

Action Plan
Yellow Team
Group 1

<u>Team Strategic Direction</u>	<u>Measurable Objective</u>	<u>Action Plan:</u>	<u>Budget:</u>	<u>By when date:</u>	<u>Progress achieved</u>
<p>Highly educated nurses are prepared to fulfill evolving roles in a dynamic health care system, and nursing resources meet increasing health care demands.</p>	<p>A coalition of practice and education leaders and representatives agrees to a <u>statement on essential education needed to meet nurses' evolving roles</u> in a dynamic health care environment.</p>	<p>1) Identify current practice competencies for nurses from the practice environment perspective.</p>	<p>N/A</p>	<p>5/09</p>	<p>Summarized the OBN Workforce Survey completed in Dec. 2004. In the initial phase of developing a position statement to include concepts related to Need to be self- directive; Utilize evidence-based practices; Participate in effective communication/relationships; Facilitate interdisciplinary team work; maximize use of technology; and Recognize available resources and procedure to access. <i>Changed focus 11/08 in light of focus of other Yellow Team groups. Day of Dialogue w/ OONE scheduled for 10/31/0, 10am-2pm; Spring meeting of OLN/OCADN /Deans & Directors will continue the dialogue between service/education programs.</i></p>
		<p>2) Compare/contrast essential competencies from nursing education perspectives to determine what is common and what is unique to each.</p>	<p>N/A</p>	<p>2/09</p>	<p>Assumption is that all types of licensed nurses should be utilized fully in 2015 staffing plans. Comparisons will be made between/among "essentials" for all types of nursing education programs.</p>
		<p>3) Establish <u>principles for core curricula for each type of nursing education</u> and recommend implementation across Ohio programs.</p>	<p>N/A</p>	<p>5/10</p>	<p>Note: Will work across 2009-2010 utilizing collaborative workgroups from Action Plan Steps #1 and #2 above.</p>

Yellow Team
Action Plan October, 2008
Group 2

<u>Team Strategic Direction</u>	<u>Measurable Objective</u>	<u>Action Plan:</u>	<u>Budget:</u>	<u>By when date:</u>	<u>Progress achieved</u>
Highly educated nurses are prepared to fulfill evolving roles in a dynamic health care system, and nursing resources meet increasing health care demands.	By 2015, at least 50% of practicing RNs will have a BSN or higher degree. (Per 2006 OBN data, approximately 35% of practicing RNs have a BSN or higher).	1) Post a user's guide to RN-BSN & RN-MSN programs on Ohio Center for Nursing website.	N/A	1/09	Elements of information to be included determined. Table prepared & submitted to Yellow Team leaders for 11/08 meeting.
		2) Post suggested "Questions to Ask When Selecting an RN/B or RN/M Program" on Ohio Center for Nursing website.	N/A	1/09	First draft of "Questions to Ask" prepared.
		3) Determine how the documents developed in #1 & 2 will be marketed, monitored and updated.	?	?	None as of 10/08
		4) Identify barriers to the BSN or higher degree for registered nurses.	N/A	?	5/08 meeting – some discussion of barriers among team members. Systematic collection of data on this topic is needed.
		5) Identify the value of BSN or higher degree on nursing careers and patient outcomes.	N/A	?	5/08 – initial review of literature done to assess patient outcomes of BSN-prepared nurses. Some evidence found the BSN improves patient outcomes but further research is needed. Suggested strategies included: 1) Explore possible collaboration with Ohio Hospital Association regarding nursing outcomes research via secondary data analysis of existing data. 2) Encourage doctoral students in Ohio nursing education programs to study the influence of nursing educational level on outcomes.

**Nursing 2015 Initiative
Team Progress Report**

Yellow Team Strategic Direction: Highly educated nurses are prepared to fulfill evolving roles in a dynamic health care system, and nursing resources meet increasing health care demands.

Team Name: Yellow Team – Group 3 Measurable Objective: Establish a strategic plan that will equip Ohio nurses with the competencies and skills to enable them to be effective leaders external and internal to the profession.

Action Plan	Budget	By When Date	Progress Achieved
1. Develop a white paper that discusses leadership in and for nursing.		1. In process of development.	
2. Nursing education programs shall continue meeting and maintaining skills and competencies defined by professional nursing and higher education accreditation associations.	2. Costs are part of individual school's budgets.	2. Ongoing according to accreditation cycles.	2. Continuously maintains approval and accreditation status.
3. Organizational leaders who employ nurses will support and provide incentives for advanced degrees and nursing certifications pertinent to their health care delivery systems.	3. Tuition, professional meeting expenses, and salary differentials will be reflected in personnel policies of the health care delivery system.	3a. Personnel policies will be reviewed by organizations who employ nurses and include nursing leadership input. 3b. Include workplace incentive questions on OBN Nursing Workplace Surveys in collaboration with the Group of Twenty.	3. Through analysis of survey results.
4. Organizations that employ nurses will offer C.E. programs on the topic of leadership development.	4. Annual organization's budgets.	4. Immediate and ongoing.	4. OBN requires approvers to maintain records of leadership offerings and results will periodically be reported in the "Momentum" publication.

<p>5. The nurse's role in the interdisciplinary process is recognized and valued.</p>	<p>5. Costs shall be incorporated in health care delivery budgets to support meeting time and program participation.</p>	<p>5. Ongoing.</p>	<p>5. Audits of patient outcomes reflect nursing input.</p>
<p>6. Policy development, shall be an essential component of nursing curricula.</p>	<p>6. No direct cost.</p>	<p>6 Annual curriculum review will note policy learning activities.</p>	<p>6. Professional accreditation will require policy learning activities (see # 2 for schedule).</p>
<p>7. Nurses will engage in research activities appropriate to their educational level.</p>	<p>7. Grants and/or health care system policies will support research activities.</p>	<p>7. A yearly report will be provided to the granting body and to the ONA Confidential Survey.</p>	<p>7. The amount of research activity will increase by at least 5% yearly.</p>