



I do hereby certify this to be a complete, accurate, and true copy of the document which is on file or is of record in the offices of the Texas Board of Nursing.
Katherine A. Thomas
Executive Director of the Board

BEFORE THE TEXAS BOARD OF NURSING

In the Matter of Registered Nurse §
License Number 700622 § AGREED
issued to NAKESHIA DANIELLE WASHINGTON § ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of NAKESHIA DANIELLE WASHINGTON, Registered Nurse License Number 700622, hereinafter referred to as Respondent.

Information received by the Board produced evidence that Respondent may have violated Section 301.452(b)(3)&(10), Texas Occupations Code. Respondent waived informal proceedings, notice and hearing, and agreed to the entry of this Order offered on June 19, 2012, by Katherine A. Thomas, MN, RN, FAAN, Executive Director, subject to ratification by the Board.

FINDINGS OF FACT

1. Prior to the institution of Agency proceedings, notice of the matters specified below in these Findings of Fact was served on Respondent and Respondent was given an opportunity to show compliance with all requirements of the law for retention of the license(s).
2. Respondent waived informal proceedings, notice and hearing, and agreed to the entry of this Order.
3. Respondent is currently licensed to practice professional nursing in the State of Texas.
4. Respondent received an Associate Degree in Nursing from Houston Community College, Houston, Texas, on August 8, 2003. Respondent was licensed to practice professional nursing in the State of Texas on September 23, 2003.
5. Respondent's nursing employment history is unknown.

6. On or about August 29, 2007, Respondent pled Guilty to THEFT >=\$20,000-\$100,000, a 3rd Degree felony offense committed on December 22, 2005 thru July 31, 2006, in the 179th District Court of Harris County, Texas, under Cause No. 1106499. As a result of the plea, the proceedings against Respondent were deferred without entering an adjudication of guilt, and Respondent was placed on probation for a period of five (5) years, and ordered to pay court costs.
7. On March 10, 2010, in Cause No. 1106499, the 179th District Court of Harris County, Texas issued an Order Affecting Community Supervision, finding that the Respondent had satisfactorily completed the conditions of court-imposed supervision, and that the best interests of both the Respondent and society would be served by the early termination of Respondent's supervision period. The order terminated Respondent's community supervision.
8. Respondent does not have a prior criminal record.
9. Respondent does not have prior disciplinary history with the Board.
10. In response to Finding of Fact No. 6, the Respondent states that a payroll data employee, Cynthia Belcher altered the Respondent's pay and coerced the Respondent into giving her the overage amount with the threat of harm to the Respondent if the Respondent reported the matter to the authorities. Respondent states that she attempted to report this to her supervisor but nothing was done. The Respondent says that fearing further reprisal and seeing no change to this conduct, she did nothing more.
11. Respondent states that she has practiced as an exemplary nurse and was nominated for an "I Care Award" at Methodist Hospital, Houston, Texas for excellent patient care on August 5, 2011. Marc L. Boom, M.D., in his congratulatory letter to the Respondent, stated, "Simply being nominated to receive this important award is an honor in itself, serving as recognition from those with whom you work everyday, acknowledging your contributions to achieving the goals of your department and our organization."
12. There is no finding that calls into question Respondent's ability to properly perform her present duties as a nurse.
13. Respondent provided letters of support from supervisors and colleagues.

Norma Scott-Moffett, RN, BSN states that "Nakeisha always not only took whatever assignment I had to make (whether she agreed or not), but that she took excellent care of the patient assigned. She as a professional is uncompromising when it comes to patient care, uncompromising when it came to her patient safety, and uncompromising when it came to infection prevention in the surgical environment. She is an awesome nurse, and an even more beautiful person. She is truly an asset to the nursing field."

Tiffani Robinson, RN, BSN states that "Ms. Washington helped train me when I was a novice nurse in the operating room. She provided excellent care to our patients and in the process taught me how to have empathy for people. The operating room is an extremely stressful environment. She took the time to make the learning environment very comfortable and allowed me to learn instead of being in 'panic' mode. I realize that we all make mistakes. I know that Ms. Washington feels great remorse for the current situation that has placed herself in. In my opinion, she has taken full responsibility for her actions. As a former Naval Serviceman, I would be proud to work side by side with Ms. Washington again."

LaSandra Brown, RN states that "Her sincerity and determination to excel in her career as a nurse is always encouraging. She has a very commendable clinical experience background."

Nakeisha McNeill Archer, RN, MBA, HCM states that "Nakeisha is an extraordinary young woman, as well as an excellent registered nurse. Working with her as a manager was a joy. As her manager, I have seen countless examples of her talent and have long been impressed by her diligence, work ethic, integrity, and devotion to caring for patients. Nakeisha has outstanding nursing skills. She is able to successfully provide continuous excellent nursing care while completing multiple tasks with favorable results despite any pressure. I must also make note that Nakeisha's exceptional performance is a direct result of her hard work and strong focus. She will continue to grow and excel as she continues on her many journeys in life. Nakeisha leads by example and many people find her enthusiasm and dedication both inspiring and motivating. Nakeisha is a superior nurse with a record of achievement; she is a gift to the nursing profession. She has consistently demonstrated an ability to rise to any challenge with grace, honesty, and integrity that she must face and has a bright future ahead of her. Nakeisha's drive, abilities, veracity embodies what the nursing professions speaks. She is a very fast learner and can adapt to change marvelously. Her patients' needs always come first; she shows enormous compassion as she puts her whole heart into her calling of nursing."

Sheryl V. Spurlin, B.S., RN states "Nikki and I work together as part of the direct surgical team. In my experiences with her I have witnessed only outstanding professional characteristics as is expected by our profession. I have entrusted many patients to her care when she has been either offering assistance or relieving me on a case. I have never had any occasion to question her competencies. She is a model patient advocate that does not hesitate to 'do the right thing' and I am confident in her ability to render exemplary care. She welcomes opportunities to teach nursing residents and students."

14. Formal Charges were filed on January 2, 2012.
15. Formal Charges were mailed to Respondent on January 10, 2012.

CONCLUSIONS OF LAW

1. Pursuant to Texas Occupations Code, Sections 301.451-301.555, the Board has jurisdiction over this matter.
2. Notice was served in accordance with law.
3. The evidence received is sufficient to prove violation of Section 301.452(b)(3)&(10), Texas Occupations Code, and 22 TEX. ADMIN. CODE §217.12(13).
4. The evidence received is sufficient cause pursuant to Section 301.452(b), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 700622, heretofore issued to NAKEISHA DANIELLE WASHINGTON, including revocation of Respondent's license(s) to practice nursing in the State of Texas.

ORDER

IT IS THEREFORE AGREED and ORDERED, subject to ratification by the Texas Board of Nursing, that Registered Nurse License Number 700622, previously issued to NAKEISHA DANIELLE WASHINGTON, to practice professional nursing in Texas is hereby SUSPENDED for a period of two (2) years with the suspension STAYED and Respondent is hereby placed on PROBATION for two (2) years with the following agreed terms of probation:

IT IS FURTHER AGREED and ORDERED that, while under the terms of this Order, this Order SHALL apply to any and all future licenses issued to Respondent to practice nursing in the State of Texas.

IT IS FURTHER AGREED and ORDERED that this Order SHALL be applicable to Respondent's nurse licensure compact privileges, if any, to practice nursing in the State of Texas.

IT IS FURTHER AGREED and ORDERED that while Respondent's license(s) is/are

encumbered by this order the Respondent may not work outside the State of Texas pursuant to a nurse licensure compact privilege without the written permission of the Texas Board of Nursing and the Board of Nursing in the party state where Respondent wishes to work.

(1) RESPONDENT SHALL comply in all respects with the Nursing Practice Act, Texas Occupations Code, §§301.001 *et seq.*, the Rules and Regulations Relating to Nurse Education, Licensure and Practice, 22 TEX. ADMIN. CODE §211.1 *et seq.* and this Order.

(2) RESPONDENT SHALL, within one (1) year of the entry of this order, successfully complete a course in Texas nursing jurisprudence and ethics. RESPONDENT SHALL obtain Board approval of the course prior to enrollment only if the course is not being offered by a pre-approved provider. Home study courses and video programs will not be approved. In order for the course to be approved, the target audience shall include nurses. It shall be a minimum of six (6) hours in length. The course's content shall include the Nursing Practice Act, standards of practice, documentation of care, principles of nursing ethics, confidentiality, professional boundaries, and the Board's Disciplinary Sanction Policies regarding: Sexual Misconduct; Fraud, Theft and Deception; Nurses with Substance Abuse, Misuse, Substance Dependency, or other Substance Use Disorder; and Lying and Falsification. Courses focusing on malpractice issues will not be accepted. RESPONDENT SHALL CAUSE the sponsoring institution to submit a Verification of Course Completion form, provided by the Board, to the Office of the Board to verify RESPONDENT'S successful completion of the course. This course shall be taken in addition to any other courses stipulated in this Order, if any, and in addition to any continuing education requirements the Board has for relicensure. *Board-approved courses may be found at the following Board website address:*
<http://www.bon.texas.gov/disciplinaryaction/stipscourses.html>

(3) RESPONDENT SHALL, within one (1) year of the of the entry of this order, successfully complete the course "Sharpening Critical Thinking Skills," a 3.6 contact hour online program provided by the National Council of State Boards of Nursing (NCSBN) Learning Extension. In order to receive credit for completion of this program, RESPONDENT SHALL SUBMIT the continuing education certificate of completion for this program to the Board's office, to the attention of Monitoring. This course is to be taken in addition to any continuing education requirements the Board may have for relicensure. *Board-approved courses may be found at the following Board website address: <http://www.bon.texas.gov/disciplinaryaction/stipscourses.html>.*

IT IS FURTHER AGREED, SHOULD RESPONDENT PRACTICE AS A NURSE IN THE STATE OF TEXAS, RESPONDENT WILL PROVIDE DIRECT PATIENT CARE AND PRACTICE IN A HOSPITAL, NURSING HOME, OR OTHER CLINICAL SETTING AND RESPONDENT MUST WORK IN SUCH SETTING A MINIMUM OF SIXTY-FOUR (64) HOURS PER MONTH UNDER THE FOLLOWING PROBATION CONDITIONS FOR TWO (2) YEAR(S) OF EMPLOYMENT. THE LENGTH OF THE PROBATIONARY PERIOD WILL BE EXTENDED UNTIL SUCH TWENTY-FOUR (24) MONTHS HAVE ELAPSED. PERIODS OF UNEMPLOYMENT OR OF EMPLOYMENT THAT DO NOT REQUIRE THE USE OF A REGISTERED NURSE (RN) OR A VOCATIONAL NURSE (LVN) LICENSE, AS APPROPRIATE, WILL NOT APPLY TO THIS STIPULATION PERIOD:

(4) RESPONDENT SHALL notify each present employer in nursing of this Order of the Board and the probation conditions on RESPONDENT'S license(s). RESPONDENT SHALL present a complete copy of this Order and all Proposals for Decision issued by the Administrative

Law Judge, if any, to each present employer within five (5) days of receipt of this Order. RESPONDENT SHALL notify all future employers in nursing of this Order of the Board and the probation conditions on RESPONDENT'S license(s). RESPONDENT SHALL present a complete copy of this Order and all Proposals for Decision issued by the Administrative Law Judge, if any, to each future employer prior to accepting an offer of employment.

(5) RESPONDENT SHALL CAUSE each present employer in nursing to submit the Notification of Employment form, which is provided to the Respondent by the Board, to the Board's office within ten (10) days of receipt of this Order. RESPONDENT SHALL CAUSE each future employer to submit the Notification of Employment form, which is provided to the Respondent by the Board, to the Board's office within five (5) days of employment as a nurse.

(6) For the first year of employment as a Nurse under this Order, RESPONDENT SHALL be directly supervised by a Registered Nurse, if licensed as a Registered Nurse, or by a Licensed Vocational Nurse or a Registered Nurse, if licensed as a Licensed Vocational Nurse. Direct supervision requires another nurse, as applicable, to be working on the same unit as RESPONDENT and immediately available to provide assistance and intervention. RESPONDENT SHALL work only on regularly assigned, identified and predetermined unit(s). The RESPONDENT SHALL NOT be employed by a nurse registry, temporary nurse employment agency, hospice, or home health agency. RESPONDENT SHALL NOT be self-employed or contract for services. Multiple employers are prohibited.

(7) For the remainder of the probation period, RESPONDENT SHALL be supervised by a Registered Nurse, if licensed as a Registered Nurse, or by a Licensed Vocational Nurse or a Registered Nurse, if licensed as a Licensed Vocational Nurse, who is on the premises. The

supervising nurse is not required to be on the same unit or ward as RESPONDENT, but should be on the facility grounds and readily available to provide assistance and intervention if necessary. The supervising nurse shall have a minimum of two (2) years experience in the same or similar practice setting to which the Respondent is currently working. RESPONDENT SHALL work only regularly assigned, identified and predetermined unit(s). RESPONDENT SHALL NOT be employed by a nurse registry, temporary nurse employment agency, hospice, or home health agency. RESPONDENT SHALL NOT be self-employed or contract for services. Multiple employers are prohibited.

(8) RESPONDENT SHALL CAUSE each employer to submit, on forms provided to the Respondent by the Board, periodic reports as to RESPONDENT'S capability to practice nursing. These reports shall be completed by the nurse who supervises the RESPONDENT. These reports shall be submitted by the supervising nurse to the office of the Board at the end of each three (3) month period for two (2) year(s) of employment as a nurse.

IT IS FURTHER AGREED and ORDERED that if during the period of probation, an additional allegation, accusation, or petition is reported or filed against the Respondent's license(s), the probationary period shall not expire and shall automatically be extended until the allegation, accusation, or petition has been acted upon by the Board.

IT IS FURTHER AGREED, that upon full compliance with the terms of this Order, all encumbrances will be removed from RESPONDENT'S license(s) to practice nursing in the State of Texas and RESPONDENT shall be eligible for nurse licensure compact privileges, if any.

BALANCE OF THIS PAGE INTENTIONALLY LEFT BLANK.


CONTINUED ON NEXT PAGE.

RESPONDENT'S CERTIFICATION

I understand that I have the right to legal counsel prior to signing this Agreed Order.

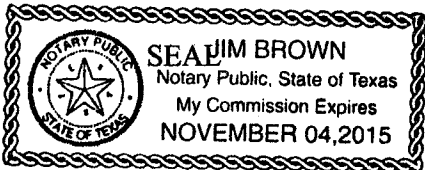
I have reviewed this Order. I neither admit nor deny the violations alleged herein. By my signature on this Order, I agree to the Findings of Fact, Conclusions of Law, Order, and any conditions of said Order, to avoid further disciplinary action in this matter. I waive judicial review of this Order. I understand that this Order is subject to ratification by the Board. When this Order is ratified, the terms of this Order become effective, and a copy will be mailed to me. I understand that if I fail to comply with all terms and conditions of this Order, I will be subject to investigation and disciplinary sanction, including revocation of my license(s) to practice nursing in the State of Texas, as a consequence of my noncompliance.

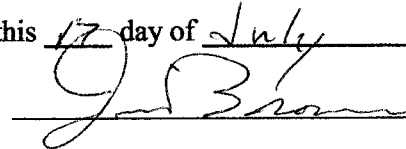
Signed this 17 day of July, 2012



NAKEISHA DANIELLE WASHINGTON, Respondent

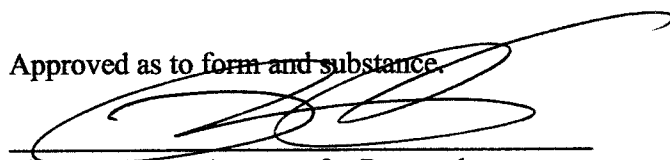
Sworn to and subscribed before me this 17 day of July, 2012.





Notary Public in and for the State of TX

Approved as to form and substance.

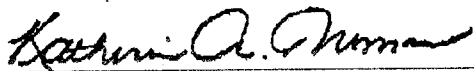


Phong P. Phan, Attorney for Respondent

Signed this 23rd day of July, 2012.

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 17 day of July, 2012, by NAKEISHA DANIELLE WASHINGTON. Registered Nurse License Number 700622, and said Order is final.

Effective this 14th day of August, 2012.



Katherine A. Thomas, MN, RN, FAAN
Executive Director on behalf
of said Board