



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

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DATE: May 4, 2018

TO: Board Members

FROM: Beth DeYoung, RN, MPH
Nursing Education Consultant

SUBJECT: Angeles Institute Vocational Nursing Program – Request to Admit Students
(Director: Brandy Coward, Artesia, Los Angeles County – Private)

STAFF SUMMARY AND RECOMMENDATIONS:

The Angeles Institute Vocational Nursing Program is presented for consideration of a request to admit one full-time class of 30 students commencing on May 21, 2018, graduating on March 1, 2019, to replace the class that graduated on January 19, 2018.

On May 12, 2017, Angeles Institute Vocational Nursing Program was placed on provisional approval for the period from May 12, 2017, through May 31, 2019, due to noncompliance with regulatory requirements relative to program annual pass rates.

RECOMMEND:

- 1. Deny one full-time class of 30 students.**
- 2. Approve one full-time class of 20 students.**
- 3. Continue the program's requirement to obtain Board approval prior to the admission of each class.**
- 4. Place the program on the Board's May 2019 agenda for reconsideration of provisional approval.**

History of Prior Board Actions

(See Attachment A, History of Prior Board Actions)

Enrollment

The program offers full-time day classes that are 44 weeks in length. Currently, the program must obtain Board approval prior to the admission of each class.

The following table represents **current and projected** student enrollment based on the current and proposed class starts and completions. The table indicates **a maximum enrollment of 60 students** for the period **October 2017 through May 2018**.

ENROLLMENT DATA				
CLASS DATES		# Students Admitted	# Students Current or Completed	Total Enrolled
Start	Complete			
10/17 FT *[8/18]		30	30	30
5/18 FT *[3/19] Proposed		30		30 + 30 = 60

* [] Indicates projected completion date.

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 2015 through March 2018 specify the pass percentage rates for graduates of the Angeles Institute 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			
Annual Statistics*			
Quarter	Program Average Annual Pass Rate	State Average Annual Pass Rate [CCR §2530 (I)]	Variance from the State Average Annual Pass Rate
January – March 2015	58%	71%	-13
April – June 2015	59%	72%	-13
July – September 2015	59%	72%	-13
October – December 2015	53%	72%	-19
January – March 2016	55%	72%	-17
April – June 2016	52%	74%	-22
July – September 2016	60%	75%	-15
October – December 2016	61%	74%	-13
January – March 2017	59%	73%	-14
April – June 2017	59%	74%	-15
July – September 2017	56%	71%	-15
October – December 2017	58%	71%	-13
January – March 2018	62%	73%	-11

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

California Code of Regulations section 2530(I) 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 2018), the program’s average annual pass rate is **62%**. The California average annual pass rate for graduates from accredited vocational nursing programs who took the NCLEX-PN® Licensure Examination for the first time during the same period is **73%**. The average annual pass rate for the Angeles Institute Vocational Nursing Program is **eleven 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.”

On May 12, 2017, the Board approved the Education Committee’s recommendation of one instructor for every ten students in clinical experiences. Fewer students for each clinical instructor will enable more focused instruction and enhanced learning to closely monitor and evaluate the clinical performance of students. Therefore, based on the maximum enrollment of 60 students, six instructors are recommended for clinical supervision. Faculty is adequate for the current and proposed enrollment.

The number of Board-approved faculty totals 18, including the director and two teacher assistants. Of these instructors, 16 are designated to teach clinical. The director has 90% administrative and 10% teaching duties. Submitted documentation confirms the stability of program faculty.

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

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

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

Other Considerations

On February 25, 2016, the program director submitted a written plan to increase the program’s NCLEX-PN® pass rates. The plan included a mandatory NCLEX-PN® review for students who completed the program, inclusion of *Coursepoint* as a student resource, and the development

of a re-entry committee to determine readiness for students re-entering the program after an academic fail.

On August 22, 2016, the director was notified that the program's average annual pass rate had fallen below ten percentage points of the state average annual pass rate for the past six quarters.

On November 13, 2016, the director was notified that the program's average annual pass rate had fallen below ten percentage points of the state average annual pass rate for the past seven quarters. During a phone conversation following receipt of the notification, the program director verbalized the importance of improving the NCLEX-PN® pass rates and was confident the recently implemented interventions would improve the pass rates for quarter 4 (October - December 2016).

On February 15, 2017, the program was notified of placement on the May 2017 Board meeting agenda for Consideration of Provisional Approval due to the program's non-compliance with regulatory requirements.

On March 8, 2017, the program director submitted a plan to increase the NCLEX-PN® pass rates. The program report includes interventions implemented since September 2014 to improve the NCLEX-PN® pass rate. The following are the most recent interventions implemented:

- Review of curriculum (September 2016)
- Implementation of an NCLEX-PN® live review course (October 2016)
- Implementation of the SOAR student counseling program (October 2016)
- Adjustment of passing score for the admissions testing (November 2016)
- Update of terminal objectives and application questionnaire (November 2016)
- NCSBN NCLEX-PN® review increased to 15 weeks (January 2017)
- Update of the NCLEX-PN® review to include 2017 test plan additions (March 2017)
- Scheduling of a campus-wide meeting quarterly to improve the program (March 2017)

On May 1, 2017, an unannounced school visit was completed by the NEC. Three violations were identified during the school visit.

On May 30, 2017, the Board approved the revised curriculum submitted by the program director. The program added eighty additional hours to the existing Term III (VN 300C – Role Transition) which includes a program review to assist the students to achieve success with the NCLEX exam. The total program hours are 1610 compared the previous approved curriculum of 1530. **The revised curriculum would be implemented with the October 2017 class start.**

As of August 25, 2017, a total of three violations have been corrected, including:

- Section 2530(d)
- Section 2530(e)
- Section 2533(a)

On November 22, 2017, the program director submitted documentation which included strategies and interventions to improve the annual average pass rate. The document included the following timeline:

October 2017

- Implement approved curriculum changes
- SOAR student counseling representative present for student orientation
 - Allows student affairs to identify student challenges
- Clinical faculty assessment
- Weekly review of term 2 content

November 2017

- Meeting with SOAR student counselor to discuss any outstanding student issues
- Quarterly meeting with Student Affairs
 - Increased contact with all terms
 - Specific Student Affairs officer assigned to each term
- Final faculty evaluation period to be completed
- ADON and clinical supervisor training on ATI coordination
- Send admission policy changes to NEC for approval
 - Essay requirement for admission
 - Transcript or Letter of Recommendation requirement
- Plan to initiate either the Wonderlic or TEAS admission examination

December 2017

- Campus-wide meeting on progress of student achievement
- ATI live review on campus for October graduates

January 2018

- Department meetings on Angeles Institute policies/plans/procedures
- Send curriculum changes to NEC
- NCLEX review with ADON on campus for January graduates

February 2018

- Campus wide meeting on progress of student achievement
- ATI live review on campus for January graduates

Given the foregoing, the following violation remains uncorrected:

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

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

Violation #1: The program’s average annual pass rates for first time candidates has remained noncompliant for the previous thirteen quarters (January 2015 through March 2018).

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

Recommendations:

1. **Deny** the Angeles Institute Vocational Nursing Program's request to admit one full-time class of 30 students commencing on May 21, 2018, graduating on March 1, 2019, to replace the class that graduated on January 19, 2018.
2. **Approve** the Angeles Institute Vocational Nursing Program's request to admit one full-time class of 20 students commencing on May 21, 2018, graduating on March 1, 2019, to replace the class that graduated on January 19, 2018.
3. Continue to require the program to provide no less than one instructor for every ten students in clinical experiences.
4. Place the program on the **May 2019** Board agenda for reconsideration of provisional approval.
5. Require the program to obtain Board approval prior to the admission of each class.
6. Require the program to bring its average annual pass rate to no more than ten percentage points below the state average annual pass rate.
7. Require the program to submit a report in six months, but no later than November 30, 2018. The report must include a comprehensive analysis of the program, specific actions taken with revisions 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

8. Continue the program's requirement to comply with all approval standards in Article 4 of the Vocational Nursing Practice Act, commencing at Business and Professions Code Section 2880, and Article 5 of the California Code of Regulations, Title 16 commencing at Section 2526.

Rationale: Since the program has been placed on provisional approval in May 2017, the program's average annual pass rates reflect a slight consistent increase for the past three quarters (July 2017 through March 2018).

The October 2017 start is the only cohort which has received the benefits of all interventions implemented. The expected graduation date for this cohort is August 2018. Evaluation of all interventions implemented can be accomplished after obtaining the licensure examination results of this cohort.

Denial of a class of 30 students and approval of a class of 20 students will allow the program to focus on the current student enrollment and the requested class start, evaluate the interventions implemented and make any necessary changes to improve the NCLEX-PN® pass rate.

The requested class will graduate in March 2019, prior to the May 2019 Board meeting in which the program is scheduled to be placed on the agenda for reconsideration of provisional approval. The Board's expectation for the program is to reach compliance with the annual average pass rate or revocation will be considered.

Board staff will continue to closely monitor the program's progress by monitoring the program reports, resources, and the program's annual average pass rates.

Attachment A: History of Prior Board Actions

Agenda Item #21.D.1, Attachment A

Angeles Institute Vocational Nursing Program

History of Prior Board Actions

- On August 17, 2005, the Executive Officer approved the Angeles Institute request to begin a full-time vocational nursing program with an initial class of 30 students on October 3, 2005, only. The program's curriculum was approved to include a total of 1,530 hours, including 576 theory and 954 clinical hours.
- On October 3, 2005, the director notified the Board that commencement of the initial class was delayed to April 27, 2006, due to low student recruitment. The projected graduation date is January 26, 2007.
- On November 2, 2006, the Executive Officer approved initial full accreditation for the Angeles Institute Vocational Nursing Program for the period from November 2, 2006, through November 1, 2010, and issued a certificate accordingly.
- The Executive Officer approved the program's request to admit 30 students into a full-time class starting January 27, 2007, only, to **replace** students graduating January 26, 2007. The projected completion date for the replacement class is October 26, 2007. The Executive Officer also approved the program's request to admit 30 students starting November 27, 2006, only with a completion date of August 31, 2007, thereby increasing frequency of admissions.
- On April 12, 2007, the Executive Officer approved program's request to admit 30 students into a full-time class starting on April 23, 2007, only with a projected completion date of January 25, 2008.
- On July 10, 2007, the Board approved the Angeles Institute Vocational Nursing Program's request to admit 30 students into a full-time class starting on July 23, 2007, with a projected completion date of April 25, 2008, to **replace** students graduating August 31, 2007.
- On October 10, 2007, the Executive Officer approved the program's request to admit 30 students into a full-time class starting October 22, 2007, with a projected graduation date of July 25, 2008, to **replace** students graduating October 26, 2007; **and** approved ongoing admissions to **replace** graduating classes 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 a class of 30 students four (4) times in a calendar year (January, April, July, and October).

- b. The director documents that adequate resources, i.e. faculty and facilities are available to support each admitted class of students.
- On January 28, 2008, the director was notified that the program's average annual pass rate had fallen below ten (10) percentage points of the state average annual pass rate for the past four (4) quarters. The director responded with a plan of correction.
- On April 28, 2008, the director was notified that the program's average annual pass rate had fallen below ten (10) percentage points of the state average annual pass rate for the past five (5) quarters.
- On November 8, 2008, the Executive Officer approved the program's request to increase class size from 30 students to 45 students per class in their ongoing admission pattern of admitting a class four times in a calendar year (January, April, July, and October). The revision to the ongoing admission pattern was approved to allow the program 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 a class admission of 45 students four times in a calendar year (January, April, July, and October).
 - b. The director documents that adequate resources, i.e. faculty and facilities are available to support each admitted class of students
- On August 31, 2010, the program submitted the Programs Record Survey and related documents.
- On October 14, 2010, the Executive Officer approved continued full accreditation for the Angeles Institute Vocational Nursing Program for the period November 2, 2010 through November 1, 2014 and issued a certificate accordingly; **and** continued the program's current approval for ongoing admissions of 45 students to replace graduating classes, only.
- On February 27, 2015, the Executive Officer approved continued approval for the Angeles Institute Vocational Nursing Program for the period November 2, 2014 through November 1, 2018, and issued a certificate accordingly; **and** continued the program's current approval for ongoing admissions of four (4) full-time day classes of 45 students each per year to replace graduating students, only.
- On May 12, 2017, the Board placed the Angeles Institute Vocational Nursing Program on provisional approval for a two year period from May 12, 2017 through May 31, 2019, and issued a certificate accordingly; **and**, placed the program on the **May 2019** Board agenda for reconsideration of provisional approval; **and**, rescinded the program's ongoing admissions of four (4) full-time classes of 45 students per year immediately; **and**, denied the program's request to admit a full-time class of 45 students commencing on July 17, 2017; **and**, required the program to obtain Board approval prior to the admission of each class; **and**, required the program to bring its average annual pass rate to no more than (10) ten percentage points below the state average annual pass rate within the two-year

period of provisional approval and submit follow-up comprehensive analysis reports in 10 months, but no later than April 1, 2018, and in 22 months but no later than April 1, 2019; **and**, continued the program's requirement to comply with all approval standards in Article 4 of the Vocational Nursing Practice Act, commencing at Business and Professions Code Section 2880, and Article 5 of the California Code of Regulations, Title 16 commencing at Section 2526.

- On August 25, 2017, the Board **denied** the Angeles Institute Vocational Nursing Program's request to admit one (1) full-time class of 45 students commencing on October 16, 2017, graduating on August 17, 2018, to replace the class that graduated on July 21, 2017 and **approved** one (1) full-time class of 30 students commencing on October 16, 2017, graduating on August 17, 2018, to replace the class that graduated on July 21, 2017; **and**, continued to require the program to provide no less than one (1) instructor for every ten (10) students in clinical experiences; **and**, continued the program's placement on the May 2019 Board agenda for reconsideration of provisional approval; **and**, continued the program's requirement to obtain Board approval prior to the admission of each class; **and**, continued the program's requirement to bring its average annual pass rate to no more than (10) ten percentage points below the state average annual pass rate; **and**, continued the requirement established at the May 2017 Board meeting for the program to submit a comprehensive analysis report in 10 months, but no later than April 1, 2018, and in 22 months, but no later than April 1, 2019; **and**, continued the program's requirement to comply with all approval standards in Article 4 of the Vocational Nursing Practice Act, commencing at Business and Professions Code Section 2880, and Article 5 of the California Code of Regulations, Title 16 commencing at Section 2526.

- On February 23, 2018, the Board denied the Angeles Institute Vocational Nursing Program's request to admit one (1) full-time class of 30 students commencing on April 16, 2018, graduating on February 15, 2019, to replace the class that graduated on January 19, 2018; **and**, continued to require the program to provide no less than one (1) instructor for every ten (10) students in clinical experiences; **and**, continued to place the program on the May 2019 Board agenda for reconsideration of provisional approval; **and**, required the program to obtain Board approval prior to the admission of each class; **and**, required 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**, continued the requirement established at the May 2017 Board meeting to require the program to submit a report in 10 months, but no later than April 1, 2018, and in 22 months, but no later than April 1, 2019. The report must include a comprehensive analysis of the program, specific actions taken with revisions to improve pass rates, timeline for implementation, and the effect of employed interventions; **and**, continued the program's requirement to comply with all approval standards in Article 4 of the Vocational Nursing Practice Act, commencing at Business and Professions Code Section 2880, and Article 5 of the California Code of Regulations, Title 16 commencing at Section 2526.