

**Report of Survey Visit  
Panola College in Carthage, Texas  
Vocational Nursing Education Program**

**Summary of Request:**

Consider the report of the June 18, 2018 regular survey visit to Panola College (PC) Vocational Nursing (VN) Education Program in Carthage, Texas.

**Historical Perspective:**

- The Panola College (PC) in Carthage, Texas Vocational Nursing (VN) Education Program began in 1974. An extension site is located in Center. Both Carthage and Center were included in the visit.
- The VN program is part of the Department of Health Science which consists of seven health sciences including Associate Degree Nursing (ADN), Occupational Therapy Assistant (OTA), Emergency Medical Technician (EMT), Health Information Technology (HIT), Medical Assisting (MAT) and Medical Laboratory Technician (MLT).
- The Health Science Department moved to a new Health and Natural Sciences (HNS) building on the Carthage campus in August 2015.
- The program is designed to be delivered in three semesters (52 weeks).
- The NCLEX-PN® pass rates for the past five years are provided in the following table:

<b>NCLEX Examination Year</b>	<b>BON Approval Status</b>	<b>NCLEX-PN® Examination Pass Rate</b>	<b>Number of First Time Candidates (Passed/Total)</b>
2017	Full	89.13%	41/46
2016	Full	78.72%	37/47
2015	Full	85.11%	40/47
2014	Full	75.00%	33/44
2013	Full	92.73%	51/55

- The faculty completed a self-study report (SSR) in 2017 for the 2016 NCLEX-PN® pass rate.
- The corrective measures that were implemented brought the 2017 NCLEX-PN® pass rate up to 89.13%.
- Dr. Barbara Cordell, Dean of Nursing and Health Science, served as director of the VN program from 2007 until August, 2012.
- Pam Pike, RN, BSN, was appointed Director of the VN program in August, 2012 and served in this capacity until June 2017.
- Dr. Cordell retired as Dean and Director of Nursing and Health Sciences in July, 2017. Following her retirement, the college restructured the leadership responsibilities for Health

Sciences. Kelly Reed-Hirsh was hired as the Dean of Health Sciences and Pam Pike returned to teaching full-time.

- Anissa Jackson, RN, BSN became the Director of both the ADN and VN programs in June 2017.
- Four full-time and one adjunct faculty teach in the VN program.
- The program admits one cohort of 40 students in January of each year in Center and one cohort of 40 students in June of each year in Carthage.

### **Summary of Survey Findings:**

- Findings from the survey visit indicate the program is in compliance with Board Rule 214 (See Attachment #1).

### **Pros and Cons from Survey Visit:**

#### **Pros:**

- The program has strong administrative support.
- The VN Program Director stays in close contact with the faculty at the extension site and makes periodic visits to the Center campus.
- The course syllabi are the same for both campuses and include the Differentiated Essential Competencies (DECs), the VN Core Objectives, Student Learning Outcomes for the course, grading criteria, and reading assignments.
- The students interviewed indicated that the program is rigorous, but well organized. Course objectives are clearly stated and faculty are readily available and encourage critical thinking.

#### **Cons:**

- None noted.

### **Staff Recommendation:**

Move to accept the report of findings of the June 18, 2018 survey visit to the Panola College Vocational Nursing Education Program in Carthage, Texas, (see Attachment #2).

**Summary of Survey Visit  
Panola College in Carthage, Texas  
Vocational Nursing Education Program**

**Purpose of Survey visit:** Routine survey visit.

**Date of Visit:** June 18, 2018

**Board Staff Conducting Visit:** Education Consultant Gayle Varnell, PhD, APRN, CPNP-PC

**Education Consultant met with:**

Annissa Jackson, MSN, RN, VN Program Director

Dr. Greg Powell, President

Dr. Billy Adams, VP of Instruction

Kelly Reed-Hirsch, Dean of Health Sciences

Five Vocational Nursing (VN) Program faculty

Pam Pike, RN, BSN

Ron Singleton, ADN, RN

Sharon Peace, BSN, RN

Lisa Miller, BSN, RN

Charde Salone, ADN, RN, adjunct faculty

Yvette Royal, VN secretary

44 VN Students

**Program Evaluator:**

- Reviewed:
  - Curriculum and all syllabi;
  - Faculty and Student Handbooks;
  - Exams, text blue prints, and clinical evaluation tools;
  - Organizational charts and budget;
  - Library resources;
  - 2017 Nursing Education Program Information Survey (NEPIS) and NEPIS Faculty Profile; and
  - Student and faculty files, minutes of faculty meetings, and Total Program Evaluation (TPE);
- Held initial conference with VN Program Director;
- Interviewed:
  - President, VP of Instruction, Dean of Health Sciences;
  - Five faculty;

- Thirty-five first level and nine second level VN students;
- Observed
  - One first level class in session and
  - One long term care facility clinical rotation;
- Toured program facilities on both the main campus in Carthage as well as the extension campus in Center; and
- Conducted exit interview with VN Director, President, VP of Instruction, and faculty.

### **Summary of Findings:**

#### Administration:

- Annissa Jackson is well qualified to administer the program and is accountable for the planning, implementation, and evaluation of the VN program on both campuses.
- Ms. Jackson does not currently carry a teaching load.
- Dr. Powell states that the VN program brings worth to the college and administration is committed to the success of the program.
- The governing entity provides the financial support and resources necessary to operate the VN program.

#### Program of Study:

- The program consists of 42 semester credit hours offered over three academic semesters and is one year in length.
- All courses are offered face-to-face in a classroom or in a skills lab setting.
- Board staff observed a classroom of first semester students who were actively participating in learning activities.
- Standardized testing is incorporated throughout the program along with unit exams and other assignments.
- *The Differentiated Essential Competencies (DECs) (2010)* have been fully incorporated into the program of study documents including the Course syllabi, Clinical Evaluation Tools, and the Student Handbook.
- The total program is comprehensive, based upon sound educational principles, and designed to teach students to use a systematic approach to clinical decision making and safe patient care.

#### Faculty:

- In addition to the Director, there are two full-time nursing faculty in Carthage (one ADN and one BSN prepared), two BSN prepared nursing faculty in Center, and one ADN prepared adjunct faculty.
- A faculty handbook is given to all full-time and part-time faculty and it includes all the components required in Rule 214.7(a).
- There is a sufficient number of faculty to meet the needs of the program.
- Faculty from both campuses meet a minimum of three times a semester and have weekly telephone conferences.
- Collaboration of teaching activities is ensured at the faculty meetings.

- There are written policies, procedures and bylaws to guide the faculty and program activities.
- Faculty evaluations are based on self, administrative, and student evaluations.
- Faculty are provided opportunities for faculty development.

#### Students:

- At the time of the survey visit the student enrollment on the two campuses was as follows:
  - Center – 33 students
  - Carthage – 35 students

#### Program of Study:

- The Carthage and Center VN Programs both follow the Panola College VN curriculum, policies, syllabi, and admission criteria and work as one unit to provide Panola College VN students the same learning experience.
- The faculty use test items from the Panola College VN Program computerized test bank.
- The program admits one cohort of 40 students on the Center campus in January and one cohort of 40 students on the Carthage campus in July.
- The program has well-defined written nursing student policies that are provided to all students during orientation. Students sign acknowledgement papers that are placed in their files.
- Students provide input through faculty, textbook, and facility evaluations and are also invited annually to a faculty meeting to provide feedback.
- Students interviewed stated that the faculty, administration, and staff are readily available and the goals and objectives of the program are clearly provided in their course syllabi.

#### Clinical Learning Experiences:

- The program has active clinical contracts with a variety of affiliating agencies.
- Students practice in the skills lab and participate in simulation labs prior to going to on-site clinicals.
- Student assignments are made in direct correlation with the student learning needs identified in the Clinical Syllabi and Clinical Evaluation Tools for each level.
- Students are evaluated by faculty and receive formative and summative clinical evaluations. If weaknesses are identified, measures are taken to provide remediation practice in the skills lab.
- A faculty-to-student ratio of 1:10 is maintained throughout the program.
- Clinical preceptors are used mainly in the summer semester when the students are near graduation. A Preceptor Handbook is provided to all preceptors.

#### Facilities, Resources, and Services:

- Classrooms are spacious and have computer and audio visual equipment for presentations.
- The Program Director and faculty have fully equipped private offices to provide privacy for counseling students.
- Resources include library, computer lab, skills lab, and computer programs.
- Services to support program development include counseling, financial aid, and campus security.

- The program has adequate clerical and secretarial assistance.

Records and Reports:

- Student and faculty files are maintained with all required documents in a locked file cabinet in director/coordinators' office and are compliant with Board Rule 214.12.
- All student documents are scanned and stored electronically with protected access.
- Minutes of faculty meetings are maintained in the director's office.
- Clinical affiliation agreements are current.
- The Total Program Evaluation (TPE) Plan is used for decision-making as evidenced in faculty meeting minutes and documented on the TPE Plan.

DRAFT LETTER

July 19, 2018

Annissa Jackson, MSN, RN, Director  
Vocational Nursing Education Program  
Panola College  
1109 West Panola  
Carthage, TX 75633

Dear Ms. Jackson:

At the July 19-20, 2018 meeting, members of the Texas Board of Nursing (Board) considered the report of the survey visit to the Panola College Vocational Nursing Education Program in Carthage, Texas that included a visit to the extension campus in Center, Texas. It was the decision of the Board to accept the report of the survey visit.

If you have any questions or if we may offer assistance, please contact Board Staff at 512-621-5179 or [gayle.varnell@bon.texas.gov](mailto:gayle.varnell@bon.texas.gov).

Sincerely,

Katherine A. Thomas, MN, RN, FAAN  
Executive Director

Copy: Dr. Greg Powell, President  
Kelly Reed-Hirsch, Dean of Health Sciences