



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 § AGREED
Registered Nurse License Number 832221 §
issued to JESSICA LEANN HEAD § ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of JESSICA LEANN HEAD, Registered Nurse License Number 832221, hereinafter referred to as Respondent.

Information received by the Board produced evidence that Respondent may be subject to discipline pursuant to Section 301.452(b)(10)&(13), Texas Occupations Code. Respondent waived notice and hearing and agreed to the entry of this Order approved by Katherine A. Thomas, MN, RN, FAAN, Executive Director, on May 28, 2015.

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 notice and hearing, and agreed to the entry of this Order.
3. Respondent's license to practice as a professional nurse in the State of Texas is in current status.
4. Respondent received a Baccalaureate Degree in Nursing from Texas Woman's University, Denton, Texas, on December 14, 2012. Respondent was licensed to practice professional nursing in the State of Texas on February 14, 2013.
5. Respondent's nursing employment history includes:

2/2013-8/2013	Labor and Delivery Nurse	Baylor All Saints Medical Center Fort Worth, Texas
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8/2013-Present

Texas Home Living
Case Nurse

Berry Family Services
Rowlett, Texas

6. At the time of the initial incident, Respondent was employed as a Labor and Delivery Nurse with Baylor All Saints Medical Center, Fort Worth, Texas, and had been in this position for three (3) months.
7. On or about May 6, 2013, while employed as a Labor and Delivery Nurse with Baylor All Saints Medical Center, Fort Worth, Texas, Respondent administered 5/325 milligrams of hydrocodone/acetaminophen to a patient instead of the ordered dose of 7.5/325 milligrams. Respondent's conduct exposed the patient to a risk of harm in that failure to administer medication as ordered by the physician could have resulted in non-efficacious treatment of the patient's pain.
8. On or about July 1, 2013, while employed as a Labor and Delivery Nurse with Baylor All Saints Medical Center, Fort Worth, Texas, Respondent failed to notify the physician when Patient Number 890132857 experienced fetal heart rate decelerations, and failed to notify the physician that she subsequently delayed administration of the ordered Pitocin. Respondent's conduct exposed the patient unnecessarily to a risk of harm from a delay in medical interventions needed to address the decelerating fetal heart rate.
9. On or about July 1, 2013, while employed as a Labor and Delivery Nurse with Baylor All Saints Medical Center, Fort Worth, Texas, Respondent failed to document in the medical record of Patient Number 890133637 regarding physician notification of elevated blood pressures. Respondent's conduct resulted in an incomplete medical record and was likely to injure the patient in that subsequent care givers would not have accurate and complete information on which to base their care decisions.
10. On or about July 26, 2013, while employed as a Labor and Delivery Nurse with Baylor All Saints Medical Center, Fort Worth, Texas, Respondent erroneously administered a Pitocin bolus to Patient Number 890141078, instead of the ordered lactated ringer's fluid bolus. Subsequently, the patient required an urgent cesarian section. Respondent's conduct exposed the patient unnecessarily to a risk of harm from a Pitocin overdose.
11. In response to Findings of Fact Numbers Seven (7) through Ten (10), regarding Finding of Fact Number Seven (7), Respondent states the medication error happened while she was still in her internship period. Respondent states her preceptor was not assisting her, and when the physician wrote an order for hydrocodone/acetaminophen 7.5/325, she found they do not stock those pills, so she administered one and a half hydrocodone/acetaminophen 5/325 tablets. Both the preceptor and the physician immediately were notified and the patient had no adverse effect. Regarding Patient Number 890132857, Respondent states that the patient experienced what seemed to be two decelerations, while Respondent was at the nurses station, viewing a monitor, and was taken off the monitor to go to the restroom, by the nurse

who was providing care to the patient at that time. Respondent states that, when she resumed care, she chose to wait to obtain a good FHT tracing before starting the Pitocin, which was then eighteen minutes outside the window of administration. Regarding Patient Number 890133637, Respondent states that she asked another nurse for assistance with documentation regarding the nurse-controlled delivery of an infant, because she had no experience documenting a nurse-controlled delivery which also involved elevated blood pressures. Finally, regarding Patient Number 890141078, Respondent states that the lactated ringers fluid bag and the Pitocin bag are identical and run in identical tubing, with both having neon-green identifying stickers. Respondent states that she opened the line to start the fluid bolus on what she thought was the lactated ringers bag. Respondent states the error was caught by the charge nurse immediately and only a small amount of Pitocin was infused to the patient.

12. On or about July 14, 2014, Respondent successfully completed a Board approved course in Sharpening Critical Thinking Skills, which would have been a requirement of this Order.
13. On or about September 11, 2014, Respondent successfully completed a Board approved course in Texas Nursing Jurisprudence and Ethics, which would have been a requirement of this Order.
14. Respondent provided a letter of recommendation from the Director of Nursing at her current employer, Berry Family Services, Inc, that praises Respondent's nursing practice at the facility since August 19, 2013.
15. Formal Charges were filed on November 13, 2014.
16. Formal Charges were mailed to Respondent on November 14, 2014.

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(s) of 22 TEX. ADMIN. CODE §§217.11(1)(A),(1)(B),(1)(C),(1)(D),(1)(M)&(1)(P) and 217.12(1)(A)&(1)(B).
4. The evidence received is sufficient cause pursuant to Section 301.452(b)(10)&(13), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 832221, heretofore issued to JESSICA LEANN HEAD.

5. Pursuant to Section 301.463(d), Texas Occupations Code, this Agreed Order is a settlement agreement under Rule 408, Texas Rules of Evidence, in civil or criminal litigation.

TERMS OF ORDER

I. SANCTION AND APPLICABILITY

IT IS THEREFORE AGREED and ORDERED that RESPONDENT SHALL receive the sanction of **WARNING WITH STIPULATIONS** in accordance with the terms of this Order.

- A. This Order SHALL apply to any and all future licenses issued to Respondent to practice nursing in the State of Texas.
- B. This Order SHALL be applicable to Respondent's nurse licensure compact privileges, if any, to practice nursing in the State of Texas.
- C. Respondent may not work outside the State of Texas in another nurse licensure compact party state without first obtaining the written permission of the Texas Board of Nursing and the Board of Nursing in the nurse licensure compact party state where Respondent wishes to work.

II. COMPLIANCE WITH LAW

While under the terms of this Order, RESPONDENT agrees to 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.

III. REMEDIAL EDUCATION COURSE(S)

In addition to any continuing education requirements the Board may require for licensure renewal, RESPONDENT SHALL successfully complete the following remedial education course(s) **within one (1) year of the effective date of this Order, unless otherwise specifically indicated:**

- A. **A Board-approved course in medication administration** with a didactic portion of not less than six (6) hours and a clinical component of not less than twenty-four (24) hours. Both the didactic and clinical components be provided by the same Registered Nurse. The course's content shall include: a review of proper administration procedures for all standard routes; computation of drug dosages; the six (6) rights of medication administration; factors influencing the choice of route; and possible adverse effects resulting from improper administration. The clinical component SHALL focus on tasks of medication administration only. The course description shall indicate goals and objectives for the course, resources to be utilized, and the methods to be used to determine successful completion of the course. Successful completion of this course requires RESPONDENT to successfully complete both the didactic and clinical portions of the course.
- B. **A Board-approved course in nursing documentation** that shall be a minimum of six (6) hours in length. The course's content shall include: nursing standards related to accurate and complete documentation; legal guidelines for recording; methods and processes of recording; methods of alternative record-keeping; and computerized documentation. Home study courses and video programs will not be approved.

In order to receive credit for completion of this/these course(s), RESPONDENT SHALL CAUSE the instructor to submit a Verification of Course Completion form or SHALL submit the continuing education certificate, as applicable, to the attention of Monitoring at the Board's office. RESPONDENT SHALL first obtain Board approval of any course prior to enrollment if the course is not being offered by a pre-approved provider. *Information about Board-approved courses and Verification of Course Completion forms are available from the Board at www.bon.texas.gov/compliance.*

IV. **EMPLOYMENT REQUIREMENTS**

In order to complete the terms of this Order, RESPONDENT must work as a nurse, providing direct patient care in a licensed healthcare setting, for a minimum of sixty-four (64) hours per month for four (4) quarterly periods [one (1) year] of employment. This requirement will not be satisfied until four (4) quarterly periods of employment as a nurse have elapsed. Any quarterly period without continuous employment with the same employer for all three (3) months will not count towards completion of this requirement. 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 period and will not count towards completion of this requirement.

- A. **Notifying Present and Future Employers:** RESPONDENT SHALL notify each present employer in nursing and present each with a complete copy of this Order, including all attachments, if any, within five (5) days of receipt of this Order. While under the terms of this Order, RESPONDENT SHALL notify all future employers in nursing and present each with a complete copy of this Order, including all attachments, if any, prior to accepting an offer of employment.
- B. **Notification of Employment Forms:** RESPONDENT SHALL CAUSE each present employer in nursing to submit the Board's "Notification of Employment" form to the Board's office within ten (10) days of receipt of this Order. RESPONDENT SHALL CAUSE each future employer to submit the Board's "Notification of Employment form" to the Board's office within five (5) days of employment as a nurse.
- C. **Monitored Home Health Practice:** While employed as a Texas Home Living Case Nurse with Berry Family Services, Rowlett, Texas, RESPONDENT'S home health nursing practice nursing will be monitored by a Registered Nurse Consultant proficient in the area of home health nursing approved by the Board. RESPONDENT MUST, within ten (10) days of employment in the area of home health nursing, provide to the Board a list of three (3) potential Registered Nurse Consultants, including name, license number, educational experience, and work experience for each. Monitoring shall commence no later than thirty (30) days following the date of Respondent's receipt of the name of the Registered Nurse Consultant selected by the Board. The Registered Nurse Consultant must identify and document individualized goals and objectives, resources to be utilized, and the methods to be used to determine successful completion of the monitoring period relative to the violations identified in this Order. RESPONDENT SHALL meet with the Registered Nurse Consultant at least twice a month, for a minimum of one (1) hour each session. Meetings may be longer and more frequent if the monitor determines necessary. If either improvement of documentation and/or physical assessment skills is a goal or objective of the monitoring, RESPONDENT SHALL perform assessments on and document assessment findings for live patients. Performing assessments on and documenting findings for mock patients or mannequins WILL NOT be accepted. Multiple employers are prohibited.
- D. Should Respondent's employment as a Texas Home Living Case Nurse with Berry Family Services, Rowlett, Texas, cease or change, the following terms

will become effective: Indirect Supervision: 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.

- E. Nursing Performance Reports:** RESPONDENT SHALL ensure that the Registered Nurse Consultant monitoring Respondent's practice submits reports addressing Respondent's progress toward achievement of the identified monitoring goals and objectives to the office of the Board at the end of each three (3) month quarterly period for four (4) quarters [one (1) year] of employment as a nurse.

V. RESTORATION OF UNENCUMBERED LICENSE(S)

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 may be eligible for nurse licensure compact privileges, if any.

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FROM:berry family TO:92149488898 06/08/2015 13:51:07 #45255 P.001/001

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 violation(s) alleged herein. By my signature on this Order, I agree to the entry of this 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 when this Order becomes final and the terms of this Order become effective, 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 possible revocation of my license(s) to practice nursing in the State of Texas, as a consequence of my noncompliance.

Signed this 8 day of June, 2015.

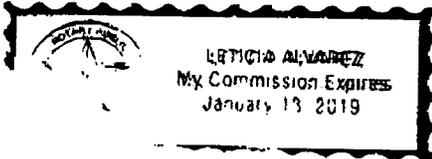
Jessica Leann Head
JESSICA LEANN HEAD, Respondent

Sworn to and subscribed before me this 8 day of June, 2015.

SEAL

Leticia Alvarez Strickland

Notary Public in and for the State of Texas



Approved as to form and substance. NW

Nancy Roper Willson
Nancy Roper Willson, Attorney for Respondent

Signed this 8 day of June, 2015

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 8th day of June, 2015, by JESSICA LEANN HEAD, Registered Nurse License Number 832221, and said Order is final.

Effective this 23rd day of July, 2015.

A handwritten signature in black ink, appearing to read "Katherine A. Thomas".

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