Developing a Statewide Nursing Education Plan

Collaboration + Cooperation + Communication = Success
The National FORUM of State Nursing Workforce Centers
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Objectives

- The learner will be able to identify components involved in developing a state-wide plan to prepare nurses for the future.

- The learner will be able to identify recommended strategies to implement one state’s nursing education plan.
Who We Are

• Formerly the California Institute for Nursing and Health Care
• California’s Nursing Workforce Center
• Lead State-wide Initiatives to Promote Nursing’s Contributions to Health
Mission Statement
To enhance the well-being of Californians through innovation, inter-professional leadership, and nursing excellence

Vision
Transforming nursing to advance the health of Californians

Value Statement
Authentic leaders committed to inclusivity, collaboration, and stewardship
- Unique value of Nursing
- Identify trends
- Design and create practical solutions
- Collaborate with wide range of partners
Driving Forces for Change in Nursing Education

Rapid paced change – opportunities or challenges?

- Health reform – shift to community based care
- IOM Future of Nursing report
- Value-based payment reform
- New roles for nurses emerging
- Increased understanding of the social determinants of health
- Rapid growth of technology
- Emphasis on interprofessional teams

- What preparation will nurses need?
- How will nursing lead in advancing health?
- Where are key changes needed to maximize impact?
- Are new partnerships a key to move forward?
- When will change be needed?
Vision

Advancing excellence in nursing education to improve health outcomes in California

Project Goal: Prepare a statewide Nursing Education Plan White Paper - updating and adding to the previous plan

- align with national priorities and statewide trends
- address the highest priorities for advancing nursing education
- achieve optimal health outcomes
Leadership & Co-sponsoring Organizations

Advisory Team

- Association of California Nurse Leaders
- American Nurses Association
- California Colleges of Associated Degree Nursing
- California Association of Colleges of Nursing
- California Board of Registered Nursing
Thought Leader Team (50)

Invited by Advisory Team

Diverse group representing various academic and practice roles, settings, and regions of the state
- deans – directors – faculty
- students - clinical service
- executives - clinical educators
- advanced practice specialists
- policy and regulatory agencies
- state licensing board
- industry partners - healthcare
- systems - philanthropic
- organizations

Academic Institutions (40%)
- ADN (target 10)
- BSN (target 5)
- Higher Education (target 5)

Service (30%)

Policy – Regulatory - Statewide Organizations (20%)

Other (10%)
- Students (target 2)
**Assessment:**  Impact study of the 2008 White Paper recommendations (Jan-Mar 2015)

➢ Progress made in adoption of key strategies

**Planning:**  Strategies for nursing education redesign aligned with health care trends (Apr-Dec 2015)

➢ Analysis of best practices and evidence based innovations support new strategies for action

**Implementation:**  Development of plan and dissemination (Jan – May 2016)

➢ Engage commitment and facilitate adoption of an updated strategic action plan for nursing education (Jan – May 2016)
Themes and Action Teams

Academic Practice Partnerships

Advancing Education

Faculty Development and Recruitment

Preparing Future Nurses
- New Roles
- Core Competencies
- Interprofessional Education
- Simulation

Transition to Practice Residencies

Value of Nursing
Recommendations

**Academic Practice Partnerships**
- Expand collaborative options to support shared priorities
- Partners and stakeholders aligned with emerging future of practice

**Faculty Development and Recruitment**
- Collaborate to recruit, mentor, retain
- Development linked to preparing future nurses, new environments
- Education pathways, joint appointments, shared compensation model

**Advancing Education**
- Expand programs and options to support seamless progression
- Employer/practice partnerships clinical education (community and leadership) and support for RNs to continue education

**Transition to Practice Residencies**
- Adopt and expand evidence based program models, standards, accreditation
- Establish transition to practice programs as a standard for newly licensed RNs
- Provide residencies for RNs transitioning to new roles
Preparation for Future Nurses

**New Roles**
- Evolving practice settings with shift to ambulatory-community
- RN role as leader of care coordination and new care models
- Demonstrate nurse-driven value-based outcomes to optimize health

**Core Competencies**
- Curriculum revision informed by future trends, new roles, and shift to include care continuum

**Interprofessional Education**
- Value based clinical outcomes
- Collaborative practice and team-based care
- Learn about, learn with, learn from

**Simulation**
- Evidence-based methodology and faculty development support learning outcomes
- Standards driven programs (INASCL) and accredited programs (SSH) strengthen case for further adoption
Questions?
HealthImpact
Optimizing health through nursing

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