



## North Dakota Board of Nursing Strategic Plan

January 2024 – June 2026

### VISION

The vision of the North Dakota Board of Nursing is to ensure public protection through innovative and collaborative nursing regulation.

### MISSION

The mission of the North Dakota Board of Nursing is to assure North Dakota citizens quality nursing care and promote public safety through the regulation of standards for nursing education, licensure, and practice.

### CORE VALUES

- Transparency
- Integrity
- Service
- Collaboration
- Innovation

## STRATEGIC GOALS

### **Strategic Goal 1: Safety**

Promote public protection through licensure, regulation of nursing practice, and oversight of nursing education.

### **Strategic Goal 2: Engagement**

Engage and collaborate with nurses, the public, and stakeholders through communication, education, and leadership to foster trust and promote safe nursing practice.

### **Strategic Goal 3: Agility**

Proactively respond and adapt to evolving healthcare environments, evidence-based practice trends, and legislative policy and initiatives by transforming regulatory practice.

### **Strategic Goal 4: Quality**

Strive for organizational excellence through effective and responsible board governance, agency management, and customer service.

**North Dakota Board of Nursing Strategic Plan January 2024- June 2026**

Strategic Goal 1: Safety		
Promote Public Protection through Licensure, Regulation of Nursing Practice, and Oversight of Nursing Education		
Initiatives	Strategies	Operational Plan
<p>1. Ensure competency and qualifications of licensure and registration applicants.</p>	<ol style="list-style-type: none"> <li>1. Ensure accurate and efficient licensure and registration processes.</li> <li>2. Provide education about electronic licensure notification to employers, licensees, and registrants.</li> <li>3. Comply with state and federal laws, rules, procedures, and policies regarding Federal Bureau of Investigation (FBI) Criminal Background Checks (CHRC) required for licensure or registration.</li> <li>4. Monitor continued competency through licensure audits for continuing education and practice hours per Nurse Practices Act (NPA) and ND Administrative Code (NDAC).</li> <li>5. Collaborate with state and national entities to contribute licensure and registration data.</li> </ol>	<p>Provide notification related to licensure and registration renewal.</p> <p>Promote and monitor use of National Council of State Boards of Nursing (NCSBN) E-notify.</p> <p>Ensure compliance with ND Bureau of Criminal Investigations and FBI CHRC requirements and audits.</p> <p>Provide continuing nursing education approval of offerings which may be used to meet initial or continued competency.</p> <p>Conduct continuing education audits in collaboration with CE Broker.</p> <p>Participate in national and state data collection.</p>
<p>2. Ensure nursing education programs meet standards.</p>	<ol style="list-style-type: none"> <li>1. Monitor and evaluate prelicensure nursing education programs.</li> <li>2. Collect and evaluate data from approved nursing education programs.</li> <li>3. Monitor and review distance nursing education programs through recognition guidelines.</li> <li>4. Monitor and analyze trends and issues related to nursing education.</li> <li>5. Collaborate with state and national entities to contribute nursing education data.</li> </ol>	<p>Survey and evaluate approved nursing education programs, nurse refresher courses, and LPN Intravenous (IV) Therapy courses.</p> <p>Facilitate and evaluate the Nursing Education Program Survey Process.</p> <p>Facilitate and evaluate the distance nursing education recognition process.</p> <p>Monitor and facilitate use of the faculty developmental program rules.</p> <p>Facilitate the Nursing Education Committee (NEC).</p>

## Strategic Goal 1: Safety

Promote Public Protection through Licensure, Regulation of Nursing Practice, and Oversight of Nursing Education

Initiatives	Strategies	Operational Plan
		Participate in national and state data collection.
3. Maintain evidence-based comprehensive compliance processes.	<ol style="list-style-type: none"> <li>1. Implement and evaluate compliance and disciplinary processes related to licensure and practice.</li> <li>2. Monitor and analyze trends and issues related to investigative processes, disciplinary action procedures, and encumbrance monitoring programs.</li> <li>3. Collaborate with state and national entities to contribute disciplinary process and action data.</li> </ol>	<p>Facilitate and evaluate Compliance Division processes.</p> <p>Collect and evaluate data from Compliance Division related to investigative cases and disciplinary action.</p> <p>Participate in the national and state data collection.</p> <p>Report disciplinary actions to state and national databanks.</p>
4. Develop and support an Alternative to Discipline (ATD) program.	<ol style="list-style-type: none"> <li>1. Maintain a coordinator and standing committee to guide and oversee program implementation.</li> <li>2. Initiate policies and processes to implement and support an ATD program utilizing best practices.</li> <li>3. Collect and evaluate data and monitor trends.</li> </ol>	<p>Monitor progress and facilitate NDAC rule promulgation for ATD program.</p> <p>Provide outreach and education.</p> <p>Recruit at-risk nurses to participate in the program.</p> <p>Utilize tools for trend analysis to measure outcomes.</p>

## Strategic Goal 2: Engagement

Engage and Collaborate with Nurses, the Public, and Stakeholders through Communication, Education, and Leadership to Foster Trust and Promote Safe Nursing Practice

Initiatives	Strategies	Operational Plan
1. Enhance collaborative relationships.	<ol style="list-style-type: none"> <li>1. Provide educational outreach.</li> <li>2. Promote utilization of resources.</li> </ol>	<p>Participate in state and national initiatives and collaborate with stakeholders.</p> <p>Update and provide continuing education</p>

## Strategic Goal 2: Engagement

Engage and Collaborate with Nurses, the Public, and Stakeholders through Communication, Education, and Leadership to Foster Trust and Promote Safe Nursing Practice

Initiatives	Strategies	Operational Plan
	<ol style="list-style-type: none"> <li>3. Seek opportunities to network promote and facilitate the advancement of education for nurses.</li> </ol>	<p>presentations related to nursing regulation.</p> <p>Provide written or verbal reports to associations, committees, and stakeholders.</p> <p>Promote and facilitate the Nursing Education Loan (NEL) Program</p> <p>Review the nursing education loan program and consider revisions to align with NDAC.</p> <p>Approve contact hours for continuing education to meet initial and continued competency.</p> <p>Invite nurses and stakeholders to participate in public forums, volunteer for committee appointments and activate Advisory Panels as needed.</p>
<ol style="list-style-type: none"> <li>2. Develop and maintain a comprehensive communication platform.</li> </ol>	<ol style="list-style-type: none"> <li>1. Provide timely and relevant updates via various communication mediums.</li> <li>2. Implement cohesive communication design standards to enhance communication strategies.</li> <li>3. Analyze communication trends to broaden outreach efforts.</li> </ol>	<p>Share news and updates within website, newsletters, and social media.</p> <p>Publish communications and regulatory information in the quarterly ND Nurse Connection.</p> <p>Research and evaluate communication platforms for best practices.</p> <p>Redesign the website.</p>

### Strategic Goal 3: Agility

Proactively respond and Adapt to Evolving Healthcare Environments, Evidence-Based Practice Trends, and Legislative Policy and Initiatives by Transforming Regulatory Practice

Initiatives	Strategies	Operational Plan
<p>1. Reduce barriers in nursing regulation.</p>	<ol style="list-style-type: none"> <li>1. Promote a safe, competent, and mobile workforce.</li> <li>2. Monitor and analyze trends and issues in state and national nursing regulations.</li> <li>3. Collaborate with policy makers and agency officials to evaluate regulatory standards for efficiency and public safety.</li> <li>4. Align regulation to support current and evolving nursing and health care policy.</li> <li>5. Monitor legislation and provide education and data as evidence to support independent agency status.</li> </ol>	<p>Maintain membership in the Nurse Licensure Compact (NLC) and participate in state, national, and international nursing workforce initiatives.</p> <p>Finalize implementation of the APRN compact.</p> <p>Conduct ongoing review of the NPA and NDAC.</p> <p>Utilize a broad range of resources and stakeholders to shape regulatory decision-making.</p> <p>Participate in national and state data collection.</p> <p>Conduct ongoing assessment and dissemination of performance indicators.</p> <p>Facilitate and review practice division processes.</p> <p>Monitor legislation that impacts functioning or oversight of boards during the session.</p> <p>Provide testimony and educate legislators.</p>

### Strategic Goal 4: Quality

Strive for Organizational Excellence through Effective and Responsible Board Governance, Agency Management, and Customer Service

Initiatives	Strategies	Operational Plan
<p>1. Ensure sufficient budget to support current and future operations.</p>	<ol style="list-style-type: none"> <li>1. Monitor licensing statistics.</li> <li>2. Ongoing evaluation and forecasting of agency financial status.</li> <li>3. Monitor fiscal impact of compacts and initiatives.</li> </ol>	<p>Monthly reviews of financials and quarterly Board review.</p> <p>Annual Eide Bailey audit.</p>

## Strategic Goal 4: Quality

Strive for Organizational Excellence through Effective and Responsible Board Governance, Agency Management, and Customer Service

Initiatives	Strategies	Operational Plan
		<p>Facilitate the Finance Committee in making recommendations related to the annual budget and reserve funds.</p> <p>Establish a replacement plan to identify equipment that needs to be purchased, updated, or replaced to support new and existing technology.</p>
<p>2. Develop Succession plans to recruit and retain key board members and qualified agency staff.</p>	<ol style="list-style-type: none"> <li>1. Implement succession planning for Board members and agency staff positions.</li> <li>2. Monitor workloads and need for additional staff.</li> <li>3. Optimize orientation for new staff and appropriate education to enhance knowledge.</li> <li>4. Evaluate current orientation content and processes for new board members for needed change.</li> </ol>	<p>Annually review board member terms.</p> <p>Fill key positions in the agency with qualified staff.</p> <p>Create a sound orientation process for new employees that includes agency-wide orientation used consistently for all new staff.</p> <p>Create a sound orientation process for new board members.</p>
<p>3. Seek opportunities and promote leadership development of board members and agency staff.</p>	<ol style="list-style-type: none"> <li>1. Support leadership roles within and at the state, regional, and national levels.</li> <li>2. Promote growth and development of board members and staff.</li> <li>3. Maintain and evaluate the orientation process for new board members to include mentorship.</li> <li>4. Promote NDBON member role development.</li> </ol>	<p>Facilitate and support board members and staff attendance and active participation in meetings, committees, and initiatives at the state, regional, and national levels.</p> <p>Provide annual Retreat for continued training, education, and development of board members and staff.</p> <p>Facilitate new board member and staff orientation to include completion of orientation day, NCSBN resources, and mentorship.</p>

## Strategic Goal 4: Quality

Strive for Organizational Excellence through Effective and Responsible Board Governance, Agency Management, and Customer Service

Initiatives	Strategies	Operational Plan
<p>4. Support and promote a superior information technology infrastructure.</p>	<ol style="list-style-type: none"><li>1. Review and evaluate existing technology and explore ways to incorporate improvements.</li><li>2. Proactively monitor technology trends to bolster databases, forms, and the website to enhance operations and collaboration.</li><li>3. Strengthen, maintain, and enforce policies and infrastructure for data privacy and system security.</li><li>4. Develop processes for real-time sharing, updating, and processing of data with agency partners.</li><li>5. Implementation of the Optimal Regulatory Board System (ORBS).</li></ol>	<p>Ongoing evaluation of staff equipment needs.</p> <p>Ongoing assessment of IT system security and capabilities to align with industry best practices.</p> <p>Conduct ongoing security awareness training and updates for staff.</p> <p>Participate in technology and operational training at state and national levels.</p>