



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 886536
issued to YOLANDA NICOLE WILLIAMS

§
§
§
§

AGREED ORDER
FOR
KSTAR PROGRAM

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of YOLANDA NICOLE WILLIAMS, Registered Nurse License Number 886536, 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 Agreed Order for KSTAR Program approved by Katherine A. Thomas, MN, RN, FAAN, Executive Director, on December 7, 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 Agreed Order for KSTAR Program.
3. Respondent's license to practice as a professional nurse in the State of Texas is in current status.
4. Respondent received an Associate Degree in Nursing from Houston Community College, Houston, Texas, on May 1, 2015. Respondent was licensed to practice professional nursing in the State of Texas on September 10, 2015.
5. Respondent's nursing employment history includes:

9/2015 – 7/2017

Staff Nurse

Colonnades at Reflection Bay
Pearland, Texas

Respondent's nursing employment history continued:

8/2017 – 11/2017	Staff Nurse	Bright Pointe at Rivershire Conroe, Texas
11/2017 – 12/2017	Registered Nurse	Cross Country Staffing Boca Raton, Florida
1/2018- Present	Unknown	

6. At the time of the initial incident, Respondent was employed as a Registered Nurse with Cross Country Healthcare, Boca Raton, Florida, and assigned to Mid Coast Senior Health Center, Brunswick, Maine, and had been in that position for six (6) weeks.
7. On or about December 23, 2017, and December 26, 2017, while utilizing a Privilege to Practice nursing from the State of Texas, and employed as a Registered Nurse with Cross Country Healthcare, Boca Raton, Florida, and assigned to Mid Coast Senior Health Center, Brunswick, Maine, Respondent failed to ensure access to patient medications by other nurses after departing the facility grounds with the keys to the medication cart in Respondent's possession. Respondent's conduct created an unsafe environment and exposed patients to risk of harm from the temporary unavailability of physician ordered medications stored within the locked medication cart.
8. On or about November 30, 2017, while utilizing a Privilege to Practice nursing from the State of Texas, and employed as a Registered Nurse with Cross Country Healthcare, Boca Raton, Florida, and assigned to Mid Coast Senior Health Center, Brunswick, Maine, Respondent withdrew medications for patients, but failed to take precautions to appropriately safeguard the medications and/or follow the facility's policy with regards to timely administering said medications. Respondent's conduct left the medications unsecured and subject to misappropriation and/or diversion.
9. On or about December 15, 2017, through December 26, 2017, while utilizing a Privilege to Practice nursing from the State of Texas, and employed as a Registered Nurse with Cross Country Healthcare, Boca Raton, Florida, and assigned to Mid Coast Senior Health Center, Brunswick, Maine, Respondent failed to ensure intravenous (IV) antibiotics for Patient Medical Record Numbers 03311, 03312, and 03315 were administered as ordered, in that the IV antibiotics were not infusing at the rate(s) ordered, resulting in incomplete administration of said medication(s). Respondent's conduct exposed the patients to risk of harm in that failure to administer the total dose of antibiotics ordered could result in non-efficacious treatment of the patients' infections.

10. On or about November 19, 2017, and November 20, 2017, while utilizing a Privilege to Practice nursing from the State of Texas, and employed as a Registered Nurse with Cross Country Healthcare, Boca Raton, Florida, and assigned to Mid Coast Senior Health Center, Brunswick, Maine, Respondent administered Lorazepam 0.5mg to Patient MRN 03279 for anxiety, but failed to reassess and/or completely and accurately document the patient's response to the medication in the patient's medical record. Respondent's conduct created an incomplete medical record and was likely to injure the patient from non-efficacious treatment of the patient's anxiety.
11. In response to the incident in Finding of Fact Number Seven (7), Respondent states that, on a couple of occasions, she did accidentally take the medication cart keys when departing for break. In response to the incident in Finding of Fact Number Eight (8), Respondent states there were times when she would pre-pour medications prior to medication administration. In response to the incident in Finding of Fact Number Nine (9), Respondent states the pumps for antibiotic administration come from the pharmacy preset with the rate and volume for the specific antibiotic being hung and the required codes to run already entered, and the pumps were unfamiliar to her. Respondent further states she was unaware that advanced setting changes were required, along with a different code, when a different antibiotic was administered. In response to the incident in Finding of Fact Number Ten (10), Respondent states it is her practice to administer all medications using the "one hour prior-one hour after" window.

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)&(3) 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 886536, heretofore issued to YOLANDA NICOLE WILLIAMS.
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. 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 Nursing Education, Licensure and Practice, 22 TEX. ADMIN. CODE §§211.1 *et seq.*, and this Agreed Order for KSTAR Program.

III. KNOWLEDGE, SKILLS, TRAINING, ASSESSMENT AND RESEARCH (KSTAR) PROGRAM

IT IS AGREED and ORDERED that RESPONDENT SHALL, **within one (1) year of the effective date of this Order**, successfully complete the Knowledge, Skills, Training, Assessment and Research (KSTAR) Program and RESPONDENT SHALL:

- A. **Within forty-five (45) days** following the effective date of this Order, apply to and enroll in the KSTAR Program, including payment of any fees and costs, unless otherwise agreed in writing;

- B. Submit to an individualized assessment designed to evaluate RESPONDENT'S nursing practice competency and to support a targeted remediation plan;
- C. Follow all requirements within the remediation plan, if any;
- D. Successfully complete a Board-approved course in Texas nursing jurisprudence and ethics as part of the KSTAR Program; and
- E. Provide written documentation of successful completion of the KSTAR Program to the attention of Monitoring at the Board's office.

IV. FURTHER COMPETENCY ISSUES AND VIOLATIONS

IT IS FURTHER AGREED, SHOULD RESPONDENT'S individualized KSTAR Program assessment identify further competency issues and violations of the Nursing Practice Act, including inability to practice nursing safely, further disciplinary action, up to and including revocation of RESPONDENT'S license(s) to practice nursing in the State of Texas, may be taken based on such results in the assessments.

V. RESTORATION OF UNENCUMBERED LICENSE(S)

Upon full compliance with the terms of this Agreed Order for KSTAR Program, 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.

BALANCE OF THIS PAGE INTENTIONALLY LEFT BLANK.

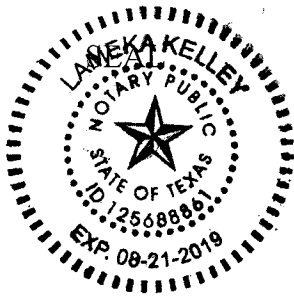
CONTINUED ON NEXT PAGE.

RESPONDENT'S CERTIFICATION

I understand that I have the right to legal counsel prior to signing this Order. I waive representation by counsel. 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 this Order is subject to ratification by the Texas Board of Nursing and a copy of this Order will be mailed to me once the Order becomes effective. 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) and/or privileges to practice nursing in the State of Texas, as a consequence of my noncompliance.

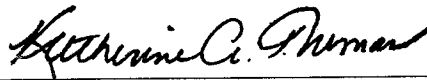
Signed this 7th day of January, 2019.
Yolanda N. Williams
YOLANDA NICOLE WILLIAMS, Respondent

Sworn to and subscribed before me this 7th day of January, 2019.
Lameka Kelley
Notary Public in and for the State of Texas



WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order for KSTAR Program that was signed on the 7th day of January, 2019, by YOLANDA NICOLE WILLIAMS, Registered Nurse License Number 886536, and said Agreed Order for KSTAR Program is final.

Effective this 12th day of February, 2019.



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