Report on Implementation of the
Knowledge, Skills, Training, Assessment and Research (KSTAR)

Summary of Request:
The purpose of this agenda item is informational only to update the Board on the implementation of the KSTAR Nursing Program.

Historical Perspective:
In October 2013, the Board approved a two-year pilot program with the Texas A&M Rural and Community Health Institute (ARCHI) and the College of Nursing (CON) to offer the KSTAR Nursing Pilot Program as an option to nurses with practice violations that result in a disciplinary sanction of a warning and below. KSTAR Nursing is a comprehensive program that utilizes an individualized assessment of the nurse with practice breakdowns, to design a personalized remedial education plan aimed at correcting any knowledge deficits that may exist. Monitoring and follow-up are built into the program.

The KSTAR Nursing Pilot Program enrolled its first cohort of nurses in November 2014. Feedback from this initial cohort of nurses was used to make necessary program improvements prior to formal research. In April 2015, the Board approved continuation of the KSTAR Nursing Pilot Program and directed Board Staff to continue to offer KSTAR as an alternative method of discipline to a maximum of four (4) nurses per month who meet inclusion criteria.

At the July 2015 quarterly Board meeting, Board Staff provided the Board with updates to the KSTAR Nursing Pilot Program leadership team including the addition of Debra Matthews, PhD, RN, Associate Dean for Academic Affairs at Texas A&M CON and Dr. Susan Moreland, PhD, MSN, RN, KSTAR Nursing Program Manager, as well as plans to apply for approval to the Texas A&M University Institutional Review Board (IRB) to conduct the research aspect of the pilot. Following the July 2015 Board meeting, ARCHI established an agreement with the CON to ensure nursing faculty participate in the KSTAR Nursing assessments including simulation, individualized teaching plans, evaluations, and biweekly teleconferences with Board Staff to discuss participant progress and any program issues.

In October 2015, the Board approved a 2-year extension of the pilot to continue through October 2017. In January 2016, the Board approved Board Staff to offer a referral to the KSTAR Nursing program by agreed order to up to eight (8) nurses per month who meet eligibility criteria.

The KSTAR Nursing ARCHI, CON and BON team received approval from the Texas A&M Health Science Center IRB to conduct research to evaluate the effectiveness of the KSTAR program on November 17, 2015, the research cohort enrollment began in January 2016. In May 2017, the

study was approved for continuing review through May 15, 2018. The KSTAR team at ARCHI has enrolled nurses in the research study through September 30, 2017.

At the July 2017 quarterly Board meeting, a summary of the research outcomes was presented and the Board approved KSTAR Nursing as a permanent disciplinary option for nurses meeting eligibility criteria as set out in Board rule 213.35. The KSTAR team at ARCHI committed to maintaining the current tuition, dedicated resources, collaborative partnership, and personnel, including CON faculty. Additionally, should any changes be made to the program, a formal request for Board approval would be required.

Current Perspective:

As of July 1, 2018, one hundred twenty-four (124) agreed Board orders for the KSTAR program have been ratified. Additionally:

- One hundred twenty (120) nurses have enrolled in the KSTAR Nursing program;
    - Eighty-five (85) nurse participants successfully completed the program;
    - Twenty-six (26) nurse participants are in the process of completing the program;
    - Nine (9) nurse participants were referred back to the Board; and
- Four (4) nurses failed to enroll in the KSTAR Nursing program.

The KSTAR ARCHI, CON, and BON Team continues to meet regularly by conference call to review participant enrollments, progress, and evaluations.

Recommended Action: This is a non-action item for discussion purposes only.