



<b>DATE</b>	February 6, 2024
<b>TO</b>	Executive Officer Review
<b>REVIEWED BY</b>	Judith D. McLeod DNP, CPNP Lead Nursing Education Consultant (LNEC)
<b>PREPARED BY</b>	Roberta Thomson Ed.D. RN Nursing Education Consultant (NEC)
<b>SUBJECT</b>	Reconsideration of Provisional Approval; Request to Admit Students
<b>PROGRAM</b>	Healthcare Career College Vocational Nursing Program (Program) (Program Director: Elizabeth Estrada, Paramount, Los Angeles County, Private)

Please note: Board Nursing Education Consultants make recommendations. The recommendations are forwarded to the Education and Practice Committee for review and recommendation or to the Executive Officer or full Board for action.

**PROGRAM REQUEST:**

Reconsideration of Provisional Approval

Admit a full-time class of 20 students to commence on January 29, 2024, with a graduation date of March 14, 2025, replacing the class will graduate February 26, 2024.

**BACKGROUND:**

Based on a Continued Approval visit on July 7, 2023, the Program was presented to the full Board on August 25, 2023. Four violations were identified that had not been corrected. Provisional Approval was extended for an additional year, until August 2024. The Program was given until December 15, 2023 to correct the violations and submit a comprehensive program analysis. The comprehensive program analysis was submitted December 15, 2023. The documents were returned to the Program for corrections on December 18, 2023. The Program has not resubmitted a complete comprehensive program analysis as of this report. The comprehensive program analysis submitted on December 15, 2023 did not include evidence or documentation of the status of Board required interventions for Program improvement.

(Refer to Appendix B for Comprehensive Program Analysis by the Nursing Education Consultant.)

**STAFF ANALYSIS:**

The Program has not demonstrated full compliance with Article 5 of the California Code of Regulations, Title 16. Ten violations were identified.

The Program’s average annual NCLEX-PN® pass rates for first time candidates have remained compliant for two consecutive quarters (July 2023 through October 2023).

The Program has been on Provisional Approval status for ten of the 15 years 7 months that the program has been approved.

The Program has lacked stability in its leadership, with 17 Program Directors since the initial Program Approval.

Board staff has continued to monitor the Program’s effectiveness by tracking class admissions, the effectiveness of any interventions, and the Program’s licensure examination pass rates each quarter.

The Program has submitted program analysis approximately every six months while on Provisional Approval Status, which has not resulted in program improvement.

**STAFF RECOMMENDATIONS:**

- 1 Deny admission of a full-time class of 20 students to commence on January 29, 2024, with a graduation date of March 14, 2025, replacing the class will graduate February 26, 2024.
- 2 Revoke the provisional approval of Healthcare Career College Vocational Nursing Program effective February 16, 2924.
- 3 Remove the Program from Board’s list of Approved Vocational Nursing Programs effective February 16, 2024.

**Compliance Site Visit:**

In accordance with Section 2883 of the California Business and Professions Code, it is the Board’s duty, through an official representative, to inspect or review all schools of vocational nursing in California. Written reports of the representatives’ visit, or inspection, shall be made to the Board. Such inspections determine Program compliance with Article 5 of the California Code of Regulations, Title 16.

Healthcare Career College Vocational Nursing Program was reviewed to determine compliance with Article 5 of the California Code of Regulations, Title 16. The findings are seen within the table below. Violations are included from the July 7, 2023, site visit that were not corrected by the Board’s imposed deadline of December 15, 2023. Additional violations were identified from Comprehensive Program Analysis for a total of 10 violations,

<b>ARTICLE 5 – SCHOOLS OF VOCATIONAL NURSING</b>	<b>VIOLATIONS</b>
2526. Procedure for Approval	

1-4 Program Application Information	
5 Disciplinary History	
6 Organizational Chart	
7 Geographic Narrative	
8 Philosophy of Program	
9 Conceptual Framework	
10 Clinical Facility Placement	
11 Terminal Objectives	
12 Course Outlines for Each Course	
13 Instructional Plan	<b>X</b>
14 Daily Lesson Plans	<b>X</b>
15 Evaluation Methodology for Curriculum	<b>X</b>
16 Verification of Faculty Qualifications	
17 Evaluation Methodology for Clinical Facilities	
18 Admission Criteria	<b>X</b>
19 Screening and Selection Criteria	
20 Student Services List	
21 Number of Students	
22 Evaluation Methodology for Student Progress	
23 Remediation	
24 Attendance Policy	
25 Grievance Policy	
26 Required Notices (Contacting Board, Grievance Policy, credit granting, a list of approved clinical facilities)	
27 Credit Granting	
28 Transfer Credit	
29 Competency Based Credit	
30 Program Resources	
31 Faculty Meeting Minutes	<b>X</b>

32 Education Equivalency (High School Graduation)	
33 Program Hours	X
34 Preceptorship	
35 BPPE Approval (Private School Only)	
36 Fee Reduction request (if applicable)	
2527 Reports	X
2529. Faculty Qualifications	
2530. General Requirements	
2532. Curriculum Hours	X
2533. Curriculum Content	X
2534. Clinical Experience	
2535. Credit for Previous Education and Experience	X

## **RELEVANT PROGRAM ELEMENTS**

### **Enrollment**

California Code of Regulations, Title 16. Section 2530(k) states:

The program shall have prior Board approval to increase the number of students per class and/or increase the frequency of admission of classes. Criteria to evaluate a school's request to increase the number of students per class and/or increase the frequency of class admissions include but are not limited to: (1) Sufficient program resources as specified in Section 2530(a). (2) Adequacy of clinical experience as specified in Section 2534. (3) Licensure examination pass rates as specified in Section 2530(l).

The Program is approved to offer a 60-week full-time class. BVNPT approval is required prior to the admission of each class.

The following table represents current student enrollment based on current class starts and completion dates. The table indicates a maximum enrollment of 48 students for the period November 2022 through September 2023.

### ENROLLMENT DATA TABLE

Class Start Dates	Class Completion Dates	Number of Students Admitted	Number of Students Current	Number of Graduated	Total Enrolled
11/21/2022 *(02/26/2024)		20	12		12
05/30.2023 *(08/26/2024)		20	16		12 + 16= 28
09/25/2023 *(11/18/2024)		20	20		28 + 20= 48

\*Indicates projected graduation date

### **Licensing Examination Statistics**

California Code of Regulations, Title 16, 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.

The following statistics, furnished by 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 January 2022, through December 2023, specify the pass percentage rate for graduates of the Program on the National Council Licensure Examination for Practical/Vocational Nurses (NCLEX-PN®) and the variance from the state average annual pass rates.

**NCLEX-PN® LICENSURE EXAMINATION DATA**

Quarterly Statistics					Annual Statistics		
Quarter	# Candidates in Quarter	# Passed in Quarter	% Passed in Quarter	State Quarterly Pass Rate	Program Average Annual Pass Rate	State Average Annual Pass Rate CCR §2530(l)	Variance from State Average Annual Pass Rate
Jan - Mar 2022	1	1	100%	76%	84%	73%	+11
Apr - Jun 2022	2	1	50%	70%	78%	72%	+6
Jul - Sept 2022	No testers				71%	72%	-1
Oct - Dec 2022	No testers				67%	73%	-6
Jan - Mar 2023	11	11	100%	73%	92%	72%	+20
Apr - Jun 2023	No testers				100%	75%	+25
Jul - Sept 2023	6	4	88%	86%	88%	78%	+10
Oct - Dec 2023	10	10	100%	84%	93%	81%	+12

\*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 statistics are carried over from the last quarter for which data is available.

Based on the most current data available (October – December 2023), the Program’s average annual pass rate is 93 percent. 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 81 percent. The average annual pass rate for the Program is 12 percentage points above the state average annual pass rate. The Program had no testers in three of the last 8 quarters.

**Faculty and Facilities**

California Code of Regulations, Title 16, Section 2534(d) states:

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

The current number of approved faculty totals 10, including the Program Director. The Program Director has 100 percent administrative duties. Of the total faculty, seven are designated to teach clinical. Based upon a maximum proposed enrollment of 48 students, five instructors are required for clinical supervision. The Program is under a Board requirement to have a maximum of 10 students for each instructor. The utilization of faculty at clinical facilities is such that clinical instruction is covered adequately.

California Code of Regulations, Title 16, Section 2534(b) 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.

Submitted documentation indicates the Program has sufficient clinical facilities to afford the number, type and variety of patients that will provide clinical experience consistent with approved competency-based objectives and theory being taught for current student enrollment.

## **Violations**

California Code of Regulations, Title 16, Section 2526(j)(1) requires an institution, as a condition for the continued approval of a postsecondary school or educational program offering a course of instruction in vocational nursing, to submit a completed "Continuing Approval Application for a Vocational Nursing School or Program," Form 55M-15 (New 04/2022), the requirements of which are incorporated by reference into the section.

### **Violation #1**

**Form 55M-2W, at Section 13: Instructional Plan on page 5** requires the institution to submit a document that correlates theory and clinical content and hours on a weekly basis and provides an overview of the teaching schedule; the document shall commit to curriculum in which theory hours precede clinical hours.

Violation: The Program Director's review of the Instructional Plan in the Comprehensive Program Analysis focused on faculty development and training in the use of ATI (Assessment Technologies Institute) resources that do not appear as assignments on the Instructional Plan. Instructional strategies that are credited with the improvement of NCLEX-PN® pass rates do not appear on the IP under methods of instruction or assignments. It is evident that instructors are teaching to the test rather than following the approved instructional plan. The Instructional plan for the first term is by individual course modules, the hours do not correlate with the hours of instruction on the Summary of Instructional Plan Hours. Three hundred and sixty-eight simulation hours are listed on the Summary of Instructional Plan Hours but do not appear in the Instructional Plan. Clinical Objectives are listed on the IP for a non-clinical course e.g., Anatomy and Physiology. Clinical and skills lab objectives do not reflect psychomotor activities, performing skills on a manikin, a student partner or a live patient. The instructional plan needs

revision to meet the requirements of the new regulated forms.  
Status: The violation **is not corrected**

### **Violation #2**

**Form 55M-2W, at Section 14: Daily Lesson Plans on page 5**, requires the institution to provide daily lesson plan for each theory and skills day, that are on file and available to regular and substitute instructors to follow.

Violation: Daily Lesson Plans were required to be submitted as part of the Comprehensive Program Analysis on December 15, 2023. Lesson plans were not submitted.

Status: The violation **is not corrected**

### **Violation #3**

**Form 55M-15, at Section 15: Evaluation Methodology for Curriculum on page 5**, requires the institution to submit an explanation of the process that identifies the method(s) by which the curriculum is evaluated regularly. Submit complete unredacted curriculum reviews based on your stated methodology. The reviews should cover the past 18 months as a sample size.

Violation: The Program submitted an evaluation methodology for curriculum review that indicated “the data will be collected and presented during faculty meetings.” The minutes of the faculty meeting did not indicate the data was presented during faculty meetings. On December 15, 2023, the Program Director submitted the statement that faculty meeting agendas list curriculum review as a topic of discussion and faculty meeting minutes related to the curriculum review. Evidence of curriculum review was not submitted. The curriculum appears on the agenda, but no curriculum review is evident.

Status: The violation **is not corrected**.

### **Violation #4**

**Form 55M-15, at Section 18: Admission Criteria on page 6**, requires the institution to submit an explanation of the policy requirements for admission to the school or program. Documentation must include verification for current students enrolled in the program that the program follows its admission policy. For example, student’s entrance examination results, health requirements, letters of recommendation, if noted in the program’s stated admission policy.



Violation: Proof of Admission criteria compliance not evident with the report on December 15, 2023. Criteria and documentation that requirements were met for the September 25, 2023 class admission have not been submitted: The following items that were required have not been submitted:

- a. Student roster for current admission
- b. Interview form to document student answers.
- c. Class list evidence of compliance

Status: The violation **is not corrected**.

### **Violation #5**

**Form 55M-15, at Section 28: Transfer Credit on page 8**, requires the institution to submit documentation for each new cohort (since the last approval) verifying eligible students that received or were denied transfer credit per 16 CCR 2535 for the following: (1) Approved vocational or practical nursing courses. (2) Approved registered nursing courses. (3) Approved psychiatric technician courses. (4) Armed services nursing courses. (5) Certified nurse assistant courses. (6) Other courses the school determines are equivalent to courses in the program. The documentation must include the student's name, term/semester, student identification number, the status of the credit (approved/denied), and signature/date from the student and Program Director.

Violation: Criteria and documentation that requirements were met for the class admission on September, 25, 2023 were not submitted:

Status: The violation **is not corrected**.

### **Violation #6**

California Code of Regulations, Title 16, Section 2530(b) states "Regular faculty meetings shall be held. . . Minutes shall be available to the Board's representative"

Violation: The Program indicated the faculty meetings would be held weekly during the August 2021 plan for Program improvement. During the records review, there was no documented evidence that the Program held regular faculty meetings.

During the interview, the faculty stated the faculty meetings are held monthly, sometimes twice a month, but there was no regular faculty meeting schedule.

Status: The violation **is not corrected**.

**Violation #7**

**Form 55M-2E Section 33: Program Hours at page 9** The Program is required to submit a completed *Summary of Instructional Plan Hours-Vocational Nursing Program Form 55M-2E*(new 4/2022) as a summary of all program hours.

Violation: The Summary of Instructional Plan Hours contained 368 hours of simulation. The Program is not approved for simulation. An application for simulation has not been completed and scenarios to support the number of hours do not exist. The Program submitted a new Summary of Instructional Plan Hours on January 12, 2024. Simulation hours were removed, but supporting documentation for adequate clinical placements and clinical objectives were not included.

Status: The violation **is not corrected**

**Violation #8**

California Code of Regulations, Title 16, Section 2527 states:

(a) The Board shall require such reports by schools and conduct such investigations as necessary to determine whether or not approval will be continued.

(b) A school shall report to the Board within ten days of the termination of a faculty member.

(c) A material misrepresentation of fact by a vocational nursing program in any information submitted to the Board is cause for denial or revocation of approval or provisional approval.

Violation: The Program, at the August 25, 2023 Board Meeting, was required to submit corrections for the four stated violations and a Comprehensive Program Analysis no later than December 15, 2023. The documents submitted by the Program Director on December 15, 2023, did not address correction of the violations and the Comprehensive Program Analysis did not provide evidence of progression towards goals outlined in the July 1, 2023, analysis. Other documents submitted after the Board imposed deadlines were incomplete and did not meet the requirements for a Comprehensive Program Analysis.

Status: The violation **is not corrected**

**Violation # 9**

California Code of Regulations, Title 16, Section 2533 states:

(a) Vocational nurse programs shall include theory and correlated clinical experience.

- (b) The curriculum shall develop the knowledge, skills, and abilities necessary to care for patients of all ages in current health care settings.
- (c) Curriculum content shall be taught in a sequence that results in students' progressive mastery of knowledge, skills, and abilities.
- (d) The curriculum content shall include:
  - (1) Anatomy and physiology
  - (2) Nutrition
  - (3) Psychology
  - (4) Normal growth and development
  - (5) Nursing fundamentals
  - (6) Nursing process
  - (7) Communication, both verbal and written, including communication with patients who have psychological disorders.
  - (8) Patient education
  - (9) Pharmacology which shall include:
    - (A) Knowledge of commonly used drugs and their action.
    - (B) Computation of dosages
    - (C) Preparation of medications
    - (D) Principles of administration
  - (10) Medical-surgical nursing
  - (11) Communicable diseases, which shall include but not be limited to Human Immunodeficiency Virus (HIV)
  - (12) Gerontological nursing
  - (13) Rehabilitation nursing
  - (14) Maternity nursing
  - (15) Pediatric nursing
  - (16) Leadership
  - (17) Supervision
  - (18) Ethics and unethical conduct
  - (19) Critical thinking
  - (20) Culturally congruent care
  - (21) End-of-life care

Violation: All content areas do not appear in the IP in the terms although they are listed on the Summary of Instructional Plan Hours. All required content does not have hours assigned to the content It is not evident that all content was addressed in theory prior to skills lab or direct patient care hours. All Clinical hours are not concurrent with theory.

Status: The violation **is not corrected**

### **Violation # 10**

California Code of Regulations, Title 16, Section 2535 states Each school shall have a policy, approved by the Board, for giving credit toward the curriculum requirements.

(a) Transfer credit shall be given for related previous education completed within the last five years. This includes the following courses:

- (1) Approved vocational or practical nursing courses.
- (2) Approved registered nursing courses.
- (3) Approved psychiatric technician courses.
- (4) Armed services nursing courses.
- (5) Certified nurse assistant courses.
- (6) Other courses the school determines are equivalent to courses in the program.

(b) Competency-based credit shall be granted for knowledge and/or skills acquired through experience. Credit shall be determined by written and/or practical examinations.

Violation: The Program has instituted a plan to grant credit for Certified Nursing Assistant courses but did not present documentation that other applicable credit was given. Violations for credit granting have been issued on every site visit since the initial approval visit in 2008.

Status: The violation **is not corrected**

### **ATTACHMENTS:**

Attachment A: Program History

Attachment B: Comprehensive Program Review and Analysis by the NEC

**Attachment A**

**HEALTHCARE CAREER COLLEGE  
VOCATIONAL NURSING PROGRAM**

**Program History**

**Program History**

- On May 14, 2008, the Executive Officer approved InfoTech Career College's request to begin a vocational nursing program with an initial class of 30 students commencing May 19, 2008, only, with a projected graduation date of August 11, 2009 and approved the Program curriculum for 1560 hours, including 600 theory, and 960 clinical hours.
- On September 9, 2008, a new Program Director was approved.
- On March 11, 2009, a new Program Director was approved.
- On July 6, 2009, a new Program Director was approved.
- On July 13, 2009, the Board received the Program's Program Records Survey.
- On July 20 – 21, 2009, the Program was inspected for compliance with regulatory requirements for initial approval. Fourteen violations of Article 5 of the California Code of Regulations, Title 16, were identified. Recommendations for correction of each violation and a timeline for correction were discussed.
- On August 28, 2009, the Board forwarded correspondence to the Program Director relative to the absence of the required corrections of violations identified during the survey visit. A response was requested by September 10, 2009.
- On September 10, 2009, the Board received the Program's response to the identified survey violations.
- On October 5, 2009, the assigned Nursing Education Consultant met with the Program Director relative to the proposed corrections of the fourteen violations identified during the July 20 – 21, 2009 survey visit. Required revisions were specified. The Program Director agreed to submit the required revised documents to correct all previously identified violations by Friday, October 30, 2009.
- On November 2, 2009, the Board received the Program's revised documents addressing violations identified during the survey visit.
- On December 16, 2009, the assigned Nursing Education Consultant, per telephone conference call, advised the Program Director that the submitted information did not completely address violations identified during the July 2009 survey visit. Corrections

specified during the visit and during the October 5, 2009, meeting were reiterated. Additional revisions were requested by Tuesday, December 29, 2009.

- On December 30, 2009, the Board received the Program's final revisions addressing violations identified during the survey visit.
- On January 7, 2010, the Executive Officer approved initial full accreditation for the InfoTech Career College Vocational Nursing Program for the period from January 6, 2010, through January 5, 2014, and issued a certificate accordingly and approved the Program's request to admit a class of 30 students commencing February 1, 2010, to replace students graduating August 24, 2009. That class was projected to graduate March 7, 2011.
- On March 1, 2010, the Board received electronic correspondence from the school owner advising of the Program Director's termination.
- On March 2, 2010, the SNEC discussed the Program's status with Ashok Garg, President, and Owner. Mr. Garg advised that commencement of the next class would be delayed due to the lack of financial aid. The owner projected the start of that class for August 2010.
- On October 1, 2010, the Board received correspondence from Ashok Garg reporting the school's plans to admit a class on October 25, 2010, and the hiring of a new Program Director.
- On October 5, 2010, the Board forwarded correspondence per certified mail to Ashok Garg relative to the lack of submission of an application for a new Program Director and information relative to the planned class.
- On November 30, 2010, a new Program Director was approved.
- On December 4, 2010, the Program was notified that its average annual pass rates had fallen below 10 percentage points of the state average annual pass rate for the past four quarters. The Program Director was requested to submit a written plan for improving the Program's NCLEX-PN® pass rates by December 20, 2010.
- On December 29, 2010, the Board received correspondence from the Program Director and supporting documents related to the Program's plan to increase licensure pass rates.
- On February 17, 2011, the Program was notified that its average annual pass rates had fallen below 10 percentage points of the state average annual pass rate for the past five (5) quarters. The Program was requested to submit a written plan for improving their NCLEX-PN® pass rates by March 4, 2011.

- On March 4, 2011, the Board received correspondence from the Program Director and supporting documents related to the Program's plan to increase licensure pass rates.
  - On April 13, 2011, a new Program Director was approved.
  - On May 16, 2011, the Program Director was notified that its average annual pass rates had fallen below 10 percentage points of the state average annual pass rates for the past six (6) quarters. The Program was requested to submit a written plan for improving their NCLEX-PN® pass rates by June 3, 2011.
  - On June 15, 2011, a new Program Director was approved.
1. On November 10, 2011, the Board placed the InfoTech Career College Vocational Nursing Program on provisional accreditation for the two-year period from November 10, 2011, through November 30, 2013, and issued a notice to the Program to identify specific areas of noncompliance and requirements for correction as referenced in California Code of Regulations, Title 16, Section 2526.1(e). The Board denied the Program's request for approval to admit a class of 30 full-time day students on January 17, 2012, graduating on March 23, 2013, and required the Program to admit no additional students unless approved by the full Board. The Program was required to bring its average annual pass rate to no more than ten percentage points below the State average annual pass rate for four consecutive quarters.

Additionally, the Program was required to submit follow-up reports in 9 months, but no later than August 1, 2012, and 21 months, but no later than August 1, 2013. The reports must include a comprehensive analysis of the Program, specific actions taken to improve Program pass rates, timeline for implementation, and the effect of employed interventions. The following elements must be addressed in the analysis.

- a. Admission Criteria.
- b. Screening and Selection Criteria.
- c. Terminal Objectives.
- d. Curriculum Objectives.
- e. Instructional Plan.
- f. Theory and Clinical Objectives for Each Course.
- g. Lesson Plans for Each Course.
- h. Textbooks.
- i. Attendance Policy.
- j. Remediation Policy.
- k. Evaluations of Theory and Clinical Faculty.
- l. Evaluations of Theory Presentations.
- m. Evaluations of Clinical Rotations and Their Correlation to Theory Presentations.
- n. Evaluation of Student Achievement.
- o. Current Enrollment.

Further, the Board required the Program to comply with all approval standards in Article 4 of the Vocational Nursing Practice Act, commencing at California Business and

Professions Code Section 2880, and Article 5 of the Board's Regulations, commencing at California Code of Regulations, Title 16, Section 2525. The Program is required to continue to demonstrate incremental progress in correcting the violations. If the Program fails to satisfactorily demonstrate incremental progress, the full Board may revoke the Program's approval. Failure to take any of these corrective actions may cause the full Board to revoke the Program's approval.

The Program was placed on the November 2013 Board agenda for reconsideration of provisional approval.

- On November 22, 2011, the Board forwarded to the Program Director the *Notice of Change in Approval Status*.
  - On January 19, 2012, the assigned Nursing Education Consultant forwarded correspondence requesting submission of fifteen copies of pertinent documents and subsequent actions taken to correct identified problems that they desire the Board members to consider.
  - On January 20, 2012, the Program Director submitted fifteen copies of pertinent documents and subsequent actions taken to correct identified problems that they desire the Board members to consider.
  - On February 6, 2012, the Board approved InfoTech Career College Vocational Nursing Program's request for approval to admit a class of 15 full-time, day students on April 9, 2012, only, graduating on July 1, 2013 and required the Program to admit no additional students unless approved by the full Board.
  - On September 4, 2012, the Board received the Program's comprehensive analysis.
  - On December 13, 2012, the assigned Nursing Education Consultant forwarded submission of eighteen (18) copies of pertinent documents and subsequent actions taken to correct identified problems that they desire the Board members to consider.
  - On December 28, 2012, the Program Director submitted eighteen (18) copies of pertinent documents and subsequent actions taken to correct identified problems that they desire the Board members to consider.
  - On February 22, 2013, the Board denied the Program's request for approval to admit a class of 30 full-time, day students on March 25, 2013, graduating on May 30, 2014, and required the Program to admit no additional students unless approved by the full Board.
2. On March 27, 2013, the assigned Nursing Education Consultant requested submission of two copies of pertinent documents and subsequent actions taken to correct identified problems that they desire the Board members to consider.



3. On March 29, 2013, the Program Director submitted two copies and a CD of the requested documents.

4. On May 10, 2013, the Board approved the Program's request for approval to admit a class of 20 full-time, day students on June 3, 2013, graduating on August 11, 2014, to replace a class that graduated on August 21, 2012 and required the Program to admit no additional students unless approved by the full Board.

5. On June 5, 2013, the assigned Nursing Education Consultant forwarded correspondence requesting submission of two copies and a CD of pertinent documents and subsequent actions taken to correct identified problems that they desire Board members to consider by June 13, 2013.

6. On June 17, 2013, the Program Director submitted two copies and a CD of the requested documents.

7. On August 1, 2013, the Board received the Program's comprehensive analysis.

8. On September 13, 2013, the Board deferred action on the Program's request to admit a class of 30 full-time, students on November 11, 2013, graduating on January 7, 2015, to the November 2013 Board meeting and required the Program to admit no additional students unless approved by the full Board.

9. On November 22, 2013, the Board denied InfoTech Career College Vocational Nursing Program's request to admit a class of 30 full-time, students on February 10, 2014, graduating on April 22, 2015 to replace the class that graduated on August 27, 2012 and approved the Program to admit a class of 20 full-time students on February 10, 2014, only, graduating on April 22, 2015 to replace the class that graduated on August 27, 2012 and extended provisional approval for the Info Tech Career College Vocational Nursing Program for a one year period from November 22, 2013, through November 30, 2014 and issued a notice to the Program to identify specific areas of noncompliance and requirements for correction as referenced in California Code of Regulations, Title 16, Section 2526.1(e) and required the Program to admit no additional classes without prior approval by the full Board and required the Program to bring its average annual pass rate to no more than ten percentage points below the State average annual pass rate and required the Program to submit a follow-up report in nine months but no later than August 1, 2014. The report must include a comprehensive analysis of the Program, specific actions taken to improve Program pass rates, timeline for implementation, and the effect of employed interventions. The following elements must be addressed in the analysis.

- a. Current Student Enrollment.
- b. Admission Criteria.
- c. Screening and Selection Criteria.
- d. Terminal Objectives.
- e. Curriculum Objectives.

- f. Instructional Plan.
- g. Theory and Clinical Objectives for Each Course.
- h. Lesson Plans for Each Course.
- i. Textbooks.
- j. Attendance Policy.
- k. Remediation Policy.
- l. Evaluations of Theory and Clinical Faculty.
- m. Evaluations of Theory Presentations.
- n. Evaluations of Clinical Rotations and Their Correlation to Theory Presentations.
- o. Evaluation of Student Achievement.
- p. Evaluation of Outreach Attempts to Reach Prior Graduates who have not Taken the Licensure Examination; and, advised

Failure to show progress shall constitute cause for revocation of provisional approval; and required the Program to comply with all approval standards in Article 4 of the Vocational Nursing Practice Act, commencing at California Business and Professions Code section 2880, and Article 5 of the Board's Regulations, commencing at California Code of Regulations, Title 16, Section 2525 and required the Program to demonstrate incremental progress in correcting the violations. If the Program fails to satisfactorily demonstrate incremental progress, the full Board may revoke the Program's approval and placed the Program on the November 2014 Board agenda for reconsideration of provisional approval.

- On October 20, 2014, the Board received the Program's comprehensive analysis. This report was due to the Board by August 1, 2014.

- On November 21, 2014, the Board approved the Program's request to admit a class of 30 full-time students on December 1, 2014, only, graduating on January 26, 2016 to replace the class that graduated on August 26, 2013 and, extended InfoTech Career College's Vocational Nursing Program provisional approval for a one year period from December 1, 2014, through November 30, 2015, and issued a notice to the Program to identify specific areas of noncompliance and requirements for correction as referenced in California Code of Regulations, Title 16, Section 2526.1(e) and required the Program to admit no additional students unless approved by the full Board and required the Program to submit a follow-up report in nine months, but no later than August 1, 2015. The report must include an updated comprehensive analysis of the Program, identifying specific actions taken to improve Program pass rates that have worked and those that needed revision and why. The following elements must be addressed in the analysis.

- a. Admission Criteria.
- b. Screening and Selection Criteria.
- c. Terminal Objectives.
- d. Curriculum Objectives.
- e. Instructional Plan.
- f. Theory and Clinical Objectives for Each Course.
- g. Lesson Plans for Each Course.

- h. Textbooks.
- i. Attendance Policy.
- j. Remediation Policy.
- k. Evaluations of Theory and Clinical Faculty.
- l. Evaluations of Theory Presentations.
- m. Evaluations of Clinical Rotations and Their Correlation to Theory Presentations.
- n. Evaluation of Student Achievement.
- o. Current Enrollment; and

Continued to require the Program to comply with all approval standards in Article 4 of the Vocational Nursing Practice Act, commencing at Business and Professions Code Section 2880, and Article 5 of the Board's Regulations, commencing at California Code of Regulations, Title 16, Section 2525 and continued to require the Program to demonstrate incremental progress in correcting the violations. If the Program fails to satisfactorily demonstrate incremental progress, the full Board may revoke the Program's approval and advised that failure to show progress shall constitute cause for revocation of provisional approval and failure to take any of these corrective actions may cause the full Board to revoke the Program's approval and placed the Program on the November 2015 Board agenda for reconsideration of provisional approval.

- On December 10, 2014, the Board forwarded the Extension of Notice of Provisional Approval.
- On May 15, 2015, the Full Board approved the Program's request to admit a class of 22 full-time students on June 29, 2015, only, graduating on September 23, 2016, to replace the class that graduated on May 21, 2015 and continued the Program's requirement to admit no additional students unless approved by the full Board.
- On October 15, 2015, a new Program Director was approved.
- On November 20, 2015, the Board extended the provisional approval of InfoTech Career College Vocational Nursing Program for the one year period from December 1, 2015 through November 31, 2016, and issued a certificate accordingly and approved the Program's request to admit a class of 20 full-time students on February 22, 2016, only, graduating on July 17, 2017 to replace the class scheduled to graduate on February 20, 2016 and required the Program Director to submit, under penalty of perjury, the names of all enrolled students, dates of admission, placement in the curriculum, and expected dates of graduation by March 14, 2016 and continued the Program's requirement to admit no additional students unless approved by the full Board and required the Program to submit a follow-up report in three months, but no later than February 15, 2016. The report must include an updated comprehensive analysis of the Program, identifying specific actions taken to improve Program pass rates that have worked and those that needed revision and why, the following elements must be addressed in the analysis.

- a. Admission Criteria.

- b. Screening and Selection Criteria.
- c. Terminal Objectives.
- d. Curriculum Objectives.
- e. Instructional Plan.
- f. Theory and Clinical Objectives for Each Course.
- g. Lesson Plans for Each Course.
- h. Textbooks.
- i. Attendance Policy.
- j. Remediation Policy.
- k. Evaluations of Theory and Clinical Faculty.
- l. Evaluations of Theory Presentations.
- m. Evaluations of Clinical Rotations and Their Correlation to Theory Presentations.
- n. Evaluation of Student Achievement.
- o. Current Enrollment.

Additionally, the Program was required to continue to comply with all approval standards in Article 4 of the Vocational Nursing Practice Act, commencing at Business and Professionals Code, section 2880, and Article 5 of the Board's Regulations, commencing at California Code of Regulations, Title 16, section 2525 and continued to require the Program to demonstrate incremental progress in correcting the violations. If the Program fails to satisfactorily demonstrate incremental progress, the full Board may revoke the Program's approval. The Program was placed on the agenda of the Board's November 2016 meeting, for reconsideration of provisional approval.

• On August 19, 2016, the Board denied the Info Tech Career College Vocational Nursing Program's request for early termination of provisional approval and:

1. Continued the Program's provisional approval as previously determined by the Board through November 31, 2016.
2. Denied the Program's request to admit a class of 20 full-time students on September 6, 2016, graduating on February 15, 2018.
3. Required the Program to obtain adequate Board approved clinical facilities as to number, type, and variety of patients treated to afford students clinical experiences in all areas specified by Section 2533.
4. Required the Program Director to submit, under penalty of perjury, the names of all enrolled students, dates of admission, placement in the curriculum, and expected dates of graduation by September 15, 2016.
5. Continued the Program's requirement to admit no additional students unless approved by the Board.
6. Continued to require the Program to comply with all approval standards in Article 4 of the Vocational Nursing Practice Act, commencing at Business and Professionals Code, Section 2880, and Article 5 of the Board's Regulations, commencing at California Code of Regulations, Title 16, Section 2525.
7. Continued to require the Program to demonstrate incremental progress in correcting the violations. If the Program fails to satisfactorily demonstrate incremental progress, the full Board may revoke the Program's approval.

8. Placed the Program on the agenda of the Board's November 2016 meeting, for reconsideration of provisional approval.
- On October 18, 2016, a new Program Director was approved.
  - On November 4, 2016, the Board Extended Info Tech Career College Vocational Nursing Program's provisional approval for a one-year period from November 30, 2016, through November 29, 2017, and send notice accordingly.
    1. Denied the Program's request to admit a class of 20 full-time students on November 7, 2016, graduating on March 29, 2018.
    2. Continued to require the Program Director to submit, under penalty of perjury, the names of all enrolled students, dates of admission, placement in the curriculum, and expected dates of graduation no later than 15 days after commencement of any class.
    3. Continued the Program's requirement to admit no additional students unless approved by the full Board.
    4. Continued to require the Program to complete the evaluation of the current curriculum and complete the major curriculum revision prior to admission of additional students.
    5. Continued to require the Program to comply with all approval standards in Article 4 of the Vocational Nursing Practice Act, commencing at Business and Professions Code, section 2880, and Article 5 of the Board's Regulations, commencing at California Code of Regulations, Title 16, Section 2525.
    6. Continued to require the Program to demonstrate incremental progress in correcting the violations. If the Program fails to satisfactorily demonstrate incremental progress, the full Board may revoke the Program's approval.
    7. Placed the Program on the agenda of the Board's February 2017 meeting, for reconsideration of the Program's status.

On February 10, 2017, the full Board continued Info Tech Career College Vocational Nursing Program's provisional approval for the one-year period from November 30, 2016, through November 29, 2017, as determined by the Board on November 4, 2016

1. Denied the Program's request to admit a class of 30 full-time students on February 20, 2017, graduating on March 30, 2018.
2. Approved the Program's admission of a class of 20 full-time students on February 20, 2017, graduating on March 30, 2018.
3. Continued to require the Program Director to submit, under penalty of perjury, the names of all enrolled students, dates of admission, placement in the curriculum, and expected dates of graduation no later than 15 days after commencement of any class.
4. Continued the Program's requirement to admit no additional students unless approved by the full Board.
5. Approved the Program's major curriculum revision including 1840 total Program hours, 696 theory hours, and 1144 clinical hours.

6. Continued to require the Program to comply with all approval standards in Article 4 of the Vocational Nursing Practice Act, commencing at Business and Professions Code, Section 2880, and Article 5 of the Board's Regulations, commencing at California Code of Regulations, Title 16, Section 2525.
7. Continued to require the Program to demonstrate sustained incremental progress in correcting the violations. If the Program fails to satisfactorily demonstrate incremental progress, the full Board may revoke the Program's approval.
8. Placed the Program on the agenda of the Board's November 2017 meeting, for reconsideration of the Program's status.

- On March 16, 2017, the Program informed the NEC of change in the Program name from Info Tech Career College Vocational Nursing Program to Healthcare Career College Vocational Nursing Program.

- On August 25, 2017, the full Board approved the revised recommendations as follows:

1. Approved Healthcare Career College's request to admit 20 students commencing on September 18, 2017, and expected to graduate November 2, 2018, only, to replace the students who graduated June 2017.
2. Continued to require the Program to admit no additional students unless approved by the full Board.
3. Continued to require the Program to provide a maximum of ten students for each instructor in clinical experiences.
4. Required the Program Director to submit, under penalty of perjury, the names of all enrolled students, date of admission, placement in the curriculum, and expected date of graduation by September 15, 2017.
5. Continued the Program's requirement to bring its average annual pass rate to no more than ten percentage points below the State average annual pass rate.
6. Continued to require the Program to demonstrate incremental progress in correcting the violations. If the Program fails to satisfactorily demonstrate incremental progress the full Board may revoke the Program's approval.
7. Continued to require the Program to comply with all approval standards in Article 4 of the Vocational Nursing Practice Act, commencing at Business and Professions Code Section 2880, and Article 5 of the Board's Regulations, commencing at California Code of Regulations, Title 16, Section 2525.
8. Failure to take any of these corrective actions may cause the full Board to revoke the Program's approval.

- On November 17, 2017, the Full Board rendered for following decisions:

1. Granted full approval for the Healthcare Career College, Vocational Nursing Program for the four-year period from November 17, 2017, through November 16, 2021, and issued a certificate accordingly
2. Required the Program to obtain Board approval prior to the admission of each class.

- On February 6, 2018, the Executive Officer rendered the following decisions:
  1. Approved the Healthcare Career College's request to admit a class of 20 students with 2 alternates to commence on March 12, 2018, with the projected graduation date of May 10, 2019, only. This is not a replacement class.
  2. Approved the Program's request to admit a class of 20 students with 2 alternates to commence on July 16, 2018, with the projected graduation date of August 30, 2019, only; to replace the class graduating on April 6, 2018.
  3. Required the Program to obtain Board approval prior to the admission of each class.

- On September 18, 2018, the Executive Officer rendered the following decisions.
  1. Approved the Program's request to admit a class of 20 students and two alternate students on November 5, 2018, with a projected graduation date of December 11, 2019.
  2. Approved the Program's request to admit a class of 20 students and two alternate students, beginning February 12, 2019, with the expected graduation date of April 3, 2020. This is not a replacement class.
  3. Denied the Program's request for ongoing admissions of three classes of 20 students and two alternate students per year.

- On January 2, 2019, a new Program Director was approved.

- On April 23, 2019, a new Program Director was approved.

- On October 29, 2019, the Executive Officer rendered the following decisions

1. Approved the Program's request to admit a class of 20 students and two alternate students on November 12, 2019, with a projected graduation date of January 15, 2021, to replace the students who graduated on August 30, 2019.

2. Continued the Program's requirement to obtain Board approval prior to admission of any additional classes.

3. Continued to require the Program, when requesting approval to admit students, to:

- a. Submit all documentation in final form, using the forms provided by the Board, no later than two months prior to the requested start date for the class.

- b. Provide documentation that adequate resources, i.e., faculty and facilities, are available to support each admitted class of students.

- c. Ensure that the Program maintains an average annual pass rate that is compliant with California Code of Regulations, Title 16, Section 2530(I).

4. Continued to require the Program to comply with all approval standards in Article 4 of the Vocational Nursing Practice Act, commencing at Business and Professions Code Section 2880, and Article 5 of the California Code of Regulations, Title 16, commencing with Section 2525.

- On March 3, 2020, the Executive Officer rendered the following decision:

1. Approved the Program's request to admit a class of 20 students and two alternate students on March 23, 2020, with a projected graduation date of May 14, 2021. The class will replace the students who graduated on January 5, 2020.

2. Continued the Program's requirement to obtain Board approval prior to admission of any additional classes.

3. Continued to require the Program, when requesting approval to admit students, to:

- a. Submit all documentation in final form, using the forms provided by the Board, no later than two months prior to the requested start date for the class.

- b. Provide documentation that adequate resources, i.e., faculty and facilities, are available to support each admitted class of students.

- c. Ensure that the Program maintains an average annual pass rate that is compliant with California Code of Regulations, Title 16, Section 2530(I).

4. Continued to require the Program to comply with all approval standards in Article 4 of the Vocational Nursing Practice Act, commencing at Business and Professions Code Section 2880, and Article 5 of the California Code of Regulations, Title 16, commencing with Section 2525.

- On July 13, 2020, a new Program Director was approved.

- On April 13, 2021, a new Program Director was approved.

- On June 29, 2021, the Executive Officer rendered the following decision:

1. Denied Healthcare Career College Vocational Nursing Program's request to admit a full-time class of 20 students to commence on July 12, 2021, with a graduation date of September 30, 2022, to replace the class that graduated on June 4, 2021.

2. Approved Healthcare Career College Vocational Nursing Program's request to admit a full-time class of 16 students to commence on July 12, 2021, with a graduation date of September 30, 2022, to replace the class that graduated on June 4, 2021.

3. Placed the Program on the July 2021 Education and Practice Committee agenda for consideration of placement on provisional approval.

4. Required the Program to comply with all requirements listed below.

**PROGRAM REQUIREMENTS:**

1. Continued the Program's requirement to obtain approval prior to admission of each class.



2. Continued to require the Program, when requesting approval to admit students, to:

- a. Submit all documentation in final form, using the forms provided, no later than two months prior to the requested start date for the class.
- b. Provide documentation that adequate resources, i.e., faculty and facilities, are available to support each admitted class of students.
- c. Ensure that the Program maintains an average annual pass rate that is compliant with California Code of Regulations, Title 16, Section 2530(I).

3. Continue to require the Program to provide a maximum of ten students for each instructor in clinical experiences. California Code of Regulations, Title 16, Regulation 2534(d) states, "For supervision of clinical experience, there shall be a maximum of 15 students for each instructor." The recommendation of one instructor for every ten students in clinical experiences will enable more focused instruction and enhanced learning to closely monitor and evaluate the clinical performance of students.

4. Notify the NEC in the event a current class is displaced from clinical sites.

5. Continue to require the Program to comply with all approval standards in Article 4 of the Vocational Nursing Practice Act, commencing at Business and Professions Code Section 2880, and Article 5 of the California Code of Regulations, Title 16. Commencing with Section 2525.

6. Board staff will continue to monitor the Program's effectiveness by tracking class admissions, the effectiveness of employed interventions, and the Program's licensure examination pass rates each quarter.

• On July 19, 2021, the Education and Practice Committee rendered the following decisions:

1. Placed the Program on the agenda for the August 2021 Board meeting for consideration of placement on provisional approval.

2. Required the Program to comply with all requirements listed below.

#### PROGRAM REQUIREMENTS:

1. Continued the Program's requirement to obtain approval prior to admission of each class.

2. Continued to require the Program, when requesting approval to admit students, to:

- a. Submit all documentation in final form, using the forms provided by the NEC, no later than by the fifteenth day of the second month preceding the month of the Board meeting.

- b. Provide documentation that adequate resources, i.e., faculty and facilities, are available to support each admitted class of students.
- c. Ensure that the Program maintains an average annual pass rate that is compliant with California Code of Regulations, Title 16, Section 2530(l).

3. Continue to require the Program to provide a maximum of ten students for each instructor in clinical experiences. Section 2534(d) of the California Code of Regulations, Title 16 indicates, "For supervision of clinical experience, there shall be a maximum of 15 students for each instructor." The recommendation of one instructor for every ten students in clinical experiences will enable more focused instruction and enhanced learning to closely monitor and evaluate the clinical performance of students.

4. Notify the NEC in the event a current class is displaced from clinical sites.

5. Continue to require the Program to comply with all approval standards in Article 4 of the Vocational Nursing Practice Act, commencing at Business and Professions Code Section 2880, and Article 5 of the California Code of Regulations, Title 16, commencing at Section 2525.

6. Board staff will continue to monitor the Program's effectiveness by tracking class admissions, the effectiveness of employed interventions, and the Program's licensure examination pass rates each quarter.

- On July 30, 2021, a new Program Director was approved.

- On August 10, 2021, the Board approved the following:

- 1. Placed the Healthcare Career College, Vocational Nursing Program on provisional approval for the two-year period beginning August 20, 2021; and issued a certificate accordingly.

- 2. Required the Program to comply with all requirements listed below.

#### PROGRAM REQUIREMENTS:

- 1. Required the Program to have one faculty member designated as Program Director.

- 2. Required the Program Director to submit an action plan to improve their NCLEX-PN® pass rate.

- 3. Required the Program to submit a comprehensive analysis report in six months, no later than February 15, 2022, and in eighteen months, no later than February 15, 2023, respectively. The report must include a comprehensive analysis of the Program, timeline for implementation, and the effect of employed interventions. The following elements must be addressed in the analysis.

- a. Terminal Objectives

- b. Evaluation of Current Curriculum including:
    - 1- Instructional Plan
    - 2- Theory & Clinical Objectives for each Term
    - 3- Lesson Plans for each Term
  - c. Student Policies including:
    - 1- Admission Policy
    - 2- Screening and Selection Policy
    - 3- Attendance & Remediation Policy
    - 4- Evaluation of Student Achievement
    - 5- Credit Granting Policy
  - d. Evaluations of approved clinical facilities which determine adequacy in number and variety of patients to accommodate current and projected students.
  - e. Evaluations of Faculty
  - f. Methodologies for:
    - 1- Faculty Meetings
    - 2- Clinical Evaluations
  - g. Documentation of required clinical resources for all terms for all current cohorts.
4. Required the Program to obtain Board approval prior to admission of each class.
5. Required the Program, when requesting approval to admit students, to:
- a. Submit all documentation in final form, using the forms provided by the NEC, no later than by the fifteenth day of the second month preceding the month of the Board meeting.
  - b. Provide documentation that adequate resources, i.e., faculty and facilities, are available to support each admitted class of students.
  - c. Ensure that the Program maintains an average annual pass rate that is compliant with California Code of Regulations, Title 16, Section 2530(I).
6. Continue to require the Program to provide a maximum of ten students for each instructor in clinical experiences.
7. Notify the NEC in the event a current class is displaced from clinical sites.
8. Continued the Program's requirement to comply with all approval standards in Article 4 of the Vocational Nursing Practice Act, commencing at California Business and Professions Code, Section 2880, and Article 5 of the California Code of Regulations, Title 16, Section 2525.
9. Required the Program to demonstrate incremental progress in the NCLEX-PN® examination pass rates. If the Program fails to satisfactorily demonstrate incremental progress, the full Board may revoke the Program's approval.

10. Board staff will continue to monitor the Program's effectiveness by tracking class admissions, the effectiveness of employed interventions, and the Program's licensure examination pass rates each quarter.

11. Placed the Program on the Board's August 2023 agenda for reconsideration of provisional approval.

- On December 1, 2021, a new Program Director was approved.

- On February 8, 2022, the Board approved the following:

1. Approved the Program's request to admit a full-time class of 20 students to commence on February 28, 2022, with a graduation date of June 9, 2023.

2. Required the Program to comply with all requirements listed below.

#### PROGRAM REQUIREMENTS

1. Continued to require the Program to submit a comprehensive analysis report in 12 months, with a submission date no later than February 1, 2023. The report must include a comprehensive analysis of the Program, timeline for implementation, and the effect of employed interventions. The following elements must be addressed in the analysis.

- a. Terminal Objectives

- b. Evaluation of Current Curriculum including:

1. Instructional Plan

2. Theory & Clinical Objectives for each Term

3. Lesson Plans for each Term

- c. Student Policies including:

- 1- Admission Policy

- 2- Screening and Selection Policy

- 3- Attendance & Remediation Policy

- 4- Evaluation of Student Achievement

- 5- Credit Granting Policy

- d. Evaluations of approved clinical facilities which determine adequacy in number and variety of patients to accommodate current and projected students.

- e. Evaluations of Faculty

- f. Methodologies for:

- 1- Faculty Meetings

- 2- Clinical Evaluations

- g. Documentation of required clinical resources for all terms for all current cohorts.

2. Admit no additional classes without prior approval by the Board.

3. Required the Program, when requesting approval to admit students, to:

- a. Submit all documentation in final form, using the forms provided by the NEC, no later than by the fifteenth day of the second month preceding the month of the Board meeting.
- b. Provide documentation that adequate resources, i.e., faculty and facilities, are available to support each admitted class of students.
- c. Ensure that the Program maintains an average annual pass rate that is compliant with California Code of Regulations, Title 16, Section 2530(l).

4. Continue to provide a maximum of ten students for each instructor in clinical experiences. California Code of Regulations, Title 16, Section 2534(d) states, "For supervision of clinical experience, there shall be a maximum of 15 students for each instructor." Recommendation of one instructor for every ten students in clinical experiences will enable more focused instruction and enhanced learning to closely monitor and evaluate the clinical performance of students.

5. Notify the NEC in the event a current class is displaced from clinical sites.

6. Continue the Program's requirement to comply with all approval standards in Article 4 of the Vocational Nursing Practice Act, commencing at the California Business and Professionals Code, Section 2880, and Article 5 of the California Code of Regulations, Title 16, commencing with Section 2525.

7. Continue the Program's requirement to demonstrate incremental progress in NCLEX-PN® examination pass rates or other violations. If the Program fails to satisfactorily demonstrate incremental progress, the full Board may revoke the Program's approval.

• On May 6, 2022, the Board approved the following:

1. Approved the Program's request to admit a full-time class of 20 students to commence on July 11, 2022, with a graduation date of October 10, 2023.

2. Required the Program to comply with all program requirements listed below.

#### PROGRAM REQUIREMENTS

1. Continue to require the Program to submit a comprehensive analysis report in nine months, with a submission date no later than February 1, 2023. The report must include a comprehensive analysis of the Program, the timeline for implementation, and the effect of employed interventions. The following elements must be addressed in the analysis.

- a. Terminal Objectives
- b. Evaluation of Current Curriculum including:
  - 1- Instructional Plan
  - 2- Theory & Clinical Objectives for each Term
  - 3- Lesson Plans for each Term
- c. Student Policies including:

- 1- Admission Policy
- 2- Screening and Selection Policy
- 3- Attendance & Remediation Policy
- 4- Evaluation of Student Achievement
- 5- Credit Granting Policy
- d. Evaluations of approved clinical facilities which determine adequacy in number and variety of patients to accommodate current and projected students.
- e. Evaluations of Faculty
- f. Methodologies for:
  - 1- Faculty Meetings
  - 2- Clinical Evaluations
- g. Documentation of required clinical resources for all terms for all current cohorts.
  2. Admit no additional classes without prior approval by the Board.
3. Require the Program, when requesting approval to admit students, to:
  - a. Submit all documentation in final form, using the forms provided by the NEC, no later than by the fifteenth day of the second month preceding the month of the Board meeting.
  - b. Provide documentation that adequate resources, i.e., faculty and facilities, are available to support each admitted class of students.
  - c. Ensure that the Program maintains an average annual pass rate that is compliant California Code of Regulations, Title 16, Section 2530(l).
  4. Continue to provide a maximum of ten students for each instructor in clinical experiences. California Code of Regulations, Title 16, Section 2534(d) states, "For supervision of clinical experience, there shall be a maximum of 15 students for each instructor." The recommendation of one instructor for every ten students in clinical experiences will enable more focused instruction and enhanced learning to closely monitor and evaluate students' clinical performance.
5. Notify the NEC in the event a current class is displaced from clinical sites.
6. Board staff will continue to monitor the Program's effectiveness by tracking class admissions, the effectiveness of employed interventions, and the Program's licensure examination pass rates each quarter.
7. Continued the Program's requirement to demonstrate incremental progress in NCLEX-PN® examination pass rates. If the Program fails to satisfactorily demonstrate incremental progress, the full Board may revoke the Program's approval.
8. Continued the Program's requirement to comply with all approval standards in Article 4 of the Vocational Nursing Practice Act, commencing at the California Business and

Professionals Code, Section 2880, and Article 5 of the California Code of Regulations, Title 16, commencing at Section 2525.

• On August 2, 2022, the Board approved the following:

1. Approved the Program's request to admit a full-time class of 20 students to commence on October 31, 2022, with a graduation date of February 5, 2024.

2. Required the Program to comply with all requirements listed below.

#### PROGRAM REQUIREMENTS

1. Continued to require the Program to submit a comprehensive analysis report in six months, with a submission date no later than February 1, 2023. The report must include a comprehensive analysis of the Program, a timeline for implementation, and the effect of the employed interventions. The following elements must be addressed in the analysis.

a. Terminal Objectives

b. Evaluation of Current Curriculum including:

1- Instructional Plan

2- Theory & Clinical Objectives for each Term

3- Lesson Plans for each Term

c. Student Policies including:

1- Admission Policy

2- Screening and Selection Policy

3- Attendance & Remediation Policy

4- Evaluation of Student Achievement

5- Credit Granting Policy

d. Evaluations of approved clinical facilities which determine adequacy in number and variety of patients to accommodate current and projected students.

e. Evaluations of Faculty

f. Methodologies for:

1- Faculty Meetings

2- Clinical Evaluations

g. Documentation of required clinical resources for all terms for all current cohorts.

2. Admit no additional classes without prior approval by the Board.

3. Required the Program, when requesting approval to admit students, to:

a. Submit all documentation in final form, using the forms provided by the NEC, no later than by the fifteenth day of the second month preceding the month of the Board meeting.

- b. Provide documentation that adequate resources, i.e., faculty and facilities, are available to support each admitted class of students.
  - c. Ensure that the Program maintains an average annual pass rate that is compliant with California Code of Regulations, Title 16, Section 2530(l).
4. Continue to provide a maximum of ten students to one instructor in clinical experiences. California Code of Regulations, Title 16, Section 2534(d) states, "For supervision of clinical experience, there shall be a maximum of 15 students for each instructor." The recommendation of a maximum of ten students to one instructor in clinical experiences will enable more focused instruction and enhanced learning to closely monitor and evaluate the clinical performance of students.
  5. Notify the NEC in the event a current class is displaced from clinical sites.
  6. Continued the Program's requirement to comply with all approval standards in Article 4 of the Vocational Nursing Practice Act, commencing at the California Business and Professions Code, Section 2880, and Article 5 of the California Code of Regulations, Title 16, commencing with Section 2525.
  7. Continued the Program's requirement to demonstrate incremental progress with NCLEX-PN® licensure examination pass rates. If the Program fails to satisfactorily demonstrate incremental progress, the full Board may revoke the Program's approval.
  8. Board staff will continue to monitor the Program's effectiveness by tracking class admissions, the effectiveness of employed interventions, and the Program's licensure examination pass rates each quarter.
- On November 18, 2022, the Board approved the following:
    1. Approved the Program's request to admit a full-time class of 20 students to commence on March 13, 2023, with a graduation date of June 10, 2024.
    2. Required the Program to comply with all requirements listed below.

#### PROGRAM REQUIREMENTS

1. Continued to require the Program to submit a comprehensive analysis report in six months, with a submission date no later than February 1, 2023. The report must include a comprehensive analysis of the Program, a timeline for implementation, and the effect of the employed interventions. The following elements must be addressed in the analysis.
  - a. Terminal Objectives
  - b. Evaluation of Current Curriculum including:
    - 1- Instructional Plan
    - 2- Daily Lesson Plans for each Term
  - c. Student Policies including:



1. Admission Criteria
  2. Screening and Selection Criteria
  3. Attendance Policy
  4. Remediation Policy
  5. Evaluation Methodology for Student Progress including evaluation of clinical practice
- d. Credit Granting Policy
  - e. Evaluations of approved clinical facilities which determine adequacy in number and variety of patients to accommodate current and projected student enrollment.
  - f. Faculty Meeting Methodology
  - g. Documentation of resources, including faculty and facilities, for all terms for all current cohorts.
2. Admit no additional classes without prior approval by the Board.
  3. Required the Program, when requesting approval to admit students, to:
    - a. Submit all documentation in final form, using the forms provided by the NEC, no later than by the fifteenth day of the second month preceding the month of the Board meeting.
    - b. Provide documentation that adequate resources, i.e., faculty and facilities, are available to support each admitted class of students.
    - c. Ensure that the Program maintains an average annual pass rate that is compliant with California Code of Regulations, Title 16, Section 2530(l).
  4. Continue to provide a maximum of ten students for each instructor in clinical experiences. Section 2534(d) of the California Code of Regulations, Title 16, state: "For supervision of clinical experience, there shall be a maximum of 15 students for each instructor." Recommendation of a maximum of ten students for each instructor in clinical experiences will enable more focused instruction and enhanced learning to closely monitor and evaluate the clinical performance of students.
  5. Notify the NEC in the event a current class is displaced from clinical sites.
  6. Continued the Program's requirement to comply with all approval standards in Article 4 of the Vocational Nursing Practice Act, commencing at the California Business and Professionals Code, Section 2880, and Article 5 of the California Code of Regulations, Title 16, commencing with Section 2525.
  7. Continued the Program's requirement to demonstrate incremental progress in NCLEX-PN® licensure examination pass rates. If the Program fails to satisfactorily demonstrate incremental progress, the full Board may revoke the Program's approval.
  8. Board staff will continue to monitor the Program's effectiveness by tracking class admissions, the effectiveness of employed interventions, and the Program's licensure examination pass rates each quarter.

- On March 3, 2023, the Board approved the following:

1. Approved the Program's request to admit a full-time class of 20 students to commence on July 17, 2023, with a graduation date of October 15, 2024, to replace the class that will graduate on June 9, 2023.
2. Required the Program to comply with all requirements listed below.

#### PROGRAM REQUIREMENTS

1. Required the Program to submit a comprehensive analysis report in three months with a submission date no later than July 1, 2023. The report must include a comprehensive analysis of the Program, timeline for implementation, and the effect of employed interventions. The following elements must be addressed in the analysis.

- a. Terminal Objectives

- b. Evaluation of Current Curriculum including:

- 1 1 Instructional Plan
- 2 Daily Lesson Plans for each Term

- c. Student Policies including:

- 1 1 Admission Criteria
- 2 Screening and Selection Criteria
- 3 Attendance Policy
- 4 Remediation Policy
- 5 Evaluation Methodology for Student Progress including evaluation of clinical practice
- 6 Credit Granting Policy

- d. Evaluations of approved clinical facilities which determine adequacy in number and variety of patients to accommodate current and projected student enrollment.

- e. Faculty Meeting Methodology

- f. Documentation of resources, including faculty and facilities, for all terms for all current cohorts.

2. Admit no additional classes without prior approval by the Board.

3. Required the Program, when requesting approval to admit students, to:

- a. Submit all documentation in final form, using the forms provided by the NEC, no later than by the fifteenth day of the second month preceding the month of the Board meeting.
- b. Provide documentation that adequate resources, i.e., faculty and facilities, are available to support each admitted class of students.
- c. Ensure that the Program maintains an average annual pass rate that is compliant with California Code of Regulations, Title 16, Section 2530(l).

4. Continue to provide a maximum of ten students to one instructor for clinical experiences. California Code of Regulations, Title 16, Section 2534(d) states: "For supervision of clinical experience, there shall be a maximum of 15 students for each instructor." Recommendation of a maximum of ten students to one instructor in clinical experiences will enable more focused instruction and enhanced learning to closely monitor and evaluate the clinical performance of the students.

5. Notify the NEC in the event a current class is displaced from clinical sites.

6. Continued the Program's requirement to comply with all approval standards in Article 4 of the Vocational Nursing Practice Act, commencing at the California Business and Professionals Code, Section 2880, and Article 5 of the California Code of Regulations, Title 16, commencing at Section 2525.

7. Continued the Program's requirement to demonstrate incremental progress in NCLEX-PN® licensure examination pass rates. If the Program fails to satisfactorily demonstrate incremental progress, the full Board may revoke the Program's approval.

8. Board staff will continue to monitor the Program's effectiveness by tracking class admissions, the effectiveness of employed interventions, and the Program's licensure examination pass rates each quarter.

- On July 1, 2023, the Program sent a request to the NEC to delay the start of the July 17, 2023, class due to low enrollment. The new start date for the class was September 25, 2023, with a graduation date of December 27, 2024

- On August 25, 2023, the Board rendered the following decision:
  1. Granted the Program's request for continued approval with provisional status.
  2. Extended the Program's provisional status for a one-year period beginning on August 25, 2023.
  3. Placed the Program on the August 2024 Board meeting agenda for reconsideration of provisional status.
  4. Required the Program to comply with all requirements
    - Required the Program to correct the outstanding violations by December 15, 2023.
    - Required the Program to submit a report in four months but with a submission date no later than December 15, 2023, and in nine months but with a submission date no later than May 31, 2024. The report must include a comprehensive analysis of the program, timeline for

implementation, and the effect of employed interventions. The elements below must be addressed in the analysis.

- Terminal objectives
- Evaluation of current curriculum including:
  - Instructional plan
  - Theory objectives for each term
  - Clinical objectives for each term
  - Lesson plans for each term
- Student Policies including:
- Admission policy
  - Screening and selection policy
  - Attendance policy
  - Remediation policy
  - Evaluation of student achievement
  - Credit granting policy
- Evaluations of approved clinical facilities which determine adequacy in number and variety of patients to accommodate current and projected students.
- Evaluations of faculty
- Methodologies for:
  - Faculty meetings
  - Clinical evaluations
- Documentation of required clinical resources for all terms for all current cohorts
- Admit no additional classes without prior approval by the Board.
- Required the Program, when requesting approval to admit students, to
  - Submit all documentation in final form, using the forms provided by the NEC, no later than by the fifteenth day of the second month preceding the month of the Board meeting.
  - Provide documentation that adequate resources, i.e., faculty and facilities, are available to support each admitted class of students.
  - Ensure that the Program maintains an average annual pass rate that is compliant with the California Code of Regulations, Title 16, Section 2530(l).
- Continue to provide a maximum of ten students for each instructor. The California Code of Regulations, Title 16, Section 2534(d) states “For supervision of clinical experience, there shall be a maximum of 15 students for each instructor.” Recommendation of a maximum of ten students for each instructor in clinical experiences will enable more

focused instruction and enhanced learning to closely monitor and evaluate the clinical performance of students.

- Notify the NEC in the event a current class is displaced from clinical sites.
  
- Continued the Program's requirement to comply with all approval standards in Article 4 of the Vocational Nursing Practice Act, commencing with California Business and Professions Code, Section 2880, and in Article 5 of the California Code of Regulations, Title 16, commencing with Section 2525.
- Board staff will continue to monitor the Program's effectiveness by tracking class admissions, the effectiveness of employed interventions, and the Program's licensure examination pass rates each quarter.
- Failure to take any of these corrective actions may cause the Board to revoke the Program's approval.

**COMPREHENSIVE ANALYSIS OF  
HEALTHCARE CAREER COLLEGE (FORMERLY INFOTECH CAREER COLLEGE)**

**Rationale:** The Current Nursing Education Consultant was assigned to Healthcare Career College on June 6, 2023. A continuing approval visit was held on July 7, 2023. Three Nursing Education Consultants were in attendance, Ms. Sharlene dela Rosa, NEC from 2021, Dr. Roberta Thomson, the newly assigned NEC and Ms. Mary Brigid Barrett who was present for training on the continuing approval process. Documents for the continuing approval visit were not received by the Nursing Education Consultants until the day of the visit. The Continuing Approval Report was written by Dr. Thomson with the assistance of Ms. dela Rosa. Four Violations were issued and at the August 25, 2023 meeting, the Board gave the Program four years of continued approval with the provisional status being extended for one-year. The Program Director was instructed to correct the violations and submit a Comprehensive Program Analysis by December 15, 2023. The Program Director, present at the Board Meeting, stated the violations had been corrected and would be submitted the following week. The submission was not received, alerting the Nursing Education Consultant that an extensive look at the Program's performance was warranted.

**Summary of Findings:**

1. The program has been in existence for 15 years and 9 months.
2. During that time, the Program has been on Provisional Status for 10 years.
3. During the 15 years, full approval was granted on three occasions for four years each.
4. After each approval, the Program was placed back into provisional status prior to the expiration date.
5. There have been 17 approved Program Directors during the time that the program has been in operation.
6. There is extensive evidence that the Program Directors do not fully administer the Program as required by regulations (Section 2529).
7. There have been inconsistent NCLEX pass rates
8. The history of the graduates from Cohort One until the present provided discrepancies in information related to number of graduates, number of program completers and number of students never testing.
9. There are numerous incidents of missed deadlines of required reports to BVNPT.

10. There has been numerous failures to notify BVNPT of terminations of Program Directors and Instructors within ten days
11. There has been material misrepresentation identified by the BVNPT on more than one occasion.
12. There has been a Failure of Program Director to take responsibility for errors including in the following examples:
  - The Application for Approval of Board Program submitted January 30, 2006
  - There was no correspondence from February 2006 – April 6, 2007 and the Program was given 30 days' notice that the file would be purged.
  - The school owner responded on August 9, 2007, disputing lack of communication and he was informed the Program would need to submit a new application.
  - On August 17, 2007, The Program Director informed the BVNPT that the owner submitted incomplete and incorrect documents while he was not in the office. The documents that were submitted were the Program Records Survey for Initial Accreditation. The Program had not received approval for a program and were not eligible to begin first class.
  - On August 21, 2007, a second Application for an Approved Board Program was submitted.
  - A proposed Program Director was identified in the application.
  - On December 6, 2007, the Program was notified that the Board had received notification of the school web site states that the LVN Program at Infotech Career College was accredited by the Board of Vocational Nurse Examiners and that interested candidates could enroll in February 2008. The school was notified to cease and desist advertising fraudulent information. Program Directors response was that the Web Master was doing a test, and it inadvertently went live.
  - On January 29, 2008, email communication occurred between the Program Director and the NEC clarifying the start and end date of the first class. The required documentation included clinical sites and the percentage of Program time for administration and for theory and clinical instruction.
  - The Program Director identified March 17, 2008, as the start date for the initial class with an expected graduation date of June 5, 2009.
  - On May 14, 2009, The Executive Officer approved the program and commencement of the first class. The owner requested information as to the accreditation of the program. The NEC explained that programs are given approval to begin the program and admit the Initial class. Accreditation happens prior to graduation of the initial class after a site visit is made to the school and compliance with all policies and procedures is confirmed The NEC will verify that

all approved curriculum, faculty, clinical facilities and required resources are in place.

- **Violation: Use of unauthorized clinical site:** On July 9, 2008, a letter was sent to the Program Director requesting and response to the violation. On August 30, 2008, the BNVPT received the response. The Program Director gave instructions to an unidentified person at the school to submit the required clinical documents to the BNVPT more than a week prior to use of the facility. He delegated the submission to a clinical coordinator, who did not follow his instructions. He gave numerous reasons why he took the students to the unapproved facility.
  1. The clinical site had been used by other programs at the school and he knew that many of the required clinical objectives could be met.
  2. The school had a good working relationship with the facility
  3. He needed to get the students in place at the site, before the site changed their mind.
  4. The site was apprehensive about placement of vocational nursing students
  5. There was not another facility where students could go.None of these reasons impacted the regulation that required clinical sites have BNVPT approval prior to placing students.
- On September 5, 2008, a letter was sent advising the NEC that an application for a new Program Director had been faxed. Approval of Program Director could not be verified.
- The Program Director notified the BNVPT on June 17, 2009, that she was on medical leave from early April until the end of May 2009. There was no evidence of notification that the Program was without a Program Director due to illness or identification or who was administering the program was sent.
- The Program Director, on her return identified deficiencies that precede her tenure. An outside consultant was hired to assist with correcting the issues. A meeting was scheduled for June 18, 2009.
- On June 23, 2009 the Director emailed the NEC stating that all meetings with the consultant were cancelled. The Program Director alleged that the owners would not allow her to administer the program. As a result, she resigned effective immediately.
- The following issues were identified by the Nursing Education Consultant:
  1. More than 15 students were assigned with each clinical instructor
  2. No credit was granted for Certified Nursing Assistants.
  3. Instruction was being given by unapproved instructors
  4. There was no evaluation of foreign transcriptsA Request was made to submit correction of deficiencies in writing



- On June 25, 2009, a call was received from the owner, who notified the NEC that an application for a new Program Director had been approved. The application was denied by email. There was no evidence that approval of the Program Director was signed by NEC.
- On July 20 – 21, 2009 the initial Program survey was completed. Fourteen violations were identified. Seven additional recommendations for document revisions were discussed. The Program Director agreed to correct the violations and submit the corrections by August 14, 2009.
- August 23, 2009-The submission not received by agreed upon date.
- August 28, 2009, the submission was not received. The NEC requested response by September 15, 2009,
- On September 14, 2009, the Board received corrections of identified violations.
- From September 23 until October 1, 2009. The NEC was unable to reach the Program Director at the school, by email or personal cellphone.
- On October 5, 2009, NEC met with the Program Director and reminded her that all violations must be fully corrected to receive full approval. The Program Director denied receipt of Board emails. She states they are received by the owner and then forwarded to her.
- A plan of correction was initiated.
  1. Revised documents were to be submitted by October 20, 2009
  2. They could submit a request for a replacement class with the survey report (Admit 30 students on November 16, 2009, with anticipated graduation of April 15, 2011.
  3. It was requested that the Program Director's email to be changed to facilitate communication.
- On November 2, 2009 the NEC received the revised documents addressing violations (due 10/30/2009)
- On December 15, 2009, during a conference call between NEC and Program Director, the Program Director was advised that response did not completely address the violations. Corrections specified during survey visit and during the October 5, 2009, meeting were reviewed. Additional revisions were requested by December 29, 2009.
- December 30, 2009, Full revisions addressing violations were received.
- January 7, 2010, Initial full accreditation approved for a period from January 6, 2010 – January 5, 2014, and admission of a class of 30 students commencing January 10, 2010, and Graduating March 7, 2011 was granted.
- On March 1, 2010, the owner advised the NEC that the Program Director was terminated as a result of dishonesty in completing her application for employment, per Accusation 2010-135 filed by the BRN.

- On March 2, 2010, the owner delayed the next class start until financial aid was approved. The proposed next class start was October 18, 2010. The owner began to search for New Director.
- On October 5, 2010, a letter was sent to owner regarding the class that was to commence on October 25, 2010. The BVNPT had not received an approval application for the Program Director or supporting documents of her qualifications. The owner was notified of the need for a Program Director before the request for approval for a new class. The Program Director needed to make the request and submit the required documentation.
- On October 11, 2010, the Program requested admission of a new class of 30 students, commencing November 15, 2010, and with an anticipated graduation date of December 15, 2011. Faculty and clinical sites were not included.
- The program was without a Program Director from March 1, 2010, until November 30, 2010. No students were enrolled during this time.
- On December 4, 2010, a notice was sent to Program Director regarding low NCLEX-PN® average annual pass rates.
- On December 17, 2010, the owner of the school responded with a plan of correction.
- A call was placed to the school by the NEC, requesting to speak to the Program Director, by name. The person answering the phone did not know who she was. NEC was transferred to another person but was disconnected and unable to contact anyone.
- On December 21, 2010, the new Program Director called requesting information about the four quarters of low pass rates. She was not currently working at the school. The owner stated a new class was to start January 2011, and that he had submitted the paperwork for the Program Director. The Program Director advised that class would need to be approved prior to admitting students. The Program Director was told by owner that the NCLEX-PN® average annual pass rates were at 60%. (Actual results were 17 testers 7 passed for a 41% average annual pass rate) Program Director provided a personal email so that information would not go through the owner. The Program Director was given until January 5, 2011, to submit the plan of correction to the BVNPT.
- On December 28, 2010, Program Director contacted the NEC asking if a plan of correction needed to be done since one was done October 9, 2009, and there have been no students since then. The Program Director was informed that an updated plan by her was required.
- One December 29, 2010, a plan of correction was submitted.
- On February 17, 2011, the Program was notified of five quarters of below 10% average annual pass rates on the NCLEX-PN®. A plan of correction was due by March 4, 2011.

- An extensive plan of correction was submitted March 4, 2011
- On April 15, 2011, the owner informed the BVNPT that the Program Director had been replaced by a new Program Director.
- The NEC was notified by the Program Director of a relocation of the school on April 14, 2011
- On April 19, 2011, an email was sent to the Program Director outlining the requirements of relocation. No evidence in the files that requirements for relocation were provided.
- On April 21, 2011, a list of nine faculty members was sent to the NEC from the Management Services Technician. The faculty members continued to be on the database with no letters of termination.
- On May 16, 2011, the Program Director was informed by the NEC that documentation was needed that the elements of the program's plan of correction are being carried out by June 3, 2011.
- On June 3, 2011, the owner notified the NEC that the Program Director was no longer employed. The Program Director was employed for less than 2 months
- A new Program Director was approved on June 15, 2011.
- On June 23, 2011, a student complaint was received outlining concerns about instructors not demonstrating skills appropriately and not adhering to sterile technique. Students were told if they did not like how things were done at the school they could turn in their books and uniforms and quit. Several students remained because they will still owed money if they dropped out of the Program.
- On June 27, 2011, the Program Director was informed of the complaint and instructed to investigate the allegations and respond by July 15, 2011.
- On June 30, 2011, an additional email was sent by the complainant. He stated that the email from the NEC was shown on the overhead in class by the Program Director. He was concerned that the school knows his name and phone number and will retaliate because of the complaint.
- The Program Director expressed that the issues were the fault of the students not handling concerns in the appropriate manner.
- On July 4, 2011, and July 11, 2011, the student continued to express concerns regarding the lack of theory instruction and testing on material that had not be taught. Students requested an on-site visit by the BVNPT.
- On July 18, 2011, the Program Director sent an email attributing the complaint to a time before she was employed and her solution was to review policies with students about using more diplomacy. She planned to evaluate instructors and do observation of theory and clinical instructors as well as review the Grievance Policy with students. Student evaluation of instructors were done on July 21, 2011 and the Program Director stated feedback demonstrated the Program was heading in a positive educational direction. Unredacted evaluation of instructors

by students and DON evaluation and observation of clinical and theory faculty was not submitted. The Program Director felt that if the students had addressed the complaint to her directly rather than contacting the BVNPT, the issue could have been resolved.

- On September 19, 2011, an employee of the school filed a complaint with numerous State and Federal agencies alleging accreditation violations since the school opened. They listed falsified records, such as attendance accounting, placement statistics, Department of Education Audits, 90/10 income ratio and numerous other concerns. School files lacked a follow-up or resolution.
- On November 10, 2011, the Program was placed in Provisional status through November 30, 2013. Initial full approval was granted on January 7, 2010, for a period of four years until January 5, 2014. The NCLEX-PN® annual average pass rate for the previous eight quarters has been 13 to 51 percent below the state average. Full approval was rescinded after one year and ten months. The Program's request for admission of an additional class of 30 students was denied. The Board also identified instability in program administration; specifically, seven directors had been approved since the program inception on May 14, 2008. The present Program Director has been there 8 months, the longest tenure of any Program Director.
- On January 19, 2012, the NEC requested pertinent documents and subsequent actions taken to correct identified, Documents were submitted on January 20, 2012
- On February 6, 2012, the Board approved InfoTech Career College Vocational Nursing Program's request for approval to admit a class of 15 full-time day students on April 9, 2012, only, graduating on July 1, 2013; and required the Program to admit no additional students unless approved by the full Board.
- On February 22, 2013 the Board denied the Program's request to admit a full-time class of 30 students on March 25, 2013, graduating on May 30, 2014, and required the Program to admit no students unless approved by the full Board.
- On September 13, 2013, the Board deferred action on the program's request to admit a full-time class of 30 students, to the November 2013 Board meeting; and required the Program to admit no additional students unless approved by the full Board.
- On November 22, 2013, the Board denied the Program request to admit a full-time class of 30 students and approved the Program to admit 20 students only and extended provisional status for one year from November 22, 2013, to November 30, 2014, and required the Program to bring its average annual pass rate to no more than ten percentage points below state average. A plan of correction was required and the Program was informed that failure to demonstrate incremental progress, the full Board could revoke the Program's approval.

- On November 21, 2014, the Board approved the Program's request to admit a full-time class of 30 students on December 1, 2014, to replace the class graduated on August 26, 2013, and extended the Program's Provisional status for one year from December 1, 2014, through November 20, 2015
- On October 15, 2015, a new Program Director was approved.
- On November 20, 2015, the Board extended the provisional status for one year from December 1, 2015, until November 30, 2016, and approved a full-time class of 20 students. The Program is required to admit no additional students without full board approval.
- On August 19, 2016, the Board denied the Programs request for early termination of provisional status.
- On October 18, 2016, a new Program Director was approved (3 directors within one Year.
- On November 4, 2016, the Board extended the Program Provisional Status for an additional year from November 30, 2016, through November 29, 2017. The Board denied the program request to admit a full-time class of 20 students.
- On February 10, 2017, the Program's request to admit a class of 30 students was denied. The Program admission of a class of 20 students was approved. A major curriculum revision was approved including 1840 total program hours, 696 theory hours and 1144 clinical hours.
- On August 25, 2017, the Program was required to provide a maximum of ten students to each instructor. The Program's was approved to admit 20 students commencing on September 18, 2017 replacing the class that graduated June 2017.
- On November 17, 2017, the full Board granted full approval for a period of four years from November 17, 2017, through November 16, 2021
- On February 6, 2018, the Executive Officer approved the Program's request to admit an additional class of 20 students.
- On September 18, 2018, the Executive Officer approve the Program request to admit a class of 20 students on November 5, 2018, and a class of 20 students beginning on February 12, 2019 and denied the Program's request for a pattern of admission of three classes of 20 students per year.
- On January 2, 2019, a new Program Director was approved.
- On April 23, 2019, a new Program Director was approved (two program directors in 3 months)
- On July 13, 2020, a new Program Director was approved.
- On April 13, 2021, a new Program Director was approved (three program directors in one year)
- On June 29, 2021 the Executive Officer denied Program request to admit a full-time class of 20 students and approved the Program's request to admit 16 full time students. The Program was placed on the July 2021 Education and Practice Committee agenda for consideration of placement on provisional status.
- On July 19, 2021, the Education and Practice Committee placed the Program on the agenda for the August 2021 Board Meeting agenda for consideration of placement on provisional approval.

- On July 30, 2021, a new Program Director was approved.
- On August 10, 2021, The Board placed the Program on provisional approval for a two-year period beginning August 20, 2021 and rescinded full approval prior to November 2021 expiration date.
- On December 1, 2021, a new Program Director was approved (two Program Director in 4 months)
- On March 3, 2023, the Board approved the program's request to admit a full-time class of 20 students. The Program was required to submit a comprehensive analysis of the Program.
- On July 1, 2023, the Program requested reconsideration of provisional approval and continued approval for a period of 4 years. Continued Approval documents were submitted on July 1, 2023. A site visit was scheduled for July 6, 2023. The NECs were unable to review any documents submitted prior to the visit.
- On July 6, 2023, four violations were identified.
- On August 3, 2023, a Teams meeting was held by the NEC with the Program Director. At the Program Director's request, the owner and the Assistant Program Director were included. There were 25 recommendations that were discussed for items that needed revision, for improvement in documentation and updating of Instructional Plan and Program Hours Summary. School representatives and Program Director and Assistant agreed to make necessary revisions.
- On August 25, 2023, The Board extended the provisional status for an additional year. Violations corrections and a comprehensive program analysis were required by the Board to be submitted no later than December 15, 2023. The Program Director attended the Board Meeting and stated the violations had been corrected, but the NEC had told her not to submit until after the Board meeting, since the report had already been submitted, and could not be changed. The Program Director stated she would submit the corrections the following week.
- No correction of violations was submitted by October 1, 2023. The NEC reminded the Program Director of the deadline. The Program Director stated it was on her priority list.
- The NEC spoke with Program Director on two occasions November and December 1, 2023, reminding the Program Director of the December 15, 2023, deadline.
- On December 11, 2023, an email was sent by the Program Director stating that she was planning to meet the December 15, 2023, deadline. The NEC explained that the deadline was set by the Board and failure to comply with the requirements could cause her provisional status to be revoked.
- On December 14, 2023, a submission of a violation correction was submitted by the owner. It was returned by the NEC who explained the corrections of the violations and the comprehensive program analysis is the Program Directors responsibility and must be submitted by her.

- The documents that were submitted by December 15, 2023, were incomplete, the violations were not completely corrected, and the program analysis failed to address the previous plan of correction. There was no evidence of progress toward the goals identified.
- The NEC informed the Program Director that the submission was unacceptable and was not in the final form. The Program Director was informed that the Program was being placed on the February Board Meeting Agenda for reconsideration of Provisional Status and Removal from the Board Approved Program List.

The Program continues to submit requests for class admissions, clinical sites, and faculty approval. While completing the review of the program the NEC identified six additional violations. The Program Director has been informed that no additional requests will be considered until after the full Board has determined the status of the program.

### **Staff Conclusions:**

There has been an improvement in the NCLEX-PN® average annual pass rates during the last eight quarters, although there were no testers in three of the 8 quarters. The most recent improvement could be contributed to “teaching to the test.” The Program Director, in her analysis of the program, reviewed the Instructional Plan and explained how faculty development on how to use ATI products has improved program results.

The Program Director reported that the Program has had 22 cohorts since its inception, 260 students were approved, 223 students were enrolled. Currently they have 44 students. They have graduated 108 and there were 26 completers for a total of 134 students that finished the program. Of those students, 107 have taken NCLEX-PN®, 96 passed and 11 failed. One student who has not taken the exam graduated 5/1/2023. The 26 completers did not have paperwork submitted as graduates. No explanation was given, although high stakes testing and exit exams have been used by the school. They average about a 40 percent attrition rate. When enrollment is compared to graduates eligible to take NCLEX-PN®, the attrition is slightly over 52%.

NCLEX-PN® average annual pass rates need to be examined considering the number of quarters the Program has been on provisional status (42 of 63 quarters). The program has not demonstrated that they comprehend the seriousness of provisional status.

The Program has been given numerous opportunities to correct ongoing violations such as Credit granting for Certified Nursing Assistants which has been identified during every survey since 2010.

During each Program visit, recommendations have been made for Program improvement. Improvements seem to have a short life span. There is a lack of confidence by the NEC that continuing provisional status will result in significant progress to correct the long-standing issues. Thus, the recommendation by the NEC is that provisional status be revoked and the Program be removed from the list of Board approved programs.