

NORTH DAKOTA BOARD OF NURSING STRATEGIC PLAN 2014-2015
July 1 – December 31, 2014 Report

Agenda Item: 3.2

OUTCOME	TACTICS	PROGRESS JULY 1-DECEMBER 31, 2014
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Goal 1: Public Protection Is Ensured Through Evidence-Based Regulation				
<p>1. Proactively address the impact of the dynamic health care environment</p>	<p>1. Monitor trend data on healthcare in North Dakota, regionally and nationally.</p> <p>2. Monitor legislative activities related nursing practice.</p>	<p>1. Review Nurse Practices Act and Rules annually at the July Board Meeting.</p> <p>2. Request an annual report from the NDCFN related research outcomes.</p> <p>3. Monitor the impact of revisions of the NPA and rules related to licensure, practice, education and discipline.</p>	<ul style="list-style-type: none"> • Ongoing review of Nurse Practices Act and Rules. • Activate board committees as needed. • Continue collaboration with the North Dakota Center for Nursing. • Establish sub-committees as needed. 	<ul style="list-style-type: none"> • The ND Nurse Practices Act and Rules were Reviewed at the July 2014 meeting. Additionally the organizational chart & review of discipline process was provided at the meeting. • Board appointed members to the Board Committees in July 2014 and external appointments were made in September 2014. • School Nursing – Medication Administration FAQs. The questions and responses were prepared in consultation with the North Dakota School Nurse Organization (NDSNO), North Dakota Department of Health, and North Dakota School Board Association. This was in response to HB 1276 from the 2013 Session. • Delegation of Medication Administration and Nursing Tasks to Direct Support Professionals. Board staff met and are continuing to meet with representatives of the Department of Human Services. • Nurse Practice Committee recommended staff to establish a task force to research & review the guidelines for Dialysis Technicians.
<p>2. Ensure the licensure and registration of qualified individuals for the practice of nursing.</p>	<p>1. Decrease number of nurses and Unlicensed Assistive Persons practicing without a current license or registration.</p> <p>2. Improve the accuracy and efficiency of</p>	<p>1. Comparison data of practicing without a license from other jurisdictions.</p>	<ul style="list-style-type: none"> • FY 2015-16 collect and report comparison data. • Establish a process for routine notification of licensure and registration renewal. 	<ul style="list-style-type: none"> • Contracted with Pearson for full service agreement from July1, 2014-June 30, 2015 for continued NNAAP Testing. Met with representatives of the ND Department of Health- report to follow. • Technology Committee recommended and Board approved the enhanced notification for Renewal. In addition to the paper reminder, Emails were sent monthly in November & December and weekly throughout December.

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	<p>electronic enhancements to licensure/registration processes.</p>	<p>2. Enhance the use of electronic notification for employers and licensees and registrant</p>	<ul style="list-style-type: none"> Promote use of E-notify. 	<ul style="list-style-type: none"> E-Notify promoted in DNC, NDBON website and emails to organizational leadership. As of 11/17/14 there were 4794 nurses submitted to E-notify.
<p>1. Ensure the nursing education programs prepare qualified candidates for licensure.</p>	<p>1. Evaluate standards and outcomes for nursing education programs.</p>	<p>1. Refine and implement the recognition process for distance nursing education programs.</p> <p>2. Continue ongoing data collection on distance nursing education programs.</p> <p>3. Continue to monitor all nursing education programs compliance with NDAC.</p> <p>4. Evaluate the Faculty Development Program.</p>	<ul style="list-style-type: none"> Continue monitoring distance education program at state and national level. Periodic reports to the NDBON. Periodic reports to the NDBON. Periodic reports to the NDBON. FY 2014-2015 evaluate effectiveness. Implement changes in regulation to reflect current trends. Collaborate with the North Dakota Center for Nursing Leadership Teams 	<ul style="list-style-type: none"> Tanya Spilovoy, D. Ed, Director of Distance Education and State Authorization with the ND University System was present to address the board and the Nursing Education Committee regarding the process for approval of out of state institutions providing instruction in ND. Accepted the University Of Mary's Family Nurse Practitioner Program's Compliance Report to offer a doctoral degree. Accepted Major Programmatic Changes from the following: <ul style="list-style-type: none"> University Of Mary FNP Program Dakota Nursing Program ND State College Of Science's -- AASPN AND ASN PROGRAM University of Jamestown BSN Program Adopted the new proposed guidelines titled "Major Programmatic Changes" with revisions to clarify #5 under section 1 and clarify #2 in section III Grant full approval University of Jamestown BSN Program Appointment of NDBON Associate Director of Education and APRN Practice to the NCSBN APRN Distance Education Committee 2014-2016 Associate Director for Education job roles and responsibilities updated, changed from 24 hour to 40 hour/week position with NDBON approval. Tammy Buchholz named new Associate Director for Education effective June 1, 2015.

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		5. Review the current NCSBN CORE data r/t promising practices for nursing education programs.	<p>regarding programs and projects relevant to nursing education.</p> <ul style="list-style-type: none"> CORE will draw a sample of approximately 1,500 nurses from ND jurisdiction from Nursys®. Benefits reported from participating Boards of Nursing are having evidence or knowledge of stakeholder (nurses, employers, and nursing programs) perceptions of nursing regulation. CORE has periodically collected data four times over the past ten years from deans/directors of nursing programs, employers of nurses and nurses to provide the data for Boards to make evidenced based regulation (EBR) decisions.
1. Assure consumer protection through a solid, defensible, encumbrance monitoring program. 2. Assure consumer protection through a solid, defensible, investigative process.	1. Identify promising practices for encumbrance monitoring programs. 2. Identify promising practices for investigative processes.	1. Monitor national trends related to encumbrance monitoring programs. 2. Review the current NCSBN CORE data r/t promising practices. 3. Utilize TERCAP data to develop ongoing promising practices.	<ul style="list-style-type: none"> Periodic reports to the NDBON. Implement changes in regulation to reflect current trends. Evaluate workload requirements related to the data entry. Review possibility of increasing number of cases contributed to TERCAP data. Periodic reports to the NDBON. <ul style="list-style-type: none"> Program Monitoring Committee met October 23, 2014 with a report to the Board November 20, 2014. Participated in the NCSBN Taxonomy of Error, Root Cause Analysis and Practice-Responsibility (TERCAP) conference calls. Staff enter 6 TERCAP cases per calendar year, with a total of 127 cases entered. NDBON is in the top 8 contributing boards for entering TERCAP cases. Associate Director attended CLEAR Executive Leadership Program for Regulators Conference September 8-13, 2014. Revised the Investigative Plan Policy to clarify that staff may contact the facility and the individual under investigation during the investigation. Reviewed a presentation for NCSBN regarding the FBI NGI Rap Back Service. SAAG is in contact with Attorney General Office for beginning the establishment of a discussion during the 2015 legislative session.

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		<p>4. Participate in the NCSBN project related to utilization of the regulatory decision pathway tool in investigations.</p>	<ul style="list-style-type: none"> • Associate Director is representing the NDBON on the NCSBN Regulatory Decision Pathway Project for investigations. One Board Member with LTC practice has also volunteered for the Research. • Associate Director was appointed to a new NCSBN committee: Standards Development Committee. Attended committee meetings June 30-July 1, 2014 and Dec 8-9, 2014. The initial committee charge from NCSBN BOD: as a requirement for nurse licensure, submit the use of federal biometric background checks as an American National Standard (ANS). • Revised Associate Director for Discipline job roles and responsibilities. • Melissa Hanson named new Associate Director for Discipline effective June 1, 2015.

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Goal 2: To purposely promote innovation in nursing through regulation and collaboration				
<p>1. Assure innovation in practice provides the public benefits without regulatory barriers.</p>	<p>1. Enhance communication among regulatory boards, nursing organizations, education organizations, and policy makers.</p>	<p>1. Representation of nursing regulation in policy development.</p> <p>2. Promote regulatory awareness of education, practice, licensure and discipline.</p>	<ul style="list-style-type: none"> • Establish policy for nursing regulation representation. • Develop and implement a systematic process to inform public and stakeholders related to regulatory requirements. • Review the results of simulation studies. • Monitor trends regarding nursing licensure models. 	<ul style="list-style-type: none"> • Nursing Education Committee - NCSBN has conducted a National Simulation Study: A Longitudinal, Randomized, and Controlled Study Replacing Clinical Hours with Simulation in Pre-licensure Nursing Education. The results of the study provide substantial evidence that substituting high-quality simulation experiences for up to half of traditional clinical hours produces comparable end-of-program educational outcomes in new graduates that are ready for clinical practice.
<p>2. Be proactive and innovative in addressing issues related to the availability of nursing resources.</p>	<p>1. Continue participation in state, regional, national and international initiatives to support a competent and mobile nursing workforce.</p>	<p>1. Utilize data from state, regional, national and international workforce initiatives on an ongoing basis.</p> <p>2. Continue to assist and support in the establishment of innovations to provide safe nursing care.</p> <p>3. Monitor the trends of all levels of nursing practice (LPN, RN, APRN)</p>	<ul style="list-style-type: none"> • Periodic reports to the NDBON. • Continue to monitor the role of LPNs and RNs in North Dakota. • Collaborate with the ND Center for Nursing regarding the role trends of UAP, LPN, RN, and APRN. 	<ul style="list-style-type: none"> • NCSBN Staff Presentation for NPC entitled "Scope on Medical Teams" (systems of cares). • NPC directed staff to update the "Framework for Levels of Nursing Care Providers" document to make consistent with scopes/standards. Reviewed Current Practice Statements: <p align="center">Volunteer Practice</p> <p align="center">Guidelines for the Role of a Registered Nurse in the Examination of Obstetrical Patients.</p>

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Goal 3: To collaborate with multiple stakeholders to plan for and address evolving healthcare delivery practices				
<p>1. Promote the establishment of coalitions with professional organizations and policy makers.</p>	<p>1. Enhance communication and collaboration between the NDBON and other entities.</p>	<p>1. Board Members contact policy makers on legislative issues.</p> <p>2. Establish communication processes for maintaining contact with legislators and stakeholders.</p>	<ul style="list-style-type: none"> • Participate in the legislative updates through the North Dakota Center for Nursing. • Review process and policy. 	<ul style="list-style-type: none"> • Board members & staff participated in the legislative updates through the NDCFN.

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Goal 4: To prepare the ND Board of Nursing members and staff for leadership roles at the state and national level				
<p>1. Ensure Board Members and staff opportunities for leadership development .</p>	<p>1. Design a structured format for Board Member role development.</p> <p>2. Clarify leadership roles at NDBON, state and national level, Executive Officers, and Committee Chairs.</p> <p>3. Increase NDBON attendance and active participation at the state and national level.</p>	<p>1. Evaluate the orientation process for new Board members to include the mentor process.</p> <p>2. Develop position descriptions for leadership roles on the NDBON.</p> <p>3. Encourage NDBON committee participation, NCSBN committee attendance, and involvement in other relevant state/local/regional/national groups.</p> <p>4. Develop a succession plan for the board and executive director.</p> <p>5. Ensure board and staff participation at the national and state level.</p>	<ul style="list-style-type: none"> • Report to the NDBON New staff and board members complete NCSBN 101 on the website. • Summarize career coach finding's as a board activity. • Executive Committee to establish position descriptions. • Participate in NCSBN knowledge networks relevant to role as board member and staff. • Report to the NDBON. • Establish an attendance policy. • Plan budget and selection process for attendance. 	<ul style="list-style-type: none"> • Newly appointed Board Members completed the NCSBN 101 course and two new members attended general orientation to board office and DRP. • LaVonn Steiner from Excel Leadership presented summary results of the Disc Analysis for board member and staff profiles. • Position descriptions for the president, vice-president and treasurer were approved July 2014. • Board Members & staff participated in the Knowledge Networks for Education, Discipline, EO, APRN & Practice. • Timeline, process for interviews and Orientation plan developed for Executive Director Position. Utilized many components of the NCSBN Succession Plan Toolkit. • President and Executive Director attended NCSBN Annual Meeting. Associate Director and Associate Director for Education & APRN have been appointed to NCSBN Committees. ED continues role as member at large for the NLCA Executive Committee and Treasurer for the NDCFN. • Associate Director attended NCSBN APRN Roundtable April 15, 2015. Provided podium presentation on Impact of PDMP on APRN. • Associate Director and Board Member attended Special Delegate Assembly May 1st.

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Goal 5: To engage nurses, public and stakeholders in accessing and utilizing NDBON resources				
<p>1. Be proactive and innovative in enhancing engagement with the NDBON.</p>	<p>1. Study the capability and capacity for enhancement of information management.</p> <p>2. Increase social media presence.</p> <p>3. Increase awareness of NDBON resources and opportunities.</p>	<p>1. Ongoing review of NDBON website.</p> <p>2. Enhance the utilization of evolving technology.</p> <p>3. Analyze trends and changes in technology to address generational needs, challenges, culture and environment.</p> <p>4. Promote regulatory awareness regarding education, practice, licensure and discipline.</p> <p>5. Complete a workload analysis of board resources.</p>	<ul style="list-style-type: none"> • Periodic reports to the NDBON. • Pursue the development of a technology application. • Collaborate with the ND Center for Nursing. • Periodic reports to the NDBON. • Explore further utilization options for web streaming. • Invite nurses to volunteer for committee appointments. • Evaluate CE approval process. • Evaluate NNAAP examination. • Evaluate information technology needs. 	<ul style="list-style-type: none"> • Updated board of nursing website with additional functionality and ease of use September 2014. • Board staff received upgrades in computers and monitors in September/October 2014. • Board members and staff continue to collaborate with the Center. For example- Video Presentation entitled- Evidence Based Practice video completed and posted. • Revisions to the practice statement titled “RN & LPN Scope of Practice in the Utilization of Prescription Protocols in Clinical Settings” related to preventative immunizations. • Technology Committee recommended and board approved to use web-streaming for the January 15, 2015. TC & Staff reviewed four other sites/options for web-streaming meetings. • Board Staff met with the ND Department of Health in August 2014 to discuss the use of the NNAAP examination. No changes recommended at this time. • Board staff attended DHS DD Nurse meeting June 30, 2015 to discuss delegation.

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Goal 6: To effectively plan and implement a celebration of the 100th anniversary of the North Dakota Board of Nursing in 2015

<p>1. Establish a plan to celebrate the centennial for the NDBON.</p>	<p>1. Evaluate resources for event planning. 2. Establish a planning committee.</p>	<p>1. Prepare proposal for the celebration. 2. Collaborate with ND entities to develop celebration event(s).</p>	<ul style="list-style-type: none"> • Direct Finance Committee to analyze and prepare budget. • Explore legislative events of celebration during the legislative session. • Investigate event mementoes for the celebration. • Request proclamation from the Governor • Develop a marketing plan to include media exposure. 	<ul style="list-style-type: none"> • Approved a budget of \$25,000 for celebration. • Board of Nursing Day at the legislature is scheduled for February 19, 2015. • Historical Committee working with Dakota Awards for development of awards. • Requested proclamation from Governor's Office. • Contracted with MABU to develop marketing tools for celebration. • Associate Director appointed as Co-chair of the NDBON 100 year Celebration Event. • Included in the MABU contract and will be forthcoming. • Successful 100th year celebration at the Bismarck Heritage Center, May 21, 2015.
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