

**NORTH DAKOTA BOARD OF NURSING STRATEGIC PLAN 2014-2018
January 1, 2015 to June 30, 2015 Report**

OUTCOME	TACTICS	Activities	Charges	PROGRESS January 2015-June 30, 2015
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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"> • On February 20, 2015, a Nurse Practice (NP) Subcommittee met to discuss a request from Sanford Health in Fargo for the board to consider a change in the Dialysis Technician Role Guidelines to include "initiation and termination of dialysis with a catheter". • On January 15, 2015, Patricia Moulton presented to the NDBON on mid-point strategic plan. • March 2015, Staff have developed an open meeting policy/procedure to help clarify what constitutes an open meeting and steps the board will take to ensure compliance. The policy will be added to the Risk Management Manual. • On May 22, 2015, Patricia Moulton, Executive Director of the ND Center for Nursing presented to NDBON regarding National Nursing Workforce Data. • On May 22, 2015, Stacey Pfenning appointed to the NDCFN Board of Directors, succeeding Connie Kalanek upon her retirement. Paula Schmalz appointed as alternate to the NDCFN Board of Directors, replacing Char Christianson.
<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 Person/Technicians practicing without a current license or registration.</p> <p>2. Improve the accuracy and efficiency of electronic enhancements to licensure/registration processes.</p>	<p>1. Comparison data of practicing without a license from other jurisdictions.</p> <p>2. Enhance the use of electronic notification for employers and licensees and registrant</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. • Promote use of E-notify. 	<ul style="list-style-type: none"> • Promoted E-Notify. As of June 30, 2015 there were 42 institutions registered and 6656 nurses (there were 4794 nurses submitted to E-notify as of November 2014). • Final Nurse Licensure Compact (NLC) revisions completed and the board reviewed. Bergeson reviewed the rules and offered feedback. The new rules would establish the Interstate Commission on NLC Administrators, which would replace the current NLCA group. The Board supports adoption of new NLC. • Reviewed and discussed the final Advanced Practice Registered Nurse Compact. Law and rule revisions will be necessary for implementation. The Board supports the proposed APRN NLC for adoption.

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<p>3. Ensure the nursing education programs prepare qualified candidates for licensure.</p>	<p>1. Evaluate standards and outcomes for nursing education programs.</p>	<ol style="list-style-type: none"> 1. Refine and implement the recognition process for distance nursing education programs. 2. Continue ongoing data collection on distance nursing education programs. 3. Continue to monitor all nursing education programs compliance with NDAC. 4. Evaluate the Faculty Development Program. 5. Review the current NCSBN CORE data r/t promising practices for nursing education programs. 	<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 regarding programs and projects relevant to nursing education. 	<ul style="list-style-type: none"> • March 2015, NEC and Board reviewed the 1st Innovation in Education application from Dakota Nursing Program to pilot a Paramedic to Nurse Bridge Program. The Board motioned to accept the Innovation in Education application. • Accepted Major Programmatic Changes from the following: -NDSCS AASPN -University of Mary BSN • Completed University of Jamestown BSN Program focused onsite survey and compliance report, both approved by Board March 26, 2015. • March 26, 2015 staff presented findings from Concordia Bachelors of Arts with Nursing Major interim survey. Board granted approval of program until January 2020. • May 22, 2015, staff presented findings from TMCC AASPN program compliance report. Program required to submit compliance report with NE annual report in October 2015. • 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, NDBON approved position change from 24 hour to 40 hour/week. • Tammy Buchholz named new Associate Director for Education effective June 1, 2015.
<p>4. Assure consumer protection through a solid, defensible, encumbrance monitoring program.</p> <p>5. Assure consumer</p>	<ol style="list-style-type: none"> 1. Identify promising practices for encumbrance monitoring programs. 2. Identify promising practices for investigative processes. 	<ol style="list-style-type: none"> 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 	<ul style="list-style-type: none"> • Participated in the NCSBN Taxonomy of Error, Root Cause Analysis and Practice-Responsibility (TERCAP) conference calls. Staff enters 6 TERCAP cases per calendar year, with a total of 127 cases entered. • The Board reviewed 2015 TERCAP report issued by NCSBN. • The Board reviewed an e-mail exchange regarding the potential increase of LPN discipline cases. Based on the TERCAP reported cases, there was no evidence of increases, but due to the low number no conclusions could be drawn.

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protection through a solid, defensible, investigative process.		4. Participate in the NCSBN project related to utilization of the regulatory decision pathway tool in investigations.	<ul style="list-style-type: none"> cases contributed to TERCAP data. • Periodic reports to the NDBON. 	<ul style="list-style-type: none"> • 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
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1. Assure innovation in practice provides the public benefits without regulatory barriers.	1. Enhance communication among regulatory boards, nursing organizations, education organizations, and policy makers.	<ol style="list-style-type: none"> 1. Representation of nursing regulation in policy development. 2. Promote regulatory awareness of education, practice, licensure and discipline. 	<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"> • February 2015, Board and staff participated in proclamation signing with Lieutenant Governor Wrigley for the 100th Year Anniversary for the NDBON. • The Board reviewed a proposal for ND Medical Imaging and Radiation Therapy Professional Licensure attempting to establish a regulatory board for medical imaging and radiation therapy professionals, or seek legislative changes. The Board took no action. • NDBON worked with Cory Fong, legislative monitor, to track bills related to nursing and healthcare bills. Cory presented routinely to the Board during legislative session. • Staff and Board members represented Board at numerous hearings during 64th legislative assembly.
2. Be proactive and innovative in addressing issues related to the availability of nursing resources.	1. Continue participation in state, regional, national and international initiatives to support a competent and mobile nursing workforce.	<ol style="list-style-type: none"> 1. Utilize data from state, regional, national and international workforce initiatives on an ongoing basis. 2. Continue to assist and support in the establishment of innovations to provide safe nursing care. 	<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"> • Staff clarified policy "Licensure Renewal Requirements" to detail how completion of a nursing program satisfies 400 hours of nursing practice as defined in administrative rules. Board approved. • 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. Last meeting attended by ED, Associate Director, and Assistant Director of Practice & Discipline-June 30th, 2015.

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		3. Monitor the trends of all levels of nursing practice (LPN, RN, APRN)		<ul style="list-style-type: none"> • May 2015, NPC reviewed a document prepared by the NDDoH titled "Responding to Parental Refusals of Immunization of Children" that is in accordance with the American Academy of Pediatrics. The Board supported this preferred practice, as providers continue an ongoing relationship with the family and not discharge patients who delay or refuse vaccinations • NPC continues to review the "Framework for Levels of Nursing Care Providers" document to make consistent with scopes/standards.

Goal 3: To collaborate with multiple stakeholders to plan for and address evolving healthcare delivery practices				
1. Promote the establishment of coalitions with professional organizations and policy makers.	1. Enhance communication and collaboration between the NDBON and other entities.	1. Board Members contact policy makers on legislative issues. 2. Establish communication processes for maintaining contact with legislators and stakeholders.	<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. • Board staff participated on the task force: "Reducing Pharmaceutical Narcotics in our Communities", a multidisciplinary team integral in development of Naloxone, Good Sam and PDMP Laws passed during the 2015 legislative session. • Board staff participate on Prescription Drug Monitoring Advisory Board, last meeting February 19, 2015. • Staff attended AANP Health Policy conference March 29-April 1, 2015. Visited ND legislative staff on Capitol Hill-Washington, DC.

Goal 4: To prepare the ND Board of Nursing members and staff for leadership roles at the state and national level				
1. Ensure Board Members and staff opportunities for leadership	1. Design a structured format for Board Member role development. 2. Clarify leadership roles at NDBON,	1. Evaluate the orientation process for new Board members to include the mentor process. 2. Develop position descriptions for	<ul style="list-style-type: none"> • Report to the NDBON • New staff and board members complete NCSBN 101 on the website. 	<ul style="list-style-type: none"> • Board Members & staff participated in NCSBN Knowledge Networks for Education, Discipline, EO, APRN & Practice. • January 15, 2015 the Board reviewed an article co-authored by NDBON Executive Director, Constance Kalanek, titled "Gaining Independent Prescriptive Practice: One State's Experience in Adoption of the APRN Consensus Model". The publication

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development	<p>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>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"> • Summarize career coach findings 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. 	<p>details the steps taken in ND for gaining independent practice for APRNs and for other states to use as a model.</p> <ul style="list-style-type: none"> • 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 for NLC/APRN Compact voting. • Board and staff attended ND LTCA Professional Development Conference April 28-May1, 2015. • Staff attended NCSBN Executive Officer Leadership Summit June 22-25, 2015. • May 22, 2015, Dr. Stacey Pfenning appointed Executive Director effective July 1, 2015.

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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. 2. Increase social media presence. 3. Increase awareness of NDBON resources and opportunities.</p>	<p>1. Ongoing review of NDBON website. 2. Enhance the utilization of evolving technology. 3. Analyze trends and changes in technology to address generational needs, challenges, culture and environment. 4. Promote regulatory awareness regarding education, practice, licensure and discipline. 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"> • Technology Committee recommended and board approved use of web-streaming, which was successfully completed for Board meeting January 15, 2015. • March 11, 2015 Board participated in CFN Nurse's Day at the legislature. • Interviews for 100 years celebration highlighting nursing past, present, and future completed in collaboration with NDBON, CFN, and URL radio. Interviews posted on NDBON and CFN website. Interviews aired on URL radio during May nurses week. • CFN promoted viewing of the American Nurse project at Carmike Theater. NDBON had booth and representative speaker prior to the movie with CFN. • Board teamed with Bismarck Tribune for Tribute to Nursing insert published May 17, 2015. Inserts distributed in each attendee bag for 100th Celebration conference. • The Board reviewed 2013-2014 CE Audit for the last renewal cycle. A total of 185 individuals were audited. • March 26, 2015, Board motioned to continue the following related to NNAAP examinations: 1) current "ship and score" model; 2) renew current contract with Pearson Vue for an additional 2 years; 3) include a contract option to renew at 1 year increments for the following 2 years; 4) renew the contracts with the NNAAP test sites for another 2 years with the option for 2 one year contracts; 5) transition to full service nurse aide testing model beginning 2017.
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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"> • Successful 100th year celebration at the Bismarck Heritage Center, May 21, 2015.