

# Agenda Item #16.C.1.



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 www.bvnpt.ca.gov



DATE: August 24, 2018

TO: Board Members

FROM: Margarita Valdes, RN MS  
Nursing Education Consultant

SUBJECT: Institute of Technology, Clovis, Vocational Nursing Program –  
Consideration of Placement on Provisional Approval and Request to Admit  
Students (Director: Paula Richards, Clovis, Fresno County, and Private)

## **STAFF SUMMARY:**

The Institute of Technology is presented to the Board for consideration of:

1. Placement on provisional approval for a period of two years. The program has been non-complaint with licensure examination pass rate requirements for the last eight quarters.
2. Approval to admit a class beginning August 27, 2018. The program addressed the pass rate problem by revising curriculum, policies and providing a review course for students. Additional actions have been implemented since the initial actions in 2017. please refer to the section labeled "Other Considerations" in the report.

## **STAFF RECOMMENDATIONS:**

1. Place program on provisional approval for a two-year period starting August 24, 2018.
2. Approve request to admit one class of 30 students beginning August 27, 2018, ending September 2, 2019, to replace the class graduating August 17, 2018.
3. Continue to require the program to obtain Board-approval prior to the admission of each class.
4. Continue to monitor the program's licensure examination pass rates.
5. Require the director to submit follow - up reports in 6 months, but no later than February 1, 2019, and 12 months after that. The reports must include a comprehensive analysis of the program, specific actions taken the revisions to improve pass rates, and evaluation of the effect of the interventions.

## History of Prior Board Actions

(See Attachment A, History of Prior Board Actions)

## Enrollment

The program offers a full-time course of instruction that is 51-weeks in length. The program must request Board approval prior to admission of any class.

The following table represents current and proposed student enrollment. The table indicates a **maximum enrollment of 55 students** for the period from July 2017 through August 2018.

ENROLLMENT DATA				
CLASS DATES		#Students Admitted	#Students Current or Completed	Total Enrolled
Start	Completed			
7/17 *(8/17/18)		30	25	25
8/18 (proposed) *(9/2/2019)		30		25 + 30 = 55

\*Indicates dates of program completion

## Licensing Examination Statistics

The following statistics, furnished by the Pearson Vue and published by the National Council of State Boards of Nursing as "Jurisdictional Summary of All First-Time Candidates Educated in Member Board Jurisdiction" for the period July 2016 through June 2018, specify the pass percentage rates for graduates of the Institute of Technology, Clovis, 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	Variance from State Average Annual Pass Rate
July – September 2016	44%	75%	-31
October – December 2016	44%	74%	-30
January – March 2017	44%	73%	-29
April – June 2017	48%	74%	-26
July – September 2017	41%	71%	-30
October – December 2017	48%	71%	-23
January – March 2018	45%	73%	-28
April – June 2018	53%	76%	-23

\*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 current data available (April 2018 through June 2018), the program’s average annual pass rate is **53%**. 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 **76%**. The program’s annual average pass rate is 23 points **below** the state’s annual average pass rate.

### **Faculty and Facilities**

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

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

The total number of Board approved faculty is nine including the program director. The director has 80% administrative duties. All faculty are approved to teach both theory and in the clinical area. With the exception of the director, all faculty are part-time.

Based on a maximum enrollment of **55** students, four instructors are needed.

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

“Schools shall have clinical facilities adequate as to number, type, and variety of patients treated, to provide clinical experience for all students in the areas specified by Section 2533. There must be available for student assignment,

an adequate daily census of patients to afford a variety of clinical experiences consistent with competency-based objectives and theory being taught.”

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

### **Other Considerations**

The Institute of Technology Clovis, Vocational Nursing Program admitted its first class, January 5, 2015. That class graduated January 4, 2016. The first reported pass rates were for April of 2016. Based on consistently low pass rates, the director of the program initiated an evaluation process, which resulted in submission of a curriculum revision in July 2016 for review. On September 26, 2017, additional documents related to the curriculum revision were submitted. Review of the documents was completed on March 2, 2017. The Board approved the curriculum changes March 24, 2017.

On March 24, 2017, the Board approved the Institute of Technology, Clovis, Vocational Nursing Program request to admit one class of 30 students, beginning March 27, 2017, and graduating April 27, 2018, and approved submitted curriculum changes.

Curriculum changes were based on the following identified issues as identified by the director:

- During pre-admission testing; students not academically prepared for rigors of accelerated nursing program
- NCLEX-PN® scores
- Students were not prepared and had difficulty understanding pathophysiology without adequate instruction in Anatomy and Physiology
- Attendance issues
- Curriculum more than 9 years old.
- Content overloaded - curriculum encouraging memorization of facts and figures, but not application of concepts.

The following policies were also revised and implemented with the March 2017 cohort:

- Increased minimum entrance requirements.
- Revised attendance policy and improved process for maintaining attendance.
- Raised exam passing score from 70% to 80% and required remediation of all content in which the students test below the 80%
- Purchased the NCSBN NCLEX-PN® prep course for all students enrolled under the old curriculum.
- Implemented an NCLEX-PN® study group for graduates.

On March 27, 2017, the program implemented the curriculum changes. This class **graduated April 20, 2018**. The class is scheduled to take the NCLEX-PN® in the second and possibly third quarters of 2018.

### **Additional Actions:**

The program director acknowledges awareness of their low pass rates and the program has currently implemented the following additional corrective actions:

- Hiring new faculty.
- Emphasizing instructor development:
  - Held two nursing summits for all instructors
  - Instructors are required to complete a faculty development plan and attend webinars on teaching methodologies, conceptual learning and classroom management.
- Implementation of a new entrance examination that is a predictor of student success in the program. The minimum acceptable score for entrance into the program is a cumulative score of 70% and a critical thinking score of 750% for the HESI A2 entrance exam.
- Implementing comprehensive assessment and testing throughout the program that utilizes progression testing, adaptive quizzing, and a structured remediation program.

### **Recommendations:**

1. Place program on provisional approval for the two-year period starting August 24, 2018.
2. Approve the program's request to admit one class of 30 students beginning August 27, 2018, ending September 2, 2018, to replace the class graduating August 17, 2018.
3. Continue to require the program to obtain Board approval prior to the admission of each class.
4. Continue to monitor program's licensure examination pass rates.
5. Require the director to submit follow - up reports in 6 months, but no later than February 1, 2019, and 12 months after that. The reports must include a comprehensive analysis of the program, specific actions taken with implementation of the revisions to improve pass rates, and evaluation of the effect of the interventions. the following elements must be addressed in the analysis:
  - Admission Criteria
  - Screening and Selection Criteria
  - Instructional Plan
  - Attendance Policy with summary of current students' attendance
  - Remediation Policy with summary of current students who have completed remediation
  - Evaluation of students' academic status in the current terms.
  - Current Enrollment

### **Rationale:**

The program has been non-complaint with licensure examination pass rate requirements for the last eight quarters.

The program implemented approved curriculum changes with the March 2017 class to assist in student success through the program and to increase licensing examination pass rates. This class graduated in April 2018. It is the first class that was admitted under the revised curriculum. The second quarter 2018 NCLEX-PN® statistics for graduates from this class indicate that 10 of the 13 graduates that tested for the first time (77%) passed the licensing exam. These results validate the curriculum changes that were made. Additional actions as outlined in the section titled *Other Considerations* are also being implemented.

The improved pass rate for this class supports the recommendation for approval to admit a class of 30 students to replace the August 2018 graduates and will provide the program continued opportunity to evaluate and refine the changes made.

Attachment A: History of Prior Board Actions

# **Agenda Item #16.C.1., Attachment A**

## **Institute of Technology, Clovis**

### **Vocational Nursing Program**

#### **History of Prior Board Action**

- On October 10, 2014, the Executive Officer approved the following:
  1. Approve the Institute of Technology, Clovis, request to begin a vocational nursing program with an initial full-time class of 30 students on January 5, 2015 only, and graduating January 4, 2016.
  2. Approve the program curriculum for 1575 hours, including 585 theory and 990 clinical hours.
  3. Require the program to obtain prior Board approval before admission of subsequent classes to maintain compliance with the California Code of Regulations, Title 16, section 2526(c) that states:

*“c. A Board representative shall make a survey visit prior to graduation of the initial class. A program shall not commence another class without prior Board approval.”*
- On February 10 and 11, 2016, a Board representative conducted a scheduled program inspection. One (1) violation was identified and corrected.
- On February 17, 2016, the Institute of Technology, Clovis, Vocational Nursing Program was granted approval for the four – year period through February 16, 2020 and was approved to admit the second class on March 14, 2016.
- On June 9, 2016, the Institute of Technology, Clovis, Vocational Nursing Program was granted approval to admit one (1) class of 30 students beginning July 11, 2016 and graduating August 18, 2017.
- On March 24, 2017, the Board of Vocational Nursing and Psychiatric Technicians (Board) considered the consultant’s report relative to the Institute of Technology Vocational Nursing Program – Request to admit 30 students on March 27, 2017 and consideration of approval of curriculum changes. The following decisions were rendered: **Approved** the Institute of Technology, Clovis, Vocational Nursing Program’s request to admit one (1) class of 30 students, beginning March 27, 2017 and graduating April 27, 2018. **Approved** the submitted curriculum changes. **Continue** to require the program to obtain Board approval prior to the admission of each class. **Continue** to monitor programs licensure examination pass rates.
- On July 27, 2017, the Board of Vocational Nursing and Psychiatric Technicians (Board) considered the consultant’s report relative to the Institute of Technology Vocational Nursing Program, Modesto – Request to admit 30 students on July 31, 2017. The following decisions were rendered: **Approve** the Institute of Technology, Modesto, Vocational Nursing Program’s request to admit one (1) additional class of 30 full-time students, July 31, 2017 and graduating August 17, 2018. **Continue** to require the program to obtain Board approval prior to the admission of each class. **Continue** to monitor programs licensure examination pass rates.