



Illinois Department of Financial and Professional Regulation
Division of Professional Regulation

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Division of Professional
Regulation

Department of Professional Regulation
Nursing education Program Review

PROGRAM VISITED: Black Hawk College

VISITOR (S): Michele Bromberg, Nursing Coordinator
Sandy Kubala, BON member

PURPOSE OF VISIT: LOW NCLEX SCORES-LPN Program

DATE OF VISIT: November 1, 2012

NURSING PROGRAM ADMINISTRATOR: Karen Baber RN,MSN

VISIT PARTICIPANTS:

Course PN112- Older Adult Nursing students

LPN instructors:

Angela Christian

Jody Lindstrom

Daniel Garcia

Kim Hurley

Vice President of Instruction and Technology: Dr. Bettie Truitt

Dean of Health Programs: Dr. Betsy Morthland

Department Chair of Nursing: Karen Baber

Program coordinator and instructor: Kathy Dusthimer

Organization:

- 1.1 Black Hawk College is accredited and/or approved by: The Higher Learning Commission, Illinois Board of Higher Education; Illinois State Board of Education, and Illinois Community College Board. Black Hawk College Licensed Practical Nursing Program has been approved by the Illinois Department of Finance and Professional Regulation since 1963.
- 1.2 See appendix A for organizational Chart
- 1.3 The licensed practical nursing program is part of the Nursing Department at Black Hawk College. The program coordinator reports directly to the Department Chair (Nurse Administrator of the program) who reports directly to the Dean of Health. The Department Chair is responsible for budget management of the program, hiring of adjunct faculty, and administration of the program. The coordinator of the program is responsible for scheduling of instructors, clinical sites and student placement within the program. Curriculum is reviewed by the coordinator and faculty for rigor and current nursing practice. With a recent retirement of a program coordinator a new coordinator was chosen starting fall of 2012. Three new full time faculty were hired to support the PN Nursing Program. Past program faculty included the coordinator, one full time faculty and one half time faculty member.
- 1.4 Students in the Licensed practical nursing program follow the policies of the college which are provided to them in the Black Hawk College Student Handbook. See BHC Student Handbook. In addition, policies that are specific to the nursing program are written in the Licensed Practical Nursing Handbook and distributed to students. Students in the nursing program have access to all of the college resources including library, computer labs, advising, and student support services. See PN Handbook.
- 1.5 Black Hawk College provides the environment and resources for individuals to become lifelong learners. The licensed practical nursing program is designed to prepare students for direct patient care and perform skilled nursing tasks under the direction of a doctor or registered nurse. All of the fundamental duties of the practical nurse are taught in this program.

Curriculum

2.1 – 2.6

Syllabi for each course identify the learning objectives. See Appendix B.

Learning objectives increase in complexity as the student progresses through the program.

Clinical objectives are the basis of evaluation of students in their clinical instructional sites.

Theory content is coordinated with clinical experiences.

Curriculum is updated on an annual basis reflecting contemporary nursing practice across the lifespan.

BHC PN Program theory and clinical experience includes content in adult, geriatric, pediatric, and obstetrical nursing care.

Nursing courses are scheduled for 2 semesters of the nursing program. The nursing component consists of 34 hours of the 40 credit hour requirement.

Course of Study Outline – Suggested Courses (Credit Hours)

Program Prerequisites

MATH 080 — Basic Mathematical Skills *or* (3)

Appropriate COMPASS test score

ENG 101 — Composition I *or* (3)

COMM 100 — Communication Skills

BIOL 145 — Anatomy-Physiology I *or* (3-4)

PN 110 — Anatomy and Physiology

First Semester

PN 111 — Foundations of Practical Nursing (8)

PN 105 — Pharmacology in Practical Nursing I (1)

PN 112 — Older Adult Nursing (8)

Second Semester

PN 106 — Pharmacology in Practical Nursing II (1)

PN 114 — Intergenerational Nursing (8)

PN 113 — Adult Health Nursing (8)

Minimum total hours required for certificate (40)

2.8 See Appendix B: attached curriculum and syllabi.

2.9 BHC PN Program is one academic year in length after being accepted into the program.

2.10 NCLEX Pass Rates Evaluated Annually

Department chair, dean and faculty review this on an annual basis

Annual NCLEX-RN Pass Rates for the last four years are :

<u>YEAR</u>	<u>NUMBER</u>	<u>PERCENT PASS</u>
2007	49C/41P	84 %
2008	43C/37P	86 %
2009	41C/33P	80 %
2010	44C/29P	66 %
2011	47C/33P	70 %
2012	to date	87.5%

Theory program content delivery was changed fall of 2012 to increase student learning and student outcomes. Theory previously was delivered through distance learning and to the entire practical nursing class at one time. Current delivery of theory is done in one classroom to a maximum of 24 students. This enables increased faculty contact and in class interactive activities. These opportunities allow students increased opportunity for critical thinking application activities.

Improvement in students testing and critical thinking skills have been noted with this implementation of changed theory content delivery.

3.0 Faculty

3.1 Program Administered by: Karen Baber RN, MSN

Nurse Administrator meets all qualifications to administer the Practical Nursing Program in the state of Illinois.

Nurse Administrator Job Description

See Appendix C

3.3 Nursing Faculty Qualifications:

Kathy J Roos Dusthimer RN, MSN, FNP-BC

BSN 1977 IL License 209.008075

Kathy works as a FNP at the Good Samaritan Free Clinic in East Moline, IL. throughout the school year. Kathy works as a FNP and occasional medical coordinator for medical mission trips annually. Member of ANA, AANP, and local chapter of AANP

Jody Lindstrom RN, BSN 1996 (taking classes towards her MSN)

Certified Childbirth Educator

Certified in Advanced Fetal Monitoring

License 041298374

Jody continues to work in labor & delivery, newborn, antepartum, postpartum, level 2 nursery & triage as well as teaching childbirth classes at Genesis Medical Center Illini Campus.

Angela Christian RN, BSN 2009

License 041376638

Angela continues to work in labor & delivery, newborn, antepartum, postpartum, level 2 nursery & triage at Genesis Medical Center Illini Campus.

Daniel Garcia RN, MSN

BSN 1998

License 041311932

PALS, ACLS, TNCC, ECRN

Daniel continues to work in the Emergency Department at Genesis Medical Center Illini Campus.

Kim Hurley RN, MSN (taking classes towards her doctorate)

RN 2004

License 041344475

Kim continues to work at Hope Creek a long term care facility and Per diem at Trinity Hospital Pediatric Unit.

Rita Buckley BSN 1972

License 041146854

Rita is the evening charge nurse in labor & delivery, newborn, antepartum, postpartum, level 2 nursery & triage at Genesis Medical Center Illini Campus.

Holly Andringa RN, MSN
License 041402327
Holly continues to work in acute care

Mary Sterba RN, BSN
License 041112527
Mary is recently retired from a nurse supervisor position at VNA. She is on the Professional Advisory Board for VNA and is certified as a ANCC in Homecare.

Stephanie Valdes RN, MSN
License 041144221
Stephanie is recently retired from a full time nursing instructor position at BHC.

- 3.4 Nurse Faculty Job Description: See Appendix D and BHC Faculty Handbook pages 11-31 and 77-80.

There have been many changes in the faculty of the PN program this year. We have a new coordinator and 3 new full time faculty members. Two currently have their MSN and 2 are taking classes to achieve their MSN.

- 3.5 Our faculty student ratio is a maximum of 1:8. There are 4 full-time and 5 part-time nursing faculty for an enrollment of approximately 48 students.
- 3.6 Faculty Policies Written in Faculty Handbook for Non-Discrimination, employment terms, grievance procedure. See BHC Faculty Handbook pages 31-33 and 40-59.

Provisions for maintaining professional competency include:
-Financial support from Perkins Career and Technical Education
For professional development
-Employee leave see BHC Faculty Handbook pages 31-35

4.0 Students

- 4.1 Written Policies for: Policies and enforcement of the policies are included BHC PN Program course syllabi and student handbook. Admission criteria are stated on the BHC website www.bhc.edu/nursing.
Written Polies are also with in the BHC Student Handbook
<http://www.bhc.edu/student-resources/student-handbook/>
- 4.2 Liability Insurance Coverage
See Appendix F
- 4.3 Student Input into Evaluation:
Student self-evaluation tool is completed by the student at the completion of each clinical day and at the completion of each clinical and theory course. The Nursing Department has a designated Health Careers Advisor.

BHC faculty meet with students on an individual basis to address any student success concerns. BHC utilizes a first alert system that assists with the detection of an intervention with, students who are experiencing challenges with academic performance. www.bhc.edu/wp-content/uploads/downloads/2011/07/AQUIP-Project-2-Early-Alert-Workflow.pdf

5.0 Financial Support, Facilities, Records

Formal and Written: The Chair of the Nursing Department will have these available at the site visit.

5.2 Faculty Cooperate with Clinical Staff

Open and continuous communication exists with the clinical site staff and the faculty. Communication with the coordinator and faculty is available on a continuous basis utilizing technology through phone calls, texting, and email in the clinical and classroom setting. This allows new faculty and experienced faculty support, and builds the faculty team strength and knowledge base.

5.3 – 5.5 Articles of Affiliation signed with Clinical and Educational Agencies

See Appendix G for agency contract

Clinical sites are located within the Quad Cities and include multiple acute and long term care facilities.

5.6 Library Facilities Adequate

On line resources are available to the students 24/7 through BHC website this information and library hours are available at <http://www.bhc.edu/on-campus/library/qc/>.

ATI resources are also available to students 24/7 through the ATI website. Students may check out paper copies of ATI resources from the BHC library.

5.7 Policies Consistent with Constitutional Rights of Individuals

Policies are available to students and faculty 24/7 in the BHC Faculty and student handbook on-line at <http://www.bhc.edu/student-resources/student-handbook/>.

Faculty must access their handbook through a secure link.

See student and faculty handbook.

5.8 Support Services Adequate

BHC has a designated Health Careers Advisor. Personal and academic counseling is available for students and faculty. This information is stated in the faculty and students handbooks and 24/7 on line <http://www.bhc.edu/student-resources/counseling/>.

5.9

Secretarial services are available to faculty as stated on page 62 in the BHC Faculty Handbook. See BHC Faculty Handbook

Permanent Student Records Maintained : Records are maintained in a locked file cabinet for 5 years and then placed in long term BHC storage on a permanent basis.

Licensed Practical Nursing

2012 Self Study Analysis

Identified areas for improvement:

- The program philosophy is not clearly written and does not include current social, nursing and educational trends
- A purpose is written for the LPN program, but general outcomes need to be stated clearly, that would support the course objectives.
- The college has a vision statement, but this is not reflected in the purpose, philosophy or core values of the LPN program.
- Testing blueprints and educating current faculty on test construction will need to be strengthened.
- Data collection on student learning in order to evaluate and have evidence for needed changes. Including the ATI scores
- Increase in laboratory spaces, currently the only lab for the entire nursing department is overly used, and not always available to all programs. Have not yet been able to incorporate simulation into the LPN program relative to space and equipment issues

Identified areas that have shown success for improvement of student learning and should be continued:

- Course delivery, teaching 24 students in a class instead of 48. This allows for more interactive learning within the class.
- Test security has improved by not having to send it to a separate campus for students in a distance learning environment
- Utilizing ATI resources for practice and proctored testing of the students
- Process of identifying the best and most prepared students for the program. Develop a ranking system to include previous GPA, and pre-requisite courses completed as well as the TEAS score.
- Communication with clinical and new faculty utilizing technology. When questions come up, these are communicated to the most senior instructor via a text message, and questions can be answered immediately.
- Provision of information sessions for in-coming students, both spring and fall, assists to prepare the students for the rigorous course of study.

The LPN faculty, the department chair, and the dean of health will all continue to work to improve the student learning and ensure student success on the NCLEX.

6.0 Summary

- 1. Black Hawk college is authorized by the Illinois Board of Higher education to offer a LPN program.**
- 2. The philosophy and objectives reflect the faculty's beliefs about the person, health, nursing, and nursing education.**
- 3. The program objectives incorporate the Nurse Practice Act.**
- 4. The curriculum is based on the program philosophy and objectives.**
- 5. Theoretical and clinical learning experiences are coordinated.**
- 6. The curriculum reflects nursing practice across the life span.**
- 7. The nursing process is an integral part of the program.**
- 8. The curriculum incorporates all of the concepts identified in the Rules for the Administration of the Nurse Practice Act.**
- 9. The school has implemented a nationally standardized testing program. ATI subject and exit.**
- 10. The curriculum is updated on an annual basis. Fall 2012 content delivery changed from distance learning with 48 students in one class off campus to on campus 24 students in one classroom at a time.**
- 11. The faculty have initiated various strategies to improve the NCLEX scores of graduates.**

12. The faculty consists of 4 full-time and 5 part-time members.

13. NCLEX- (LPN) pass rates :

2010 66%,

2011 70%.

14. The faculty/student ratio is 1:8 in clinical.

15. Program policies are written and available to the students.

16. The college budget for the program is reported as adequate.

Will
add
MTH
to PN III + 112

7.0 Recommendations:

1. Black Hawk College administration and nursing faculty be commended for their expressed commitment to offering a nursing program.
2. Provide a comprehensive orientation to students and significant others. Stress the rigors of the LPN program and time commitment to be successful in the program.
3. The nursing program has an experienced Director of Nursing with expertise in the area of LPN nursing education. Administration of the College should provide adequate release time for the Director of Nursing for administrative responsibilities. Current recommendations from the National League for Nursing Accreditation Commission (NLNAC) is 80% release for programs with less than 200 students. 100% release for programs with greater than 200 students.
4. The program should remain on campus and distance learning should not be an alternative way to deliver theory content. Students should have all materials such as power points readily available on line or by hand-out.
5. Students expressed desire to be more involved in program decisions. Recommendation: Students should have a representative on committees to ensure open communication is facilitated between students, faculty and administration.

6. Students expressed frustration over the difficulty of math in the pharmacology course. Implement a "Math for Meds" course to help insure the students are prepared for the pharmacology course.
7. Learning styles/patterns of students be assessed and instructional methods be consistent with the identified learning styles/patterns. Implement NCLEX style questions to the course exams. ATI testing should be mandatory and incorporated into the course final grade.
8. The faculty/student ratio maintain a maximum 1:8 in clinical.
9. The nursing program should provide registered nurse tutors or other appropriate resource personnel to assist students. Evaluate students for the need of English classes if English is their second language.
10. Faculty development activities to included:
11. Monthly staff meetings to discuss student progress and coordination of curricula with part time faculty. New instructors should attend seminars on relevant topics in nursing education, review student evaluations of faculty, review clinical skills procedures and review school policies to insure consistency. Budget should include adequate funding to provide support to new faculty to attend nursing education workshops, i.e. Elsevier Faculty Development, QSEN(Quality and Safety Education for Nurses)webinars and workshops.
12. Instructors schedule regular office hours to be available to answer student's questions and provide exam reviews as an entire group.
13. Evaluations visits conducted by the DON of theory, clinical and lab instructors. Review student's evaluations. Provide an anonymous way for the students to hand in evaluations.
14. The DON of the nursing program shall appear annually before the Illinois Board of Nursing to report on the progress of the program if the NCLEX score remains below 75%.

15. Black Hawk College remains on the list of nursing programs approved by the Department of Professional Regulation with the following stipulations:

The program be placed on probation for a minimum of two (2) years or until the program has maintained a 75% pass rate for two (2) consecutive years.

- A. Approval of the program be withdrawn if Black Hawk College does not meet recommendations as specified.
- B. If two (2) years after implementing the strategies to correct deficiencies in the program the annual pass rate is less than seventy-five percent (75%), the program will be re-evaluated. The program may be allowed to continue to operate on a probationary status or will be disapproved and removed from the list of Illinois approved nursing programs in accordance with 68ILAdm.Code1110.