

## Focused Site Visit Report Based on NCLEX First Time Pass Rates

Program: Fort Scott Community College ADN Program

Site Visit Date: November 29-30, 2023

Site Visitors: Carol Moreland MSN, RN - KSBN Executive Director; Patty Palmietto, DNP, RN - KSBN Education Committee member; Janelle Martin MHSA, RN - KSBN Education Compliance Officer

Accreditation Agency & Status: ACEN - last site visit Oct. 19-21, 2020; April 2023 decision for Continued Accreditation for Good Cause (has not remediated deficiencies at end of max monitoring period from 2020 site visit and being given additional time - report due Fall 2024 along with a site visit)

First time NCLEX pass rates for past five years: The Kansas regulatory pass rate standard was 75% until 2022. 2022 was the first year for the 80% pass rate standard. The pass rate is calculated on a calendar year basis. Reports are sent to directors quarterly.

Year	NCLEX pass rate- FSCC	ACEN 3 yr Ave.
2018	100%	
2019	70%	
2020	77.78	82.59
2021	62.86	70.21
2022	66.67	69.10
2023	78.95 (thru 9/30/23)	

Date action plan report submitted by nursing program to KSBN: 7/31/2023

Factor Identified	Action Plan	Findings During Site Visit
High stakes testing with ATI	It was recommended that FSCC not do high-stakes exams	No longer use ATI. Using HESI now. HESI final exit exam is still high stakes in that a hold is placed on a student who does not meet the benchmark of 825 on the final HESI exam. The student will have up to 7 more opportunities to reach the 825. No planned remediation as part of the process.
Employer satisfaction	addressed as an issue on action plan but has no analysis and no actions to be taken	Facilities are still hiring graduates. Director stated that some facilities are paying for grads to take the NCLEX the first time but many are not passing on the first attempt. Not clear if they continue to support or if graduate responsible after the first try. Spoke with one clinical site that is also an employer and they have a

		current student working for them that they hope to hire when she completes this semester.
<p>Faculty issues: 1) didactic faculty with MSN or degree plan but clinical faculty are mostly ADNs. Adjuncts are not consistent from semester to semester</p> <p>2) Struggle to find and hire new faculty and continue to have openings. Down two FT positions (min.)</p>	<p>FSCC has a negotiated agreement for all faculty and have issues getting agreement to allow nursing to be outside the agreement. Have been able to work an agreement with school to allow nursing faculty to work four days a week and still be paid for full 10 month contract. Have also been able to get a stipend to pay at end of semester for overtime work load. Small tuition reimbursement plan for those who are willing to obtain advanced degrees</p>	<p>1 of the 2 didactic faculty is currently enrolled in DNP program but is also working a second job and working overload for FSCC. Other FT faculty member has not started MSN degree due to financial concerns and time constraints with current workload. Faculty is looking into all avenues but time constraints will continue as the current situation is that the nursing program director is leaving and the interim director is the current lab/simulation coordinator and the main faculty for the Allied Health program. She has also been teaching in the ADN program this semester. It will be difficult to manage the program with the 2 current full time faculty.</p>
Clinical sites taking fewer students - students driving further for clinical	No actions stated in plan.	<p>Students drive up to 1 hour or more for clinicals currently. Advisory board clinical partners have closer sites and are able to take students but some not being utilized currently.</p> <p>FSCC also has a satellite facility in Paola (hour away) and students from that site are driving to the sites closer to the FSCC sites. There are no faculty at the Paola site.</p>
Simulation opportunities lacking	Adding Simulation Learning System (SLS) from Elsevier to sim lab.	<p>They are using Vantage which is a virtual simulation platform, but this is not for clinicals but an additional resource for students to practice. There are no faculty who have simulation experience except that lab coordinator and she is primarily working with CNA students. Simulation is very limited and lab times have been brief with check offs being done the same day as the demonstrations and practice time. Some students have only been in the</p>

		<p>simulation lab once or twice in the 4 semesters.</p> <p>Lab at Paola site has four low fidelity mannikins but do not have nursing faculty onsite to demo, practice and check-off. They are currently using the lab there under the supervision of an Allied Health person (not qualified faculty). Classroom and lab have outdated resources.</p>
Organization changes: Summer 2023 - have a new President and VPAA	Major organizational changes can impact nursing program.	New President and new VPAA (promoted from within institution) were not fully aware of all of the issues that were facing the nursing department (information not shared with them in a timely manner? or at all). Difficult for them to fully grasp all of the issues that were uncovered.
Students not passing NCLEX: test anxiety employers pay for testing (student not invested?)	<p>FSCC asked for reflective analysis from students not successful in passing NCLEX</p> <p>*have added HESI Live as well as making a minimum requirement for HESI Exit</p>	<p>Visiting with fourth semester students in particular it appears that anxiety based on feeling very unprepared for the NCLEX exam and not supported in testing and remediation with the final HESI.</p> <p>Student feedback has primarily been about missed teaching/learning opportunities and lack of support for learning and remediation.</p>

Additional factors identified during site visit:

Factor Identified	Action Plan	Findings During Site Visit
Financial Stability		<p>Director had not been able to provide a budget for the nursing program prior to the site visit. Site visitors were told the first day of visit that "budget was just sent last night to me" but had not been reviewed by the Director and was not provided to site visitors.</p> <p>Faculty were concerned they would not be paid for November until they actually saw the paycheck. Previous discussion had also been that there may not be enough money for payroll in Dec. and nursing stipends may not get paid. Site visitors were</p>

		<p>told that students were not in clinical the week we came due to financial constraints.</p> <p>Faculty pay very low compared to nursing pay in industry.</p>
Student satisfaction	Not addressed in analysis but complaints had been received in 2021 and 2022 regarding lack of support for students.	<p>Several (9) appeals were reviewed during site visit reaching back to 2021. Students had complaints about lack of support for study and exams, exam review, remediation, and understanding resources. During the site visit, students related many issues remain with the program - instructors, no post-test review, or limited post-test review, very little use of simulation and skills labs, instructors read off power points that have already been given to students before class, lack of consistency with instructors from semester to semester, test questions do not match the information given in class, many clinicals are too far away.</p> <p>Student handbook isn't followed regarding test remediation if there is testing below 80%. They have had no remediation.</p> <p>Students don't feel they have a path for complaints. Some afraid of complaints hindering their opportunity to get help and pass classes.</p>
Attrition rate for nursing program		<p>Asked for cohort information starting with the cohort that graduated May 2023.</p> <p>Attrition rates by admission date:</p> <p>8/2021 50% (9/18) – of the 9 that graduated in May; 5 have passed on the first attempt, 1 failed and then passed on 2<sup>nd</sup> attempt, 1 failed and has not attempted again, and 2 have not attempted the exam.</p> <p>1/2022 25% (2/8) – also have 5 in class from prev. cohorts that did not progress.</p> <p>8/2022 58% (7/12)</p> <p>1/2023 50% (5/10)</p>

		8/2023 16% 19 admitted w/ 16 still in program on 11/30/23. Finals next week.
Satellite site for nursing		<p>FSCC has a satellite site in Paola, KS which is more than an hour from FS site. Nursing students are accepted for both campuses. Students at the Paola site have one classroom, a small lab and a testing center that has a proctor available. Exams are given using Respondus lock down browser.</p> <p>If proctor not available, students are proctored by program director remotely in the classroom. Mostly CNA classes at this location. Instructor for CNA classes has also provided oversight for nursing students in the lab (under director of the lab coordinator who is often not present).</p> <p>Several locations for clinical that are nearer the Paola site have not been used due to lack of instructors for those sites. Those students then must drive to the farther locations around FS.</p> <p>Some students choose to drive to the FS campus to attend class as they have difficulties getting what they need from the IVT format. Instructors are never on the Paola campus to teach class.</p>
Nursing program in a building that is isolated from main campus		Nursing students have a building for all classes and lab/sim. It is over a mile from main campus which houses Administration, library, Student Services resources.
Testing in the nursing program		<p>Exams do not match material presented in lectures.</p> <p>All PPs are from the publisher and based on Elsevier curriculum.</p> <p>Tests appear to be reused and contain spelling errors and incorrect information.</p> <p>Testing analysis not being done on every exam and test review not being done according to policy.</p>

Hybrid course in nursing courses		No Major curriculum change has been submitted that allows a change in the teaching methodology for the Health Assessment (or any other) course.
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### Outcomes on Program Evaluation Plan and ELA met/not met

Outcome	ELA	Met	Not Met
Evaluation of program-only covering EPSLO's, not entire program		<input type="checkbox"/>	<input checked="" type="checkbox"/>
EPSLO 6 & 7 appear to have numbers and a form of explanation/resolution, but there is nothing that says what the benchmark was or when evaluated		<input type="checkbox"/>	<input checked="" type="checkbox"/>
EPSLO 1-5 appear to have the same information other than the assessment benchmark and data numbers*		<input type="checkbox"/>	<input checked="" type="checkbox"/>
		<input type="checkbox"/>	<input type="checkbox"/>
		<input type="checkbox"/>	<input type="checkbox"/>
		<input type="checkbox"/>	<input type="checkbox"/>
* no indication of what failure of benchmark or what trying to improve benchmark data is for the EPSLO's	*Reference the ACEN report on findings of the same assessment data that was looked at during focus audit.	<input type="checkbox"/>	<input type="checkbox"/>

### Interviews conducted during the site visit:

**President:** C. Jason Kegler, Ed.D.

### Administration:

**Sonia Gugnani, VP of Academic Affairs**

**Ashley Keylon, Associate Dean of Advising**

**Luke Demko, Athletic Director/Dean of Students**

**Juley McDaniel, HR Director**

**Gina Shelton, Director of Business/CFO**

### Support Staff:

**Courtney Metcalf, Registrar & International Student Coordinator**

**Ashley Keylon, Associate Dean of Advising**

**Marcus Page, Director of Admission**

**Celina Moses, Assistant Director of Financial Aid**

**Gina Shelton, Director of Business Operations**

**Student Group: 4 from Paola via Zoom; 1 student who zoomed from home; 19 face to face students - all semesters represented.**

**Advisory Board:**

**Chelsea Buck, Nurse Manager, Allen County hospital**

**Amber Kinder, Nurse Manager, Freeman Health System (MO)**

**Christi Keating, CNO, Nevada Regional (Nevada, MO)**

**Maria Bahr, FSCC English instructor**

**Tracy Springer, Div Chair, FSCC Math & Science instructor**

**Nursing Faculty:**

**Kaley Binford BSN, RN**

**Sara Holder BSN, RN**

**General Education faculty:**

**Tracy Springer, Microbiology Instructor**

**Rachel Stauffer, A & P /Nutrition instructor**

**Maria Bahr, English Instructor**

**Ashley Page, Communications Instructor**

**Savanna Ashmore, Math Instructor**

**DeeAnn VanLuyck, Math Instructor**

**Deborah Allen, Psychology instructor**

**Troy McCloughan, English Instructor**

**Interim Director of Nursing: Darcus Kottwitz MSN, RN**

**Strengths identified:**

- 1. College has a commitment to rectifying the issues with the nursing program**
- 2. College made a decision to cease admissions for the spring semester to work through changes needed regarding to program issues.**
- 3. Director gave resignation to FSCC two weeks prior to visit with an effective date of 12/13/23 (director is currently an instructor for third and fourth semester students). An Interim Director has been obtained with appropriate credentials, and FSCC is actively looking for a new director.**
- 4. FSCC has nursing specific scholarships for students. Also have scholarships available if students are campus ambassadors.**
- 5. Faculty is committed to the students and the community.**

**Opportunities for improvement:**

- 1. Satellite facility may be a detriment**
- 2. Tutoring needs to be ramped up for nursing**
- 3. The nursing building is very removed from the main campus**
- 4. More student support services and oversight for lower GPA students**
- 5. Stabilize faculty and clinical adjuncts from semester to semester**
- 6. Pay structure for nursing faculty**
- 7. Nursing leadership is not considered strong and forward-thinking; FSCC Administration very new**
- 8. Publisher test banks currently used for all unit tests. This makes cheating an issue as students can purchase test materials from the publishers and other sites.**
- 9. Professional Development and tuition reimbursement for nursing faculty that need to obtain a higher degree to meet regulation**



**10. Update Student Handbook with most recent information (e.g. organizational chart in handbook is from 2019.**

**11. All faculty should be working together for programs and Program Reviews should go through college assessment committee.**

**12. More feedback from the nursing faculty to the gen ed faculty**

**13. More transparent communication between administration, faculty and nursing students.**

**Recommendations:**

1. Present a strategic plan and update for the Education Committee and the Board of Nursing by the December 12-13, 2023 meeting. Need to provide proof of financial stability to support the program with the strategic plan.

3. Follow up with Education Committee and the Board of Nursing at each quarterly meeting of the KSBN until KSBN gives permission to stop.

4. Do a thorough program review with improvement plan for assessment and submit with an update to Systematic Evaluation plan (SEP). SEP needs to include review of entire program and needs to include expected outcomes, data, data analysis and plan for action for each area of the plan. Submit to the Nursing Education Compliance Officer by 3/31/2024.

5. Submit major curriculum change request for any course that is planned to be taught with a hybrid/remote teaching methodology. There should be no hybrid courses for nursing until a Major curriculum change is submitted and approved.

6. Submit all ACEN documentation from the 2020 site visit and any subsequent reports or actions from ACEN to KSBN Education Compliance Officer by 1/31/24.

7. Remain on Conditional Approval with no new admissions until a follow up site visit is done and program is approved for new admissions.