FY 2013 – 2015 Action Plan

South Dakota Nursing Action Coalition

Practice Pillar: **Recommendation 1. Remove scope of practice barriers.**

Create a climate that allows nurses to practice to the full extent of their education and training.

Outcome	Tactics	Activities	Progress Note	Persons Responsible
1. Develop partnerships to build consensus around the education, practice and regulation of APRNs in South Dakota.	• Host conversations with APRNs to identify priorities and needs. • Develop action plans to support achievement of priorities and needs.	• Hosted World Café on Oct 4, 2012 with primary-family NPs and physicians, ~20 attended, to explore shared meanings of practice and regulatory issues. • Planning 2nd World Café with above group in October 10, 2013 4pm-6pm. • BON hosted meetings to discuss APRN Consensus Model in 2012 • Per request BON staff provided presentation on APRN Consensus Model to CRNAs 9/12 & 5/13, and to NPASD 9/13	• Plan to meet again after national election and Governor's state address. --uncertain if SDAFP is interested, no follow-up to messages. • APRN professional organizations are leading based on their needs	**Champions:** Susan Rooks, CNM Denise Boraas, CNP Wendy Vanderkoii, CRNA **Team Members:** ***A team member from the identified organizations below** **Recommended Organization Partners:** Rapid City Regional Health Avera Health Sanford Health SDNA SDANA SDONE NPASD SDBON SDACM
2. Assess RN, LPN practice: Identify areas nurses are not practicing to their full scope.	• Develop SDBON practice committee comprised of RNs and LPNs from diverse practice settings across SD to evaluate and provide direction to the BON on practice issues. (BON permission received to develop practice council committee)	• Plan to develop Nursing Practice Committee (NPC) and obtain BON approval for member appointments in September 2013. • Tentatively plan to host first NPC meeting in November 2013 • Inform LPNs and RNs if they have issues to bring them forward to this committee and the responses will be published in the Dakota Nurse	• 7/2013: SDBON approved NPC development.	**Champions:** Linda Young **Ad Hoc Members:** SDNA staff nurses SDONE – frontline nurse managers

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Leadership Pillar: **Recommendation 2. Expand opportunities for nurses to lead and diffuse collaborative improvement efforts.**
Recommendation 7. Prepare and enable nurses to lead change to advance health.

Create a climate that allows nurses to be full partners with other healthcare professionals in redesigning health care.

Outcome	Tactics	Activities	Progress Note	Persons Responsible

3. Identify opportunities for nurses to lead and diffuse collaborative improvement efforts and to advance health in South Dakota.	• Prepare and foster nursing leadership.
	• Promote nurse involvement in shaping and developing local, state, and national policy.
	• Create a tool kit to allow nurses at their level/sphere of influence to lead or effect change to advance health in their organizations.
	• Develop opportunities to prepare nurses to lead— host quarterly leadership events sponsored by CNW, SDNA, and SDONE
	   o Explore the cost of hosting leadership education via Webinars
	•
		• Host an Art of Hosting Collaborative Nursing Leadership Conference on July 30, 31 August 1, 2013
		
		• Determine dashboard indicators: i.e. identify number of nurses on hospital boards
		• Offer quarterly leadership events. Each quarter a new location will be chosen to host event: i.e. Sioux Falls, Rapid City, Pierre, Aberdeen, Brookings, Yankton, etc. Could be done in person or via Webinars.
		   o 2 presented by SDONE leaders
		   o 2 presented by SDNA leaders
		   o 1 presented by Community Health Nurses
		   o 1 presented by nurse legislator (Deb Soholt, Jean Hunhoff, etc.)
			COMPLETED AUGUST 2013
			22 RNs completed the Art of Hosting Collaborative Nursing Leadership Conference. Will host again in two years
			
			Linda Young will obtain this information from the DOH
			Darcy Sherman Justice will draft a survey to email to SDONE. Will pilot a Webinar based on the survey results.
				Champions:
				Rochelle Reider - SDONE
				SDNA Member TBD
				
				Team Members:
				Linda Young, CNW

4. Develop an action plan identifying opportunities to engage students (undergraduate, graduate, doctoral) in leadership opportunities.	• Develop a toolkit for nurse educators to share with students • Annual presentation at SNA annual convention • . Conduct a regional student nurse summit identifying opportunities • Annual presentation at SDNA • Academic – Practice discussion on purposeful leadership activities versus leader observation in clinical practice.	Spring 2014 - select the 5 students from	Determine when the 2014 SNA convention will be held and make contact to do a presentation on the SDAC. Determine when the SDNA 2014 convention is and do a presentation on the SDAC.	**Champions:** Nicole Gibson **Team Members:** + **Darcy Sherman Justice, SDAC** + **Linda Young, SDBON** + **Jessica Cherenegar, USF Nursing Chair** + **Shelly Luger, MTMC Nursing Chair**

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Leadership Pillar: **Recommendation 2. Expand opportunities for nurses to lead and diffuse collaborative improvement efforts. Recommendation 7. Prepare and enable nurses to lead change to advance health**.

Create a climate that allows nurses to be full partners with other healthcare professionals in redesigning health care.

Outcome	Tactics	Activities	Progress Note	Persons Responsible
	• Select 5 engaged students from each RN nursing program and invite to a one day leadership summit on leadership opportunities. • Educate students on the IHI Chapter opportunities	each nursing school by predetermined criteria, application process and two references. Must be enrolled in nursing program and be 1 or 2 semesters from graduating, 1 reference must be from student's advisor, list involvement in leadership activities in high school and college (Ex. 4 H, Church, class officer, extracurricular activities). One leadership Summit would be held in Rapid City for (NAU-RC, Ogalala Lakota College, SDSU-RC, USD-RC and USD-Pierre). A second Leadership Summit would be held in Sioux Falls for Augustana, DWU, MTMC, NAU-SF, Presentation College, Sisseton-Whapeton College, SDSU- SF and Brookings, and USF.	Determine if there is a graduate nursing student who would like to do their Master's project on purposeful leadership activities versus student observation of leadership. Conduct a needs assessment to determine if selected nursing students would attend a leadership summit. Survey NEDDS members to determine what leadership topics/needs should be presented at a summit.	⬇ **Barbara Hobbs, Chair SDSU Nursing Program Rapid City** ⬇ **Deb Morello, Rapid City** ⬇ **Barbara Larsen** ⬇ **SDNA Member** ⬇ **SDONE Member** ⬇ **AACN Membber**

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Education Pillar: Recommendation 3. **Explore and study nurse residency programs.**
Recommendation 4. **Increase the proportion of nurses with a baccalaureate degree to 80 percent by 2020.**
Recommendation 5. **Double the number of nurses with a doctorate by 2020**.

SD's nurses will achieve higher levels of education and training through an improved education system that promotes seamless academic progression and integration into practice.

Outcome	Tactics	Activities	Progress Note	Persons Responsible
5. South Dakota will have 80% of registered nurses prepared at the baccalaureate degree or higher level by 2020. 6. SD will double the number of nurses prepared at the doctorate level by 2020.	• Determine number of nurses in SD that hold a baccalaureate or higher degree. • Examine SD's education resources to prepare additional baccalaureate prepared nurses to meet 80% goal. • Identify strategies to promote attainment of higher nursing degrees. • Examine resources or to prepare or attract additional doctorate prepared nurses to SD to double numbers.	• Initial %age identified from 2011 Nursing Workforce Report. Will reassess after 2013 nursing workforce data analysis. • Obtain support of initiative from NEDDs with action plans identified. • Conduct agency surveys, hospitals, nursing facilities, clinics, to assess highest education of RN staff.	Dashboards created: tracking highest educational preparation of actively licensed nurses and number of doctoral prepared RNs. Increase awareness in BSN nurses.	**Champion:** Innovation Circle Members
7. Partner faculty with practice to develop & prioritize competencies so curriculum is updated regularly to ensure new graduate nurses are prepared to meet current and future needs of population.	• Explore new methodologies to prepare nursing workforce to meet growing workforce demands and increasing complexities of practice settings.	• SD Innovation Circle Group met 3 times in 2012; group is comprised of nursing leaders from practice, education, and regulation. Focus on new graduate onboarding and undergraduate education planning. • Innovation Circle met in May 2013 and shared pilots and projects being done by academia and practice.		**Champion:** **Innovation Circle Members** Darcy Sherman Justice Deb Letcher Others
8. Examine SD's need for the development of a model to promote the seamless transition of new graduate nurses into practice.	• Based on need, develop a model curriculum applicable for multiple practice settings.	• Above.		**Champion:** Darcy Sherman Justice Deb Letcher Others

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Interprofessional Collaboration Pillar: **Recommendation 6. Ensure that nurses engage in lifelong learning.**

Ensure that licensed nurses and nursing students continue their education and engage in lifelong learning to gain the competencies needed to provide care for diverse populations across the lifespan.

Outcome	Tactics	Activities	Progress Note	Persons Responsible
9. *Actively licensed nurses* participate in lifelong learning / professional development to perform cutting-edge competence in practice, teaching, and research.	• Evaluate expectations of SD's currently licensed nurses, employers, and consumers regarding the need to have nurses engage in lifelong learning. • Explore the competency evaluation models used by various healthcare professionals for maintenance of licensure purposes.	• Convene a conversation/World Café with nurses and stakeholders on topic of lifelong learning, evaluating competence for maintenance of licensure, and/or continuing education.	• Use Nursing Practice Committee to provide recommendations and assist in planning. • Use Nursing Practice Committee to develop a survey including compelling data on what are best practices for evaluating competence for maintenance of licensure and /or continuing education	**Champions:** Linda Young Darcy Sherman Justice SDNA Member SDONE Member Others
10. *All healthcare organizations and schools of nursing* foster a culture of lifelong learning and provide resources for interprofessional continuing competency programs.	• Develop Interprofessional tactics for lifelong learning and nursing schools. • Define philosophy of interprofessional collaboration. • Develop dashboards to examine implementation of IPE in schools/practice	• IPE Summit planned for August 20, 2013 in Chamberlain	Completed August 20, 2013 Had 77 participants who wanted to stay informed on the IPE initiatives in SD Had 36 participants volunteer to be on the structure development committee Had 38 participants volunteer to be on sub-committee.	**Champions:** Carla Dieter Sandy Viau-Williams SDNA Member SDONE Member

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Diversity Pillar: **Recommendation 8. Build an infrastructure for the collaboration and analysis of interprofessional health care workforce data.**

Create and maintain infrastructures for the collection and analysis of workforce data to promote effective workforce planning and policy making to promote a balance of skills and perspectives among physicians, nurses, and other health professionals.

Outcome	Tactics	Activities	Progress Note	Persons Responsible
11. Implement licensure software programs that allow for the collection and retrieval of reliable workforce data. 12. Develop sustainable mechanisms to analyze and disseminate reliable workforce data to ensure South Dakota's healthcare workforce needs will be met.	• Implement new SD BON licensing software application. • Collect and analyze data consistent with National Forum of State Nursing Workforce Centers Minimum Data Sets for: Education, Supply, and Demand • Collect data relevant to objectives of Action Coalition	• Implemented new licensure software June 2013, updated renewal questions to reflect National Forum's minimum supply data set • Obtained Survey Monkey software; plan to write demand survey and send to organizations	• Implemented new licensure software in June 2013. COMPLETED Dashboards created: • National Forum Workforce data sets • Diversity of SD nurses to meet population trends	**Champion:** Linda Young Gloria Damgaard Erin Matthies