

**Summary of a Routine Survey Visit  
Laredo Community College in Laredo, Texas  
Vocational Nursing Education Program**

**Summary of Request**

Consider the report of the January 28, 2012, routine six-year survey visit to Laredo Community College in Laredo, Texas, Vocational Nursing Education Program. The previous survey visit was conducted in May, 2003.

**Historical Perspective:**

- Laredo Community College (LCC) was established as Laredo Junior College in 1947 and is the city's oldest institution of Higher Education.
- The college is a two-campus district, the Fort McIntosh Campus (Main) and the South Campus. It is accredited by the Southern Association of Colleges and Schools.
- The Laredo Community College Vocational Nursing (VN) Program began in 1972.
- The VN Education Program is located on the Fort McIntosh (Main) Campus in the Lopez Nursing building.
- The VN program is part of the Division of Health Sciences which also includes Associate Degree Nursing (ADN), Emergency Medical Services (EMS), Medical Assistant (MA), Medical Lab Technology (MLT), Occupational Therapy Assistant (OTA), Physical Therapy Assistant, (PTA), and Nursing Assistant (NA).
- Hilda Cavazos, MSN, RN, FNP-BC, Nursing Programs Director, served as the interim director from March, 2009 until May, 2010, and was appointed to her current role as Director in May, 2012. Ms. Cavazos directs both the VN and the ADN programs.
- Eloisa Moctezuma, BSN, RN, was appointed Interim Program Director from 2010 until May, 2012.
- Mike Peña, RN, was the VN Program Director from 2003 until 2010.

The NCLEX-PN® pass rates for the past five (5) years are provided in the table:

Examination Year	NCLEX-PN® Examination Pass Rate	Number of First Time Candidates (Passed/Total)	BON Approval Status
2012	80.56%	29/36	Full
2011	77.08%	37/48	Full
2010	97.14%	34/35	Full
2009	96.3%	52/54	Full
2008	92.11%	35/38	Full

- Four (4) full-time and one (1) adjunct faculty teach in the VN program.
- Ms. Cavazos does not have teaching responsibilities.
- The program admits one (1) cohort every August with the number varying based on qualified applicants.

**Summary of Survey Findings (See Attachment #1):**

- Board Representative identified many strengths in the program.
- Findings from the survey visit indicate the program is in compliance with Board Rule 214.

**Pros and Cons from Survey Visit:**

**Pros:**

- The Nursing Programs Director is an experienced educator and is respected by administration, faculty, and students.
- In interviews with Program Evaluator, administration and faculty credited Ms. Cavazos for the high morale and current stability in the program.
- Administration expressed support for the VN program and stated that the nursing program adds value to the college and fulfills a continued need in community.
- Faculty members appear to be a cohesive, dedicated group that voiced satisfaction with their roles.
- Students interviewed expressed a high degree of satisfaction with the program and that they believe the faculty members are committed to their success.
- The majority of VN graduates plan to enroll in Laredo Community College ADN program.
- The curriculum is developed according to Board rules and the *Differentiated Essential Competencies (DECs) (2010)* objectives.
- The program of study incorporates creative methods of using hybrid design for course delivery, including online availability of course documents and frequent communication with faculty, face-to-face instruction, and utilization of simulation.
- All clinical learning experiences are faculty supervised, with direct-patient care, in hands-on clinical settings. Preceptors are not utilized in the program due to lack of availability. The program utilizes simulation to prepare students for clinical practice and for remediation
- The program has a number of active contracts with clinical affiliating agencies that provide a wide variety of clinical learning experiences.
- The VN program submitted a Self-Study Report to the BON for the 2010-2011 academic year and has implemented the corrective measures as outlined in the study. The NCLEX examination pass rate was above 80% for 2012.

**Cons:**

- Faculty members have limited time, outside of their teaching responsibilities, to provide additional support and planning for the VN program.

**Rationale for Staff Recommendation:**

The recommendation will allow faculty more time in their workload to be involved in program planning.

**Staff Recommendation:**

Move to accept the report of findings of the routine six (6) year visit to Laredo Community College in Laredo, Texas and issue the following recommendation: The administration is commended for the release time for faculty development and is encouraged to seek ways to provide more release time to faculty time for program planning, evaluation, and revision and shall submit a written response to this recommendation by September 1, 2013, to board staff.. (See Attachment #2.)

**Summary of Survey Visit  
Laredo Community College in Laredo, Texas  
Vocational Nursing Education Program**

**Purpose of Survey visit:** Routine six-year survey visit

**Date of Visit:** January 28, 2013

**Program Evaluator Conducting Visit:** Beverly Skloss, MSN, RN, Contracted

**Program Evaluator met with:**

Dr. Dianna L. Miller, RN, Vice President for Instruction  
J. Alfredo Iñiguez-Jiménez, MS, Dean of Sciences  
Hilda V. Cavazos, MSN, RN, FNP-BC, Nursing Programs Director  
Arnulfo Treviño, Jr., Health Sciences Programs Coordinator  
Olga Arredondo, VN Faculty Secretary  
Alfredo Vela, MSN, RN, VN Faculty  
Minerva Vital, RN, VN Faculty  
Eloisa Moctezuma, BSN, RN, VN Faculty  
Melissa Jaimez, RN, VN Faculty  
David Hill, LVN, VN Faculty/Lab Coordinator  
Forty-Four (44) VN Students

**Board Representative:**

- Reviewed the curriculum and all syllabi,
- Reviewed the Student Handbook and Faculty Handbook,
- Reviewed exams and clinical evaluation tools,
- Toured the facilities housing the nursing program,
- Observed classroom teaching,
- Interviewed students,
- Held initial conference with director and administration,
- Met with faculty members,
- Reviewed records and documents including: student and faculty files, minutes of faculty meetings, and the Total Program Evaluation (TPE) Plan
- Conducted exit interview with director and administration.

**Summary of Findings:**

Administration

- Administration indicated the nursing program adds value to the college and fulfills a need in the local community.
- The VN program is housed in the Division of Health Sciences which also includes Associate Degree Nursing (ADN), Emergency Medical Services (EMS), Medical Assistant (MA), Medical Lab Technology (MLT), Occupational Therapy Assistant (OTA), Physical Therapy Assistant, (PTA), and Nursing Assistant (NA).
- Hilda Cavazos, MSN, RN, FNP-BC, Nursing Programs Director, has been the director of the VN Program since May, 2012 and is also responsible for the Associate Degree Nursing (ADN) Education Program, the ADN Transition Program, and the Medical Assistant Program. Ms. Cavazos was previously Director of the ADN Program. Eloisa Moctezuma, BSN, RN, was appointed Interim Program Director from 2010 until May, 2012. Mike Peña, RN, was the VN Program Director from 2002-2003.

- Ms. Cavazos reported that she is comfortable fulfilling her various administrative duties because she has had experience as the ADN Program Director and because of the dedicated faculty and strong administrative support.
- She does not carry a teaching load.
- Clear channels of communication between the director and administration were evident.
- According to the Vice-President for Instruction and the Program Director, VN graduates are able to obtain employment in the local community.

#### Program of Study:

- The twelve (12) month program of study is designed to be completed in three (3) semesters.
- The program is comprised of a total of 1408 clock hours: 560 didactic hours and 848 clinical hours (including lab hours, simulation hours and direct, hands on care).
- The program of study is well organized and includes all Board required content.
- The curriculum is designed to ensure students are competent in skills prior to entering the clinical setting. The majority of nursing skills are presented in the first semester.
- *The Differentiated Essential Competencies (DECS) (2010)* have been fully incorporated into the curriculum.
- Standardized testing is used throughout the program for progression, remediation, and graduation purposes.
- The program has implemented required remediation supervised by the retention specialist.
- There are documents for students available in an on-line format but no teaching occurs via online delivery.

#### Faculty:

- Four (4) full-time RN faculty, one (1) adjunct faculty and an LVN lab coordinator provide the VN instruction.
- Faculty meet Board qualifications and offer a rich diversity in their education and clinical backgrounds. Several faculty members are currently pursuing advanced degrees.
- The director reported that faculty turnover rates in the past were high but are now low and no vacancies exist.
- All but one (1) Faculty is experienced and the new faculty is being mentored throughout her first year.
- Faculty reported that morale is high and stated they receive strong support from one another and the Program Director.
- Faculty members are engaged in curriculum planning, implementation, and evaluation.
- Release time for professional development is available. The faculty reported they take turns attending the annual Texas Association of Vocational Nurse Educators (TAVNE) Conference.

#### Students:

- The program admits one (1) cohort of students each year in August.
- The program currently has 44 students out of 45 that were admitted in August 2012.
- Students reported they enrolled in the VN program because of location and convenience of the program.
- Students agreed that the program of study is preparing them well for clinical practice and the majority of students cited clinical learning experiences as being the most rewarding part of the program.
- The majority of students reported they plan to seek further education to become registered nurses.

#### Clinical Learning Experiences

- The program has active clinical contracts with a number of affiliating agencies that provide rich clinical opportunities for the curriculum. Skills lab and simulation lab activities are also utilized.
- Faculty provides supervision during all clinical learning experiences.
- Board faculty-to-student ratios are maintained.
- Clinical learning experiences are scheduled to correlate with didactic content.
- The clinical evaluation tools are based upon course content, the DEC's and measure progression of the student throughout the program.
- The skills/simulation labs are available to students for practice with faculty supervision.

#### Facilities, Resources, and Services:

- A full array of student services are offered on the Laredo Community College campus including South Campus which is 20 minutes away from where the VN program is housed.
- A large library and ample computer resources are evident.
- There is ample, open parking available adjacent to the program building.
- The facilities housing the VN program are spacious and equipped with numerous classrooms and skills/simulation labs. Audiovisual equipment is available in every classroom.
- The Program Director and full-time Faculty are provided with fully furnished private offices.
- The program has full-time clerical and secretarial support.
- The Director and Faculty agreed that resources are adequate to meet all teaching needs.

#### Records and Reports:

- The program has an adequate TPE Plan that is used for decision making. The previous year completed TPE was adequate.
- Meeting minutes indicate when decisions are made and are prepared in a legible format.
- Student and faculty files contain all documents required by Rule 214.
- Clinical Affiliation agreements are up to date and easily accessible.
- Storage of files meets the requirement of Rule 214.

DRAFT LETTER

April 18, 2013

Hilda V. Cavazos, MSN, RN, FNP-BC, Director  
Vocational Nursing Education Program  
Laredo Community College  
West End Washington Street  
Laredo, TX 78040-4395

Dear Ms. Cavazos,

At the April 18-19, 2013 meeting, the members of the Texas Board of Nursing considered the report of the routine six-year survey visit to the Laredo Community College in Laredo, Texas Vocational Nursing Education Program. It was the decision of the Board to accept the report of the survey visit and issue the following recommendation:

Recommendation #1: The administration is commended for the release time for faculty development and is encouraged to seek ways to provide more release time to faculty time for program planning, evaluation, and revision.

Recommendations are suggestions based upon program assessment indirectly related to the rules to which a program must respond but in a method of their choosing. Please respond to this recommendation by September 1, 2013.

If you have any questions or if we may be of assistance, please contact board staff at (512) 305-7660.

Sincerely,

Kathy Shipp, MSN, RN, FNP  
President of the Board

Virginia Ayars, MS, RN, EdD  
Nursing Consultant for Education

Copy: Dr. Dianna Miller, Vice President for Instruction, Laredo Community College