



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

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In the Matter of	§	AGREED
Vocational Nurse License Number 120251	§	
issued to DORA ELLEN BRADFORD	§	ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of DORA ELLEN BRADFORD, Vocational Nurse License Number 120251, 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)(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 March 22, 2018.

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 vocational nurse in the State of Texas is in current status.
4. Respondent received a Certificate in Vocational Nursing from El Centro College, Dallas, Texas, on December 16, 1987. Respondent was licensed to practice vocational nursing in the State of Texas on May 26, 1988.
5. Respondent's nursing employment history includes:  
 1988-1999      Unknown

Respondent's nursing employment history, continued:

1999-2004	Licensed Vocational Nurse	Baylor Family Health Clinic Unknown, Texas
2004-2007	Licensed Vocational Nurse	Medicare at Home Unknown, Texas
2007-2011	Licensed Vocational Nurse	Haven Home Health Unknown, Texas
2011-2012	Licensed Vocational Nurse	Girling Health Services Unknown, Texas
2012-2014	Licensed Vocational Nurse	Aria Nursing Service Unknown, Texas
2014-2015	Licensed Vocational Nurse	Home Health Services of Texas Unknown, Texas
2014-Unknown	Licensed Vocational Nurse	First Call Unknown, Texas
10/2014-11/2015	Licensed Vocational Nurse	Baylor Home Health Unknown, Texas
12/2015-01/2016	Unknown	
02/2016-06/2017	Licensed Vocational Nurse	National Senior Care Home Health Services Irving, Texas
06/2017-Present	Not working in Nursing	

6. At the time of the incident, Respondent was employed as a Licensed Vocational Nurse with National Senior Care Home Health Services, Irving, Texas, and had been in that position for eleven (11) months.
7. On or about January 13, 2017, while employed as a Licensed Vocational Nurse with National Senior Care Home Health Services, Irving, Texas, Respondent failed to thoroughly review communications from the agency, which contained a toxic vancomycin trough level for Patient Number 09162015DLS01, and instructions to hold further scheduled doses of vancomycin. Respondent failed to instruct the patient to hold the vancomycin, and the patient subsequently received approximately six (6) additional doses. Approximately one (1) week later, the patient's vancomycin trough level was further elevated, and the patient was admitted to a hospital, where she expired three weeks later. Respondent's conduct may have contributed to the patient experiencing adverse effects of vancomycin toxicity.

8. In response to the incident in Finding of Fact Number Seven (7), Respondent believes systems errors and other factors beyond her control played major roles in this incident. Respondent states on January 12, 2017, she drew blood from the patient for a vancomycin trough level. Respondent states on January 13, 2017, she received a text message from an office nurse stating she had the vancomycin trough results, had sent them to the doctor, and needed the pharmacy telephone number. Respondent states she was really busy that day, and only read the part of the text message shown on her phone screen stating the office nurse needed the pharmacy phone number. Respondent states she did not scroll down and read all of the text message, so she did not realize it contained further critical information. Respondent states she replied to the text message with the pharmacy name and phone number, thinking that was all the office nurse needed. Respondent states no one tried to reach her by phone or in person, as she believes should have been done. Respondent states there was an email about the vancomycin trough results as well, but she did not see it.

Respondent states the pharmacist and doctor both denied receiving the critical lab information. Respondent states if the information had been given to the primary care giver either by telephone or in person, the same result would not have occurred. Respondent states the facility has since changed its policy for communicating critical lab results.

9. On September 26, 2017, Respondent completed a Board approved course in Nursing Jurisprudence and Ethics, which would have been a requirement of this Order.
10. On May 15, 2017, Respondent completed a Board approved course in Sharpening Critical Thinking Skills, which would have been a requirement of this Order.
11. On March 20, 2018, Respondent completed a Board approved course in Professional Accountability, which would have been a requirement of this Order.
12. Respondent submitted a letter of reference from a former co-worker.

#### 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)(M)&(1)(P).
4. The evidence received is sufficient cause pursuant to Section 301.452(b)(13), Texas Occupations Code, to take disciplinary action against Vocational Nurse License Number 120251, heretofore issued to DORA ELLEN BRADFORD.
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 **REPRIMAND 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. As a result of this Order, Respondent's license(s) will be designated "single state" and Respondent may not work outside the State of Texas in another nurse licensure compact party state.

### 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. EMPLOYMENT REQUIREMENTS

In order to complete the terms of this Order, RESPONDENT must work as a nurse in the State of Texas, providing direct patient care in a clinical healthcare setting, for a minimum of sixty-four (64) hours per month for eight (8) quarterly periods [two (2) years] of employment. This requirement will not be satisfied until eight (8) quarterly periods of employment as a nurse 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 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. **Direct Supervision:** For the first year [four (4) quarters] 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, 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). 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.
- D. **Indirect Supervision:** For the remainder of the stipulation/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.

- E. Nursing Performance Evaluations:** 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 individual who supervises the RESPONDENT and these reports shall be submitted by the supervising individual to the office of the Board at the end of each three (3) month quarterly period for eight (8) quarters [two (2) years] 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, subject to meeting all existing eligibility requirements in Texas Occupations Code Chapter 304, Article III, 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 22 day of March, 2018.

Dora Ellen Bradford  
DORA ELLEN BRADFORD, Respondent

Sworn to and subscribed before me this \_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_.

SEAL

\_\_\_\_\_  
Notary Public in and for the State of \_\_\_\_\_

Approved as to form and ~~substance~~ substance

Nancy Roper Willson  
Nancy Roper Willson, Attorney for Respondent

Signed this 22 day of March, 2018

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 22nd day of March, 2018, by DORA ELLEN BRADFORD, Vocational Nurse License Number 120251, and said Order is final.

Effective this 8th day of May, 2018.

A handwritten signature in cursive script, reading "Katherine A. Thomas".

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