



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.
Patricia A. Thomas
Executive Director of the Board

BEFORE THE TEXAS BOARD OF NURSING

In the Matter of § AGREED
Registered Nurse License Number 612800 §
issued to CYNTHIA KATHLEEN SLOAN § ORDER

An investigation by the Texas Board of Nursing, hereinafter referred to as the Board, produced evidence indicating that CYNTHIA KATHLEEN SLOAN, Registered Nurse License Number 612800, hereinafter referred to as Respondent, may be subject to discipline pursuant to Sections 301.452(b)(10)&(13) and 301.453, Texas Occupations Code.

An informal conference was conducted on June 20, 2017, in accordance with Section 301.464, Texas Occupations Code. Respondent appeared in person. Respondent was represented by Nancy Roper Willson, Attorney at Law.

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 West Texas A & M University, Canyon, Texas, on December 1, 1994. Respondent was licensed to practice professional nursing in the State of Texas on January 31, 1995.
5. Respondent's nursing employment history includes:

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|-------------------|------------------|---|
| 01/1995 - 09/1995 | Registered Nurse | Northwest Texas Hospital Amarillo, Texas |
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Respondent's nursing employment history continued:

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|-------------------|---|--|
| 10/1995 - 04/1996 | Unknown | |
| 05/1996 - 01/1998 | Registered Nurse Home Health Case Manager | Gilberts Home Health Tupelo, Mississippi |
| 02/1998 - 07/2001 | Registered Nurse Childbirth Instructor | Baptist Memorial Oxford, Mississippi |
| 08/2001 - 08/2004 | Registered Nurse | Birdville Independent School District Haltom City, Texas |
| 09/2004 - 12/2004 | Unknown | |
| 1/2005 - 07/2006 | Registered Nurse | Keller Independent School District Keller, Texas |
| 08/2006 - 8/2008 | Teacher | Keller Independent School District Keller, Texas |
| 09/2008 - 06/2011 | Unknown | |
| 7/2011 - 7/2016 | School Nurse | Birdville Independent School District Haltom City, Texas |
| 08/2016 - Present | Registered Nurse | Grapevine Colleyville Independent School District Grapevine, Texas |

6. At the time of the initial incident, Respondent was employed as a Registered Nurse with Birdville Independent School District, Haltom City, Texas, and had been in that position for four (4) years.
7. On or about September 8, 2015, through March 9, 2016, while employed as a Registered Nurse with Birdville Independent School District (BISD), Haltom City, Texas, and assigned to Haltom High School, Haltom City, Texas, Respondent failed to timely document patient encounters and care in the electronic medical records system, as required, from notes which had been hand written on students' hall passes. Respondent's conduct resulted in an incomplete medical record and was likely to injure the patients in that subsequent care givers would not have accurate and complete information on which to base their care decisions.

8. In response to the incidents in Finding of Fact Number Seven (7), Respondent states she documented on her paper notes, but had not entered the notes into the electronic record. Respondent states that once documentation issues were discussed with her, she began to enter nursing notes in a timely manner.

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)(D) and 22 TEX. ADMIN. CODE §217.12(1)(A),(1)(B),(1)(C)&(4).
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 612800, heretofore issued to CYNTHIA KATHLEEN SLOAN.
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 **REMEDIAL EDUCATION** 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. UNDERSTANDING BOARD ORDERS

Within thirty (30) days of entry of this Order, RESPONDENT must successfully complete the Board's online course, "Understanding Board Orders," which can be accessed on the Board's website from the "Discipline & Complaints" drop-down menu or directly at: <http://www.bon.texas.gov/UnderstandingBoardOrders/index.asp>. Upon successful completion, RESPONDENT must submit the course verification at the conclusion of the course, which automatically transmits the verification to the Board.

IV. 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 Texas nursing jurisprudence and ethics** that 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. Home study courses and video programs will not be approved.

- 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.
- C. **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/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.*

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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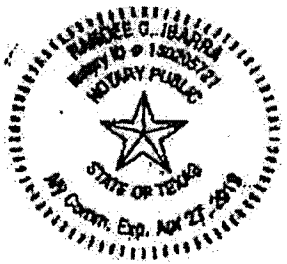
RESPONDENT'S CERTIFICATION

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 17 day of August, 2017.
Cynthia Kathleen Sloan
CYNTHIA KATHLEEN SLOAN, Respondent

Sworn to and subscribed before me this 17 day of August, 2017.

SEAL



Nancy G. Barron
Notary Public in and for the State of Texas

Approved as to form and substance.
Nancy Roper Wilson
Nancy Roper Wilson, Attorney for Respondent

Signed this 17th day of August, 2017

WHEREFORE, PREMISES CONSIDERED, the Executive Director, on behalf of the Texas Board of Nursing, does hereby ratify and adopt the Agreed Order that was signed on the 17th day of August, 2017, by CYNTHIA KATHLEEN SLOAN, Registered Nurse License Number 612800, and said Order is final.

Effective this 11th day of September, 2017.



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