THE FUTURE OF NURSING:
TRANSFORMING EDUCATION

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SESSION OVERVIEW

Identify changes necessary in nursing education that will better prepare and enable nurses to lead and advance changes in healthcare.

Recognize strategies and techniques that are currently being utilized to transform nursing education.

Provide nurses with information about steps necessary to prepare and enable nurses to lead change to advance health.
Nurses should practice to the full extent of their education and training.

Nurses should achieve higher levels of education and training through an improved education system that promotes seamless academic progression.

Nurses should be full partners, with physicians and other health care professionals, in redesigning health care in the United States.

Effective workforce planning and policy making require better data collection and information infrastructure.
RECOMMENDATIONS
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• Remove scope-of-practice barriers
• Expand opportunities for nurses to lead and diffuse collaborative improvement efforts.
• Implement nurse residency programs
• Increase the proportion of nurses with a baccalaureate degree to 80 percent by 2020.
• Double the number of nurses with a doctorate by 2020
• Ensure that nurses engage in lifelong learning
• Prepare and enable nurses to lead change to advance health
• Build an infrastructure for the collection and analysis of interprofessional health care workforce data.
IMPLEMENTATION
CAMPAIGN FOR ACTION: ACTION COALITIONS
Advancing Education Transformation

Removing Barriers to Practice and Care

Nursing Leadership

CAMPAIGN FOR ACTION

Interprofessional Collaboration

Diversity

DATA
YOUR ACTION COALITION? THEIR GOALS?

INDIANA ACTION COALITION
(CENTER FOR NURSING + AHEC)

GOALS

- Patient Safety (IPE Teams)
- Nursing Practice (Reimbursement issues)
- IPE (Simulation curriculum)
- Nursing Education (Statewide plan for seamless academic progression)
IMPLEMENTING RECOMMENDATIONS SPECIFIC TO NURSING EDUCATION
NURSE RESIDENCY PROGRAMS
IMPROVING TRANSITION TO PRACTICE
Why Residency Programs?

Newly licensed RNs unprepared for complexity and acuity; limited experience, lack of confidence

Residency as recruitment strategy

Improved transition to practice results in retention; decreased costs; improved nurse confidence and satisfaction; quality care
WHAT ARE NURSE RESIDENCY PROGRAMS?

12 Month programs
Structured Curricula (UHSC/AACN)
Precepted Clinical practice
Develop thinking and decision making skills
Leadership development
Professional role development
Regular meetings
STRATEGIES OF NRP

Case studies
Discussion
Clinical Rounds
EBP projects/papers
Partnerships with academic institution
...academic credit RN-BSN
NEXT STEPS: NURSE RESIDENCY PROGRAMS

• Accreditation
• Funding
• Develop for specialty practice, geriatrics, critical care
• Continue to evaluate
STRATEGIES FOR IMPROVING TRANSITION TO PRACTICE: REDESIGNED ORIENTATION PROGRAMS

• Collaborative Support Model (Kramer et al)
• Revised and longer orientation programs
INCREASE BSN TO 80% BY 2020
Why Increase number of BSN Prepared Nurses?

Association between educational level and patient outcomes

Broader knowledge base; quality and safety

Provides foundation for advanced degrees
STRATEGIES FOR INCREASING ENROLLMENTS IN BSN PROGRAMS:
COMMUNITY COLLEGES AWARD BSN DEGREE

- Partnerships with baccalaureate programs
- Community college awarding BSN degrees
- Convenience for student
STRATEGIES FOR INCREASING ENROLLMENTS IN BSN PROGRAMS: DUAL ENROLLMENT

- Students in ASN program admitted to BSN at same time
- Curricula are streamlined
- BSN program holds space for ASN grads
- ASN grads can be employed
- High expectations set
- Partnerships among schools
STRATEGIES FOR INCREASING ENROLLMENTS IN BSN PROGRAMS: STATEWIDE/SHARED CURRICULA

- Oregon model—8 community colleges and OHSU
- New Mexico: uniform curriculum, shared faculty pool
- Regional partnerships
- Indiana University – statewide RN-BSN program
STRATEGIES FOR INCREASING ENROLLMENTS IN BSN PROGRAMS: ACCELERATED PROGRAMS

- Recruit students with BSN degrees
- Streamline the curriculum
NEXT STEPS TO INCREASE # OF BSN

- Seek funding for academic program/curriculum development
- Advocate for agency tuition support (savings in less turnover, improved quality)
- Increase/recognize number of agencies who hire only BSN grads
- Remove disincentives/barriers for ASN grads to seek advanced degrees
- Clarify roles in educational preparation; make visible relevance of BSN; clinical ladders based on education
DOUBLE NUMBERS OF DOCTORALLY PREPARED NURSES
Why double number of doctorally prepared nurses?

Nurses will need advanced skills in care management, interdisciplinary teamwork, leadership and decision making.

Acute need for faculty

Significant role for APNs in primary health care systems and interprofessional practice.
STRATEGIES FOR DOUBLING # OF DOCTORALLY PREPARED NURSES: **DIRECT ENTRY**

- BSN-PhD/DNP
- MSN-PhD/DNP
STRATEGIES FOR DOUBLING # OF DOCTORALLY PREPARED NURSES: DUAL ADMISSION

- Student admitted to MSN and Doctoral program at same time
- Curricula aligned
- Assignments prepare students for doctoral level work
- Faculty collaborate
NEXT STEPS TO INCREASE NURSES WITH PHD/ DNP

✓ Better data collection of numbers of graduates
✓ Improve funding—Jonas Scholars
✓ Monitor student progress and graduation
✓ Streamline curricula
✓ Dual DNP/PhD degrees or shared courses
ENGAGE IN LIFELONG LEARNING
Why Engage in Lifelong Learning?

- Knowledge explosion
- New practice models
- Need to demonstrate competence
STRATEGIES TO PROMOTE ENGAGEMENT IN LIFELONG LEARNING: COMPETENCY FOCUS

- Move to outcomes
- Develop competency assessments – focus on individual, team, and system
- Encourage certification
- Should we have mandatory LL in all states???
- Establish reward systems
STRATEGIES TO PROMOTE ENGAGEMENT IN LIFELONG LEARNING: IPE

• New frameworks for care require new frameworks for LL
• Team based care is becoming the norm
• Multidisciplinary learning: profession specific vs. interprofessional
• Focus on team work; efficient, seamless care; cost containment
LIFELONG LEARNING: NEXT STEPS

• Use evidence-based education practices
• Use technology
• Develop just-in-time learning; on demand; flipped classrooms
• Decrease time for diffusion of best practices
• Prepare more staff educators; more certified educators
• Develop new measures to assess impact of LL
• Changing accreditation standards to account for IIPE
INTERPROFESSIONAL EDUCATION, PRACTICE AND RESEARCH
Why Interprofessional Collaboration?

- Improved quality and patient safety
- Team-based care and improved patient satisfaction
- Respect for roles and contributions to patient care
STRATEGIES TO DEVELOP IPE/IPP/IPR: CURRICULUM TRANSFORMATION

- Transformation vs. revision
- Standards
- Continuous IPE....pre-licensure and post
IPE/IPP/IPR: NEXT STEPS

- Curricular changes
- Collaborative planning
- Team training and LL
- Diffuse IPE into community settings
- Implement IPE competencies
- Develop best practices
- Evaluation and evidence
LEADING CHANGE TO ADVANCE HEALTH

A LA KOZUES AND POSNER (2007)
Why nurses should lead change

Nurses are patient advocates

Nurses are well positioned in health care organizations to lead

You have attended STTI Leadership Institute!
HOW TO LEAD: MODEL THE WAY

• You are a leader; nurses are most trusted professionals
• Create expectations for innovation
• Become visible
• Serve on committees, participate in conversations
• Learn to collaborate
• Learn to support, not sabotage to make a better future
HOW TO LEAD: INSPIRE A SHARED VISION

• Join planning groups to develop the vision at local, state, national levels
• Understand the vision
• Support the vision
HOW TO LEAD: CHALLENGE THE PROCESS

- Search for opportunities....take the lead
- Start with small steps with likely positive results
- Don’t accept norm and status quo
- Seek support from others
- Seek funding...many opportunities
HOW TO LEAD: ENABLE OTHERS TO ACT

- Empower colleagues
- Collaborate; seek partnerships
- Share resources
HOW TO LEAD: ENCOURAGE THE HEART

• Expect and celebrate success
• Create conditions for success
• Understand individual and group values and lead to provide social support for change
LEADERSHIP IS FOR EVERYONE

- Nurses can continue their education and develop their leadership skills.
- Nursing associations can provide leadership development, mentoring programs.
- Nursing education programs can integrate leadership theory and business practices across the curriculum.
- Public, private, and governmental health care decision makers should include nurses on boards and in leadership positions.
A PERSONAL ACTION COALITION

WHAT CAN YOU DO?
YOUR PLAN?
The Future of Nursing: Focus on Education


Future of Nursing Web Site http://thefutureofnursing.org/

FON Campaign for Action Web Site http://thefutureofnursing.org/about


REFERENCES

Nurse Residency Programs http://www.aacn.nche.edu/education-resources/nurse-residency-program

THANK YOU

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