC 2013	69%	76%	-7%
JAN-MAR 2014	62.50%	74.16%	-13.5%
APR-JUN 2014	33.33%	66.29%	-39.67%
JUL-SEP 2014	100 %		
OCT-DEC 2014*			



Medical Career College

In the meeting last February 13, 2014, the Board commented that:

“ While the pass rate has improved, consistent improvement has not been fully demonstrated. As such, extension of the provisional approval for an additional year is recommended to ensure that the program will achieve and maintain an average pass rate that is compliant with the requirements specified in the Vocational Nursing Rules and Regulations (maintain a yearly average minimum pass rate that does not fall below 10 percentage points of the state average pass rate for the first time candidates of accredited vocational nursing schools for the same period.”

In the letter dated March 3, 2014 on page 3, the statement that says that the program failed to comply with the annual pass rate requirement is incorrect since the NCLEX-PN Licensure Examination Data on the same page shows the following with the last quarter results:

Quarter	# Candidates	#Passed	% Passed	State Quarterly Pass Rate	Program Ave Annual Pass Rate	State Average Annual Pass Rate	Variance from State Average Annual Pass Rate
Oct-Dec 2013	5	4	80%	76%	69%	76%	-7

II. Present Status

Herewith is a comprehensive analysis of the program, specific actions taken to improve program pass rates, timeline for implementation, and effect of employed interventions.

A. Current Enrollment

ENROLLMENT DATA			
CLASS DATES		# of Students Admitted	Present Enrollment (Oct 2014)
Date class started or will start	Date class will Complete		
08-11-2014	09-04-2015	10	08
10-13-2014	11-05-2015	15	15



Medical Career College

B. Admission Criteria

ACTION	TIMELINE	EFFECT OF INTERVENTION	PERSON /S ACCOUNTABLE
Status quo			School Director

C. Screening and Selection Criteria

ACTION	TIMELINE	EFFECT OF INTERVENTION	PERSON /S ACCOUNTABLE
Status Quo			School Director/VP for Admissions

D. Terminal Objectives

ACTION	TIMELINE	EFFECT OF INTERVENTION	PERSON /S ACCOUNTABLE
To be reviewed in the next Advisory Board meeting (July 2015)	Annually	Employment rates to be collected and reviewed Employer's Survey Review	School Director

E. Curriculum Objectives

ACTION	TIMELINE	EFFECT OF INTERVENTION	PERSON /S ACCOUNTABLE												
Review of Curriculum to mirror the changes in the NCLEX Test PN	Starting with Cohort 16	Data to be gathered	School Director/Nursing Faculty/Student representative												
<table border="1"> <thead> <tr> <th>Client Categories/ Subcategories</th> <th>% of Questions</th> <th>Change in % of Questions</th> </tr> </thead> <tbody> <tr> <td>Safe and Effective Care Environment <ul style="list-style-type: none"> Coordinated Care Safety and Infection Control </td> <td>16-22%</td> <td>3% increase</td> </tr> <tr> <td></td> <td>10-16%</td> <td>1% decrease</td> </tr> <tr> <td>Health Promotion and</td> <td>7-13%</td> <td>No</td> </tr> </tbody> </table>				Client Categories/ Subcategories	% of Questions	Change in % of Questions	Safe and Effective Care Environment <ul style="list-style-type: none"> Coordinated Care Safety and Infection Control 	16-22%	3% increase		10-16%	1% decrease	Health Promotion and	7-13%	No
Client Categories/ Subcategories				% of Questions	Change in % of Questions										
Safe and Effective Care Environment <ul style="list-style-type: none"> Coordinated Care Safety and Infection Control 				16-22%	3% increase										
	10-16%	1% decrease													
Health Promotion and	7-13%	No													



Medical Career College

Maintenance		change			
Psychological Integrity	8-14%	1% increase			
Physiological Integrity					
<ul style="list-style-type: none"> • Basic Care and Comfort 	7-13%	2% decrease			
<ul style="list-style-type: none"> • Pharmacological Therapies 	11-17%	No change			
<ul style="list-style-type: none"> • Reduction of Risk Potential 	10-16%	1% increase			
<ul style="list-style-type: none"> • Physiological Adaptation 	7-13%	2% decrease			
Preparation of initial Program Effectiveness Plan in compliance of ABHES accreditation					School Director VP of Admissions/Marketing VP of Finance Registrar Academic Consultant

F. Instructional Plan

ACTION	TIMELINE	EFFECT OF INTERVENTION	PERSON /S ACCOUNTABLE
Added Kaplan NCLEX Review starting for Cohort 14 (May 15, 2014)	At the completion of the program	Data to be gathered Exit test passing grade set at 95%	School Director
Continued with the use of NCLEX review resources (i.e. ATI Testing, Comprehensive NCLEX Review Book by Saunders, Judith Miller Tutorial Video, and Lippincott NCLEX Review Book	Interspersed in the courses	Scores are collected and added to student's progress reports	Nursing Instructors



Medical Career College

G. Theory and Clinical Objectives for Each Course

ACTION	TIMELINE	EFFECT OF INTERVENTION	PERSON /S ACCOUNTABLE
In each course, critical thinking exercises are given and reinforced	Quarterly updates	Enhancement of test taking skills	Nursing Instructor/School Director

H. Lesson Plans for Each Course

ACTION	TIMELINE	EFFECT OF INTERVENTION	PERSON /S ACCOUNTABLE
<p>Added Virtual Clinical Excursions in Maternity, Pediatrics, Fundamentals and Medical Surgical</p> <p><i>One of the most complete nursing education learning systems available, Virtual Clinical Excursions is an online program that guides you through a virtual hospital where the patients are real and their conditions are constantly changing. By immersing students in a realistic, yet safe, nursing environment, VCE simulates the average clinical rotation by allowing users to conduct a complete assessment of a patient and set priorities for care, collect information, analyze and interpret data, prepare and administer medications, and reach conclusions about complex problems. Each lesson has a textbook reading assignment and activities based on "visiting" the patients in the hospital - providing a perfect environment to "practice" what you are learning.</i></p>			Nursing Instructors



Medical Career College

I. Textbooks

ACTION	TIMELINE	EFFECT OF INTERVENTION	PERSON /S ACCOUNTABLE																					
<p>Use PrepU for Cohorts 14 and 15</p> <p><i>PrepU streamlines the study and learning process through customized adaptive learning experiences tailored to each user's knowledge level. Students identify where they need to spend more study time; instructors get real time data for maximizing class performance</i></p> <p>The performance in the NCLEX will be correlated to the scores in PrepU</p>	<p>2014 Cohorts</p>	<p>Initial data:</p> <table border="1" data-bbox="833 506 1187 705"> <thead> <tr> <th>Quarter</th> <th>Cohort</th> <th>Takers/Passed</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>14</td> <td>3 / 2</td> </tr> <tr> <td></td> <td>15</td> <td>2 / 1</td> </tr> <tr> <td>2</td> <td>14</td> <td>2 / 0</td> </tr> <tr> <td></td> <td>15</td> <td>5 / 1</td> </tr> <tr> <td>3</td> <td>14</td> <td>3 / 3</td> </tr> <tr> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Quarter	Cohort	Takers/Passed	1	14	3 / 2		15	2 / 1	2	14	2 / 0		15	5 / 1	3	14	3 / 3				<p>Nursing Instructors</p>
Quarter	Cohort	Takers/Passed																						
1	14	3 / 2																						
	15	2 / 1																						
2	14	2 / 0																						
	15	5 / 1																						
3	14	3 / 3																						

J. Attendance Policy

ACTION	TIMELINE	EFFECT OF INTERVENTION	PERSON /S ACCOUNTABLE
Same			

K. Remediation Policy

ACTION	TIMELINE	EFFECT OF INTERVENTION	PERSON /S ACCOUNTABLE
Same			



Medical Career College

L. Evaluations of Theory and Clinical Faculty

ACTION	TIMELINE	EFFECT OF INTERVENTION	PERSON /S ACCOUNTABLE
Classroom and onsite observation	Quarterly	Faculty ensures that students are engaged	School Director
Expectations from Instructors are printed as part of the job description for faculty	Upon hire and start of each cohort		School Director

M. Evaluations of Clinical Rotations and Correlation to Theory Presentation

ACTION	TIMELINE	EFFECT OF INTERVENTION	PERSON /S ACCOUNTABLE
Initiated and continued with clinical facility evaluation (in compliance with ABHES Accreditation)	Will start with each completing cohort	Correlation of clinical skills and cognitive knowledge	School Director Registrar Staff Analyst

N. Evaluation of Student Achievement

ACTION	TIMELINE	EFFECT OF INTERVENTION	PERSON /S ACCOUNTABLE
Continued in every cohort and feedback given to students on a weekly/quarterly basis			Nursing Instructors

Summary:

The efforts to comply with the pass rate has been going on with gains in the quality of curriculum, faculty hired, student participation and their increasing responsibility in passing the licensure examination.

Agenda Item #8.A.6., Attachment F

Johnson, Donna@DCA

From: MCC MEDICAL CAREER COLLEGE FREMONT <mccfremont@ymail.com>
Sent: Friday, January 16, 2015 4:28 PM
To: Johnson, Donna@DCA
Subject: Medical Career College

Follow Up Flag: Follow up
Flag Status: Flagged

Hello Ms. Donna,

The dates for Maternity for Class 6/14 – Washington Clinic (4/29/14-5/14/14) and for Pediatrics- Learning Tree(5/20/14-6/4/14)

The dates for Maternity for Class 10/14- Washington Clinic (9/02/14-9/17/14) and for Pediatrics- Learning Tree(9/22-10/7/14)

Thank you.

Marilyn Castillo, RN,
Medical Career College
Fremont, CA

EDUCATION DIVISION NOTE TO FILE

PROGRAM NAME: Medical Career College

DATE/TIME; STAFF INITIALS	ACTION REQUESTED; TAKEN; COMMENTS
12/19/14 DGJ	Retrieved a VM left 12/18/14 at 5:29PM from Bindu Isram from Kaiser Women's Clinic, Milpitas. She was returning AGPA H. Barrera's phone call inquiring about when students from MCC last attended clinical there. The caller reported the last time MCC students attended the clinic was three years ago.

Johnson, Donna@DCA

From: Barrera, Helen@DCA
Sent: Thursday, December 18, 2014 4:45 PM
To: Johnson, Donna@DCA
Subject: Medical Career College - Freemont

Follow Up Flag: Follow up
Flag Status: Flagged

Donna,

I called the following facilities to ascertain whether and when students from Medical Career College-Freemont campus last rotated through for their clinical experience corresponding to the rotation.

- The Learning Tree – left message for Jenna Lee to call you tomorrow.
- Kaiser Women’s Clinic – left message for Bindu Isram to call you tomorrow.
- Washington Township – spoke with Utra Kumar, who answered the phone, she stated that she has worked at the facility for 3 years and during this period, there have been NO students from any schools rotating in their facility.

Helen

Helen Barrera
Associate Governmental Program Analyst, Retired Annuitant
Board of Vocational Nursing and Psychiatric Technicians
2535 Capitol Oaks Drive, Suite 205
Sacramento, CA 95833
Phone: 916-576-4199
Fax: 916-263-7866
Email: helen.barrera@dca.ca.gov

Please note:

I work 20 hours per week and my hours and days vary.

Therefore, I am not always available, but if you leave me a message I will respond as soon as possible.

This email message (and any associated or attached files) is intended only for the addressee(s) and contains information that may be confidential and protected by copyright law or constitutes a trade secret. If you are not the intended recipient, please notify the sender by reply email and immediately delete this message. Any use, disclosure, or reproduction of this email by anyone other than the intended recipient(s) is strictly prohibited. Finally, the recipient should check this email and any attachments for the presence of viruses.



Please consider our environment before you print this email.



Medical Career College

October 28, 2014

Board of Vocational Nursing
And Psychiatric Technicians
2535 Capitol Oaks Drive, Suite 205
Sacramento, CA. 95833-2945

Dear Ms. Donna Johnson:

I would like to request your kind office for classes that will replace the morning class that will graduate on September 4, 2015 and an evening class that will graduate on November 5, 2015 with 15 students each class for the Vocational Nursing Program of Medical Career College in Fremont, California. The start date for the requested classes will be September 21, 2015 and will end October 14, 2016 for the morning class while November 16, 2015 until December 8, 2016 for the evening class.

The clinical schedules are as follow:

Morning class of 15 students that started August 11, 2014 has Tuesday and Wednesday from 7:00 a.m. - 3:30 p.m. clinical schedule

Instructors: Rosita Betonio, R.N. (Main Clinical Instructor)
Veronica Fuentes, R.N. (Substitute)

Clinical Sites: Windsor Country Drive Care Center, Fremont
Washington Township Medical Group, Union City
Kaiser Permanente Medical Office, Milpitas, CA
The Learning Tree, Fremont
Bay Point Health Care Center, Hayward, CA.
Los Altos Sub Acute Care and Rehab, Los Altos, CA
All Saints Sub Acute Care and Rehab, San Leandro, CA

Evening Class of 15 students that started last October 13, 2014 has Monday and Tuesday from 3:00 p.m. - 11:30 p.m. clinical schedule

Instructors: Fred Cohen, L.V.N. (Main Clinical Instructor)
Veronica Fuentes, R.N. (Substitute)



Medical Career College

Clinical Sites: Windsor Country Drive Care Center, Fremont
Bay Point Health Care Center, Hayward, CA.
Washington Township Medical Group, Union City
Kaiser Permanente Medical Office, Milpitas, CA
The Learning Tree, Fremont
Los Altos Sub Acute Care and Rehab, Los Altos, CA
All Saints Sub Acute Care and Rehab, San Leandro, CA

The new morning class with start date of September 21, 2015 has a clinical schedule as follows:

Tuesday and Wednesday 7:00a.m- 3:30p.m.

Instructors: Rosita Betonio, R.N. (Main Clinical Instructor)
Veronica Fuentes, R.N. (Substitute)

Clinical Sites: Windsor Country Drive Care Center, Fremont
Washington Township Medical Group, Union City
Bay Point Health Care Center, Hayward
Kaiser Permanente Medical Office, Milpitas, CA
The Learning Tree, Fremont
Los Altos Sub Acute Care and Rehab, Los Altos, CA
All Saints Sub Acute Care and Rehab, San Leandro, CA

The new evening class with start date of November 16, 2015 has a clinical schedule as follows:

Thursday and Friday 3:00 p.m. - 11:30 p.m.

Instructors: Fred Cohen, L.V.N. (Main Instructor)
Rosita Betonio, R.N. (Substitute)

Clinical Sites: Windsor Country Drive Care Center, Fremont
Washington Township Medical Group, Union City
Bay Point Health Care Center, Hayward
Kaiser Permanente Medical Office, Milpitas, CA
The Learning Tree, Fremont
Los Altos Sub Acute Care and Rehab, Los Altos, CA
All Saints Sub Acute Care and Rehab, San Leandro, CA



Medical Career College

With regards to the school resources, MCC is able to provide ample comfortable space for classroom, library/conference room and skills lab with adequate equipment and supplies needed for students to use.

MEDICAL CAREER COLLEGE is at 41300 Christy St. on a 9,449 sq. ft. space building. The school has different rooms for the purpose of providing a better atmosphere for learning. It has 2 large classrooms and 1 large skills lab (6 bed capacity) for VN Program. Other rooms include library/conference, computer lab, faculty room, Director's office, classrooms for CNA's, Hemodialysis Technicians and a separate skills lab for those programs. There is also a storage room, printer room, break room and 2 large bathrooms. With regards to access to transportation, there are two bus stops right in front of the school coming from the Bart Station.

Thank you for your kind consideration regarding this matter.

Sincerely,

Marilyn Castillo, R.N., B.S.N.
Director of VN Program
Medical Career College
41300 Christy Street
Fremont, CA 94538
510-445-0319



Medical Career College

October 28, 2013

Board of Vocational Nursing
And Psychiatric Technicians
2535 Capitol Oaks Drive, Suite 205
Sacramento, CA. 95833-2945

Dear Ms. Suellen Clayworth:

I would like to request your kind office for classes that will replace the morning class that will graduate on June 6, 2014 and an evening class that will graduate on October 9, 2014 with 15 students each class for the Vocational Nursing Program of Medical Career College in Fremont, California. The start date for the requested classes will be August 11, 2014 and will end September 4, 2015 for the morning class while October 13, 2014 until November 5, 2015 for the evening class.

The clinical schedules are as follow:

Morning class of 15 students that started May 13, 2013 has Tuesday and Wednesday from 7:00 a.m. - 3:30 p.m. clinical schedule

Instructors: Rosita Betonio, R.N. (Main Clinical Instructor)
Veronica Fuentes, R.N. (Substitute)

Clinical Sites: Windsor Country Drive Care Center, Fremont
Washington Township Medical Group, Union City
Kaiser Permanente Medical Office, Milpitas, CA
The Learning Tree, Fremont
Bay Point Health Care Center, Hayward, CA.
Lincoln Villa, Fremont

Evening Class of 15 students that started last September 13, 2013 has Monday and Tuesday from 3:00 p.m. - 11:30 p.m. clinical schedule

Instructors: Fred Cohen, L.V.N. (Main Clinical Instructor)
Veronica Fuentes, R.N. (Substitute)



Medical Career College

Clinical Sites: Windsor Country Drive Care Center, Fremont
Bay Point Health Care Center, Hayward, CA.
Washington Township Medical Group, Union City
Kaiser Permanente Medical Office, Milpitas, CA
The Learning Tree, Fremont
Lincoln Villa, Fremont

The new morning class with start date of August 11, 2014 has a clinical schedule as follows:

Tuesday and Wednesday 7:00a.m- 3:30p.m.

Instructors: Rosita Betonio, R.N. (Main Clinical Instructor)
Veronica Fuentes, R.N. (Substitute)

Clinical Sites: Windsor Country Drive Care Center, Fremont
Washington Township Medical Group, Union City
Bay Point Health Care Center, Hayward
Kaiser Permanente Medical Office, Milpitas, CA
The Learning Tree, Fremont
Lincoln Villa, Fremont

The new evening class with start date of October 13, 2014 has a clinical schedule as follows:

Monday and Tuesday 3:00 p.m. - 11:30 p.m.

Instructors: Fred Cohen, L.V.N. (Main Instructor)
Veronica Fuentes, R.N. (Substitute)

Clinical Sites: Windsor Country Drive Care Center, Fremont
Washington Township Medical Group, Union City
Bay Point Health Care Center, Hayward
Kaiser Permanente Medical Office, Milpitas, CA
The Learning Tree, Fremont
Lincoln Villa, Fremont



Medical Career College

With regards to the school resources, MCC is able to provide ample comfortable space for classroom, library/conference room and skills lab with adequate equipment and supplies needed for students to use.

MEDICAL CAREER COLLEGE is at 41300 Christy St. on a 9,449 sq. ft. space building. The school has different rooms for the purpose of providing a better atmosphere for learning. It has 2 large classrooms and 1 large skills lab (6 bed capacity) for VN Program. Other rooms include library/conference, computer lab, faculty room, Director's office, classrooms for CNA's, Hemodialysis Technicians and a separate skills lab for those programs. There is also a storage room, printer room, break room and 2 large bathrooms. With regards to access to transportation, there are two bus stops right in front of the school coming from the Bart Station.

Thank you for your kind consideration regarding this matter.

Sincerely,

A handwritten signature in black ink, appearing to read "Marilyn Castillo", is written over a horizontal line.

Marilyn Castillo, R.N., B.S.N.
Director of VN Program
Medical Career College
41300 Christy Street
Fremont, CA 94538
510-445-0319



Medical Career College

BVNPT Received *edu*
on *11/11/12* with *me*

November 9, 2012

Board of Vocational Nursing
And Psychiatric Technicians
2535 Capitol Oaks Drive, Suite 205
Sacramento, CA. 95833-2945

Dear Ms. Suellen Clayworth:

I would like to request your kind office for classes that will replace the morning class that will graduate on May 3, 2013 and an evening class that will graduate on September 9, 2013 with 15 students each class for the Vocational Nursing Program of Medical Career College in Fremont, California. ~~The start date for the requested classes will be May 13, 2013 and will end June 6, 2014 for the morning class while September 16, 2013 until October 9, 2014 for the evening class.~~

The clinical schedules are as follow:

Morning class of 15 students that started April 16, 2012 has Monday and Tuesday from 7:00 a.m. - 3:30 p.m. clinical schedule

Instructors: Rosita Betonio, R.N. (Main Clinical Instructor)
Veronica Fuentes, R.N. (Substitute)

Clinical Sites: Windsor Country Drive Care Center, Fremont
Washington Township Medical Group, Union City
Kaiser Permanente Medical Office, Milpitas, CA
The Learning Tree, Fremont
Bay Point Health Care Center, Hayward, CA.
Lincoln Villa, Fremont

Evening Class of 15 students that started last August 20, 2012 has Monday and Tuesday from 3:00 p.m. - 11:30 p.m. clinical schedule

Instructors: Fred Cohen, L.V.N. (Main Clinical Instructor)
Veronica Fuentes, R.N. (Substitute)



Medical Career College

Clinical Sites: Windsor Country Drive Care Center, Fremont
Bay Point Health Care Center, Hayward, CA.
Washington Township Medical Group, Union City
Kaiser Permanente Medical Office, Milpitas, CA
The Learning Tree, Fremont
Lincoln Villa, Fremont

The new morning class with start date of May 13, 2013 has a clinical schedule as follows:
Tuesday and Wednesday 7:00a.m- 3:30p.m.

Instructors: Rosita Betonio, R.N. (Main Clinical Instructor)
Veronica Fuentes, R.N. (Substitute)

Clinical Sites: Windsor Country Drive Care Center, Fremont
Washington Township Medical Group, Union City
Bay Point Health Care Center, Hayward
Kaiser Permanente Medical Office, Milpitas, CA
The Learning Tree, Fremont
Lincoln Villa, Fremont

The new evening class with start date of May 13, 2013 has a clinical schedule as follows:

Wednesday and Thursday 3:00 p.m. - 11:30p.m.

Instructors: Fred Cohen, L.V.N. (Main Instructor)
Veronica Fuentes, R.N. (Substitute)

Clinical Sites: Windsor Country Drive Care Center, Fremont
Washington Township Medical Group, Union City
Bay Point Health Care Center, Hayward
Kaiser Permanente Medical Office, Milpitas, CA
The Learning Tree, Fremont
Lincoln Villa, Fremont



Medical Career College

With regards to the school resources, MCC is able to provide ample comfortable space for classroom, library/conference room and skills lab with adequate equipment and supplies needed for students to use.

MEDICAL CAREER COLLEGE is at 41300 Christy St. on a 9,449 sq. ft. space building. The school has different rooms for the purpose of providing a better atmosphere for learning. It has 2 large classrooms and 1 large skills lab (6 bed capacity) for VN Program. Other rooms include library/conference, computer lab, faculty room, Director's office, classrooms for CNA's, Hemodialysis Technicians and a separate skills lab for those programs. There is also a storage room, printer room, break room and 2 large bathrooms. With regards to access to transportation, there are two bus stops right in front of the school coming from the Bart Station.

Thank you for your kind consideration regarding this matter.

Sincerely,

Marilyn Castillo, R.N., B.S.N.
Director of VN Program
Medical Career College
41300 Christy Street
Fremont, CA 94538
510-445-0319