

# Agenda Item #12.C.1.



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

## BOARD OF VOCATIONAL NURSING & PSYCHIATRIC TECHNICIANS

2535 Capitol Oaks Drive, Suite 205, Sacramento, CA 95833-2945

Phone (916) 263-7800 Fax (916) 263-7855 Web [www.bvnpt.ca.gov](http://www.bvnpt.ca.gov)



## COVER SHEET

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

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

### Recommendations:

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



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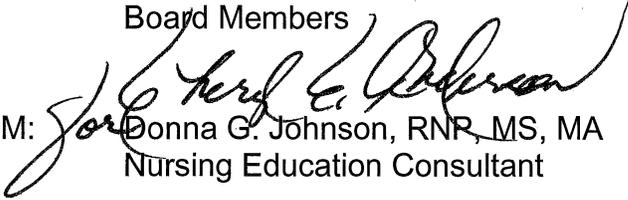
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**Board of Vocational Nursing and Psychiatric Technicians**  
2535 Capitol Oaks Drive Suite 205, Sacramento, CA 95833-2945  
Phone 916-263-7800 Fax 916-263-7855 Web www.bvnpt.ca.gov

DATE: April 29, 2016

TO: Board Members

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

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

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

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

The program has now requested approval to admit one (1) class of 15 students to begin August 29, 2016 and to graduate August 18, 2017.

## History of Prior Board Actions

(See Attachment A, History of Prior Board Actions)

## Enrollment

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

The following table represents **current** and **proposed** student enrollment based on current and proposed class starts and completions. The table indicates **a maximum enrollment of 73 students** for the period **April 2012 through August 2016**.

ENROLLMENT DATA				
CLASS DATES		#Students Admitted	#Students Current or Completed	Total Enrolled
Start	Complete			
4/12		19	12	12
8/12		27	18	12 + 18 = 30
12/12		19	15	30 + 15 = 45
4/13		8	8	45 + 8 = 53
	8/13 (4/12 Class)		-12	53 - 12 = 41
8/13		21	21	41 + 21 = 62
	12/13 (8/12 Class)		-18	62 - 18 = 44
12/13		20	24	44 + 24 = 68
	4/14 (12/12 Class)		-15	68 - 15 = 53
4/14		29	20	53 + 20 = 73
	8/14 (4/13 Class)		-8	73 - 8 = 65
	8/14 (8/13 Class)		-21	65 - 21 = 44
8/14		25	23	44 + 23 = 67
	12/14 (12/13 Class)		-24	67 - 24 = 43
12/14		21	19	43 + 19 = 62
	4/15 (4/14 Class)		-15	62 - 15 = 47
4/15		28	21	47 + 21 = 68
	10/15 (8/14 Class Delayed from 8/15)		-23	68 - 23 = 45
	12/15 (12/14 Class)		-19	45 - 19 = 26
1/16	12/16	18	19	26 + 19 = 45
	4/16 (4/15 Class)		-21	45 - 21 = 24
8/16 (Proposed)	8/17	15		24 + 15 = 39

**Licensing Examination Statistics**

The following statistics, furnished by Pearson Vue and published by the National Council of State Boards of Nursing as “Jurisdictional Summary of All First-Time Candidates Educated in Member Board Jurisdiction” for the period January 2012 through March 2016, specify the pass percentage rates for graduates of the Carrington College, San Jose, Vocational Nursing Program on the National Council Licensure Examination for Practical/Vocational Nurses (NCLEX-PN®), and the variance from state average annual pass rates.

NCLEX-PN® Licensure Examination Data							
Quarterly Statistics					Annual Statistics*		
Quarter	# Candidates	# Passed	% Passed	State Average Quarterly Pass Rate	Program Average Annual Pass Rate	State Average Annual Pass Rate [CCR § 2530 (l)]	Variance from the State Average Annual Pass Rate
Jan – Mar 2012	21	14	67%	77%	63%	74%	-11
Apr – Jun 2012	11	7	64%	72%	63%	74%	-11
Jul – Sep 2012	19	11	58%	74%	63%	74%	-11
Oct – Dec 2012	11	8	73%	70%	65%	74%	-9
Jan – Mar 2013	3	2	67%	75%	64%	73%	-9
Apr – Jun 2013	14	12	86%	78%	70%	73%	-3
Jul – Sep 2013	9	6	67%	75%	76%	74%	+2
Oct – Dec 2013	2	1	50%	76%	75%	76%	-1
Jan – Mar 2014	9	3	33%	74%	65%	76%	-11
Apr – Jun 2014	18	10	56%	66%	53%	73%	-20
Jul – Sep 2014	12	6	50%	72%	49%	73%	-24
Oct – Dec 2014	25	14	56%	72%	52%	72%	-20
Jan – Mar 2015	11	4	36%	73%	52%	71%	-19
Apr – Jun 2015	20	12	60%	69%	53%	72%	-19
Jul – Sep 2015	14	7	50%	73%	53%	72%	-19
Oct – Dec 2015	2	2	100%	75%	53%	72%	-19
Jan – Mar 2016	19	15	79%	73%	65%	73%	-8

\*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.”

Based on the **most recent data available** (January through March 2016), the program’s average annual pass rate is **65%**. The California average annual pass rate for graduates from approved vocational nursing programs who took the NCLEX-PN® for the first time during the same period is 73%. The average annual pass rate for the Carrington College, San Jose,

California, Vocational Nursing Program is **eight (8)** percentage points **below** the state average annual pass rate. The program's average annual pass rate was **greater** than 10 percentage points **below** the state average annual pass rate for **eight (8) consecutive quarters**. This most recent quarter represents the program's first quarter that is within 10 percentage points of the state 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."

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

The total number of Board-approved faculty is 14, including the program director, and one (1) Additional Faculty. A total of 13 faculty are approved to teach in the clinical area. The director has 90% administrative responsibility.

For a maximum enrollment of 73 students, eight (8) instructors are needed. Therefore, the number of current faculty is **adequate** for current and proposed students.

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

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

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

### **Other Considerations**

During the course of investigating a complaint received in August 2015, a total of four (4) violations were identified. The violations were related to inadequate clinical facilities; the failure to provide clinical experiences related to Maternity Nursing and the care of sick children; and the failure to correlate theory and clinical experiences. An additional violation, related to failure to notify the Board of faculty terminations in a timely manner, was also identified.

The program took several steps to correct the violations, including securing Board approval for additional clinical facilities and developing a new process for timely notification of faculty terminations. The program moved to a new location in September 2015 and the Board approved a new program director in October 2015.

As reported in the November 2015 report to the Board, with several quarters of noncompliant pass rates on the licensure examination, Board staff had been monitoring the program and the program's improvement plans. As of September 2015, the program reported on implementation of the improvement plan, including the following.

### ***Improvement Plan Status Report***

- One nursing faculty member provides focused time on NCLEX-PN® preparation to existing and former students.
- Beginning August 10, 2015, faculty members conduct biweekly review sessions on campus for existing and former students.
- 35 campus-based sessions have been provided.
- Individual coaching sessions are being provided for existing and former students.
- Career Services staff perform outreach to promote participation in review activities.
- ATI® 3 day live review sessions are provided at the end of each final term of the program.
- All sessions and materials are provided at no cost to participants.
- Faculty members have completed initial orientation to existing ATI® NCLEX® materials.
- Former students receive access to ATI® Virtual Review support.

### ***Admission Process***

- The program identified that changes are not needed.
- Comprehensive review of all academic policies planned prior to November 1, 2015.

### ***Curriculum and Instruction***

- Since April 2015, it was identified that faculty needed to increase the consistency with which course objectives were integrated into course activities and meetings have been conducted.
- Faculty members provided access to faculty development resources providing web-based training resources.
- Review determined the need for curriculum revision (specifics outlined in the report) with plan to submit a revised curriculum for Board review prior to March 31, 2016. This includes all Carrington College Vocational Nursing Programs and the Carrington College Dean for Nursing.

### ***Remediation and NCLEX-PN® Preparation***

- Currently being conducted: remediation processes during each course, faculty conducting student progress reviews during each semester, meetings with students identified as at risk, meetings with Student Success Team to implement remediation plans.
- Evaluation of current faculty performance related to NCLEX-PN® preparation, serving as content expert for remediation, and NCLEX-PN® review to be completed by October 30, 2015.

### ***Recommendations:***

1. Approve the Carrington College, San Jose, Vocation Nursing Program's request to admit one (1) class of 15 students to begin August 29, 2016 and to graduate August 18, 2017, only.

2. Continue to require the program to admit no .additional students unless approved by the full Board.
3. Continue to require the program to provide no less than one (1) instructor for every ten (10) students in clinical experiences.
4. Require the program director to submit, under penalty of perjury, the names of all enrolled students, date of admission, placement in the curriculum, and expected date of graduation by **September 15, 2016**.

**Rationale:**

The Carrington College, San Jose, Vocational Nursing Program was placed on provisional approval in November 2015. Since then, the program admitted one (1) class of students that began in January 2016.

With a comprehensive improvement plan in place, all previously identified violations now corrected, adequate resources to support the requested students, and an improvement in pass rates, recommendation to approve the program's request to admit students is offered at this time.

The program remains on provisional approval and Board staff will closely monitor the program's progress.

Attachment A: History of Prior Board Action

## **Agenda Item #12.C.1., Attachment A**

### **CARRINGTON COLLEGE, SAN JOSE VOCATIONAL NURSING PROGRAM**

#### **History of Prior Board Actions**

- On October 3, 2006, the Executive Officer approved a request from Western Career College, San Jose, to begin a vocational nursing program with an initial class of 45 students on October 23, 2006, only; **and** approved the program curriculum for 1599 hours, including 645 theory, and 954 clinical hours.
- On November 7, 2007, the Executive Officer approved initial full accreditation for the Western Career College, San Jose, Vocational Nursing Program for the period from November 7, 2007, through November 6, 2011, and the Board issued a certificate accordingly; approved the program to admit a full-time class of 30 students to start on March 17, 2008, only, to replace students graduating on February 29, 2008; and approved the program to admit a full-time class of 30 students to start on November 12, 2007, only, thereby increasing the program's frequency of admissions.
- July 16, 2008, the Executive Officer approved the Western Career College, San Jose, Vocational Nursing Program's request to admit a full-time class of 30 students to start on July 28, 2008, **only**. Approval would result in an increase of the program's frequency of admissions.
- On October 8, 2008, the Executive Officer approved the program's request for ongoing admissions to **replace** graduating classes, only, with the following stipulations:
  - a. No additional classes are added to the program's current pattern of admissions without prior Board approval. The program's current pattern of admissions includes three classes per year. The first replacement class will commence on April 6, 2009.
  - b. The director documents that adequate resources, i.e. faculty and facilities, are available to support each admitted class of students.
- **On April 14, 2009, the Board approved a new Program Director.**
- On May 27, 2010, the Board was notified of the program's name change from Western Career College, San Jose, Vocational Nursing Program to Carrington College California, San Jose, Vocational Nursing Program.
- On April 18, 2012, the Executive Officer approved the following:
  1. Approve the Carrington Career College, San Jose Vocational Nursing Program for a four-year period from November 6, 2011 to November 5, 2015, and issue a certificate accordingly.

2. Approve the program's major curriculum revision from a four (4) term to a three (3) term program to include 1530 total hours, Theory - 576 hours, Clinical – 954.
  3. Continue approval of the program's current pattern of admissions of three (3) classes of thirty (30) students per year to **replace** graduating classes only, with the following stipulations:
    - a. No additional classes are added to the program's current pattern of admissions without prior Board approval. The program's current pattern of admissions includes three (3) classes of thirty (30) students per year.
    - b. The director documents that adequate resources, i.e. faculty and facilities, are available to support each admitted class of students.
    - c. The program's average annual pass rates remain no more than ten (10) percentage points below the state average annual pass rate.
- On July 21, 2014, the Board was notified of the change of name from Carrington College California to Carrington College.
  - **On February 11, 2015, an interim program director, a current faculty member, was approved.**
  - On February 18, 2015, the program was notified of four quarters of non-complaint pass rates and a written improvement plan was requested.
  - **On March 17, 2015, a new program director was approved.**
  - On March 26, 2015, the Board received the program's written improvement plan.
  - On May 7, 2015, the Board requested documentation related to the Program Record Survey.
  - On May 12, 2015, the program was notified of five quarters of non-complaint pass rates.
  - On August 3, 2015, the program was notified of six quarters of non-complaint pass rates and documentation of implementation of the improvement plan was requested.
  - On August 6, 2015, the Board received an anonymous complaint regarding the program and sent written correspondence regarding the complaint to the program.
  - On August 10, 2015, the Board received documentation from the program in response to the complaint and four violations were identified.
  - On August 11, 2015, the program forwarded written correspondence stating they were voluntarily suspending admissions until deficits could be corrected.
  - On August 13, 2015, the Acting Executive Officer rendered the following decisions:

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

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

- a. Admission Criteria
- b. Screening and Selection Criteria
- c. Terminal Objectives
- d. Curriculum Objectives
- e. Instructional Plan

- f. Theory and Clinical Objectives for Each Course
- g. Lesson Plans for Each Course
- h. Textbooks
- i. Attendance Policy
- j. Remediation Policy
- k. Evaluations of Theory and Clinical Faculty
- l. Evaluations of Theory Presentations
- m. Evaluations of Clinical Rotations and Their Correlation to Theory Presentations
- n. Evaluation of Student Achievement
- o. Current Enrollment, **and**

require the program to bring its average annual pass rate to no more than (10) ten percentage points below the State average annual pass rate, **and** 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, **and** 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, **and** failure to take any of these corrective actions may cause the full Board to revoke the program's approval, **and** place the program on the Board's **November 2017** agenda for reconsideration of provisional approval.