

# 2019 NCSBN ANNUAL MEETING

CHICAGO · AUG. 21-23, 2019



# Strategic Plan of Fiscal Years 2020-2022

Sequence of Next Steps

Julie George, President



# Role of Delegate Assembly

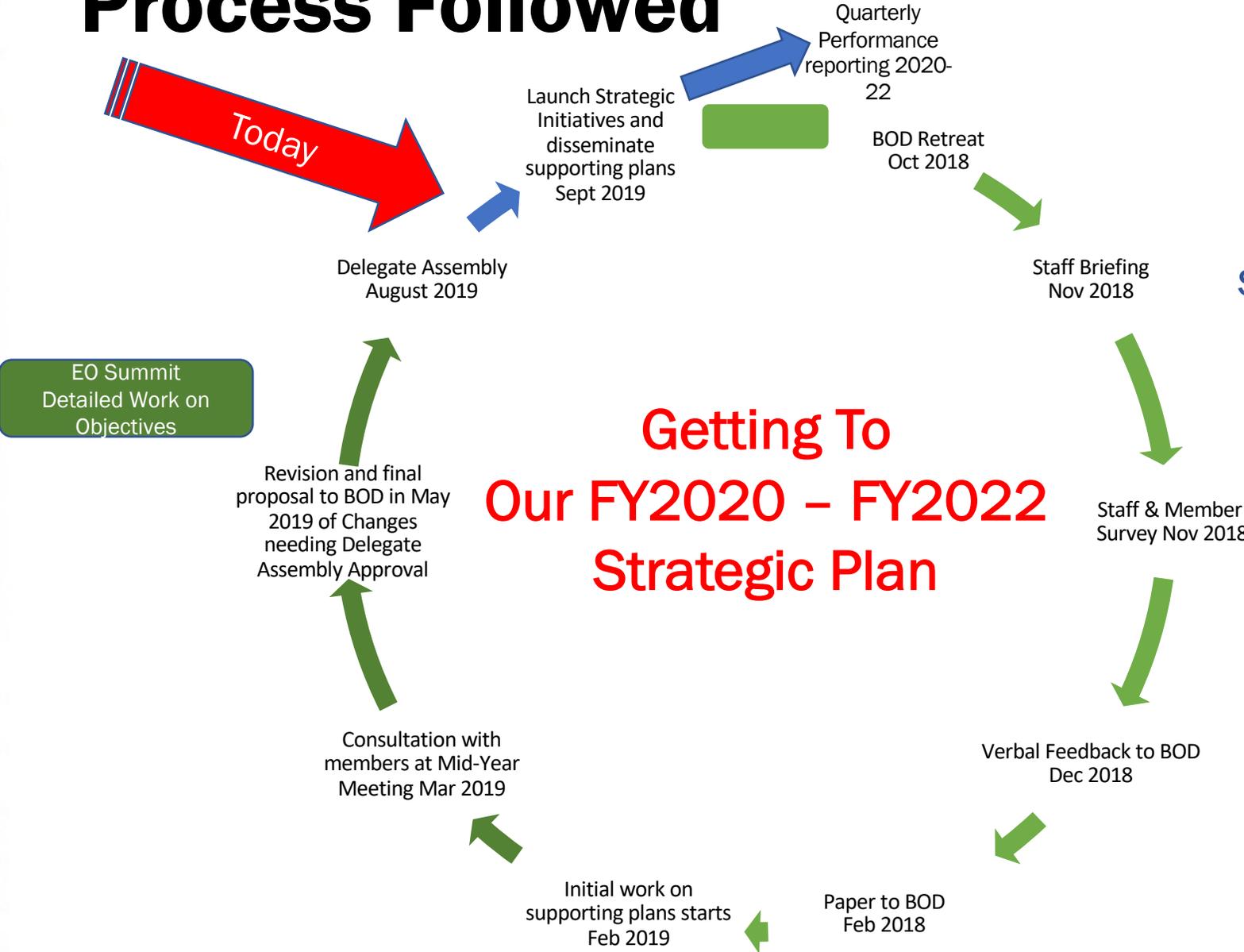
## ☐ Article IV

### Delegate Assembly

#### ☐ Section 3. Authority.

The Delegate Assembly, the membership body of the NCSBN, shall provide direction for the NCSBN through resolutions and enactments, including adoption of the mission and strategic initiatives, at any Annual Meeting or special session.

# Process Followed



## Getting To Our FY2020 – FY2022 Strategic Plan

### Supporting Plans

- Operational Plan (Department Leads)
- Communications Plan (Marketing & Communications)
- Policy Plan (Chiefs and Government Affairs)
- Resources Plan (Finance & Human

Staff Work

# NCSBN – Celebrating Our Golden Anniversary

## What Do We Want to Achieve?

- Boards of nursing (BON) are consistently ranked as the top performing regulatory boards nationally and internationally
- BONs are globally known for their implementation of contemporary regulatory excellence practices
- NCSBN plays a major normative role in global license portability
- Nursys® Gen 3.0 has informed and is in compliance with the new ISO standard on professional regulatory data and license portability
- Nurse regulatory policy is informed by a robust body of research evidence

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# At Mid-Year and Through Consultation

- Overwhelming support for the changes & suggested objectives
- All objectives judged as import or extremely important
- Need to streamline suggested objectives to reduce overlaps e.g. several relate to APRN
- Suggested that more focused work on how regulators deal with Certified Nurse Aids
- Editorial changes to the narrative and rationale for the strategic initiatives
- Need for operational, communication, resource, policy plans
- Need for timelines and measurable objectives (Performance Metrics & Reporting)

# Recapping the Discussion – Purpose

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## ○ No Change

- (Articles of Incorporation) ARTICLE III “*Educational and charitable purposes including the lessening of the burdens of government by providing an organization through which Boards of Nursing act on matters of common interest and concern affecting the public health, safety, and welfare including the development of licensing examinations in nursing.*”
- (Bylaws) ARTICLE 2 Section 1 “*The purpose of the NCSBN is to provide an organization through which jurisdictional boards of nursing act and counsel together on matters of common interest and concern affecting the public health, safety and welfare, including the development of licensing examinations in nursing that are valid, reliable, and legally defensible and in compliance with professionally accepted psychometric standards.*”

## ○ Rationale

- The wording of the articles of incorporation and the bylaws are still relevant to today’s changing context.
- They are congruent with the missions of the Boards of Nursing, broadly drawn and sufficiently flexible to enable us to address the proposed strategic initiatives and the suggested objectives

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# Values

## ○ No Change

- **Collaboration** (*Forging solutions through respect, diversity, and collective strength of all stakeholders*)
- **Excellence** (*Striving to be and do the best*)
- **Innovation** (*Embracing change as an opportunity to better all organizational endeavors and turning new ideas into action*)
- **Integrity** (*Doing the right thing for the right reason through honest, informed, open and ethical dialogue*)
- **Transparency** (*demonstrating and expecting openness, clear communication, and accountability of processes and outcomes*)

## ○ Rationale

- These values are aligned with the findings of the Regulation 2030 report and congruent with the need to address the criticism being levied against occupational licensure

# Mission

## ○ Current & Proposed Text

- **Current** – “NCSBN provides education, services and research through collaborative leadership to promote evidence-based regulatory excellence for patient safety and public protection.”
- **Proposed** – “NCSBN empowers and supports nursing regulators in their mandate to protect the public.”

## ○ Rationale

- The BOD felt the current mission statement lacked precision and is repetitious of the purpose statements in the Articles of Incorporation and Bylaws.
- According to Merriam-Webster Dictionary a *mission statement* emphasizes an organizations ongoing commitment to meeting the needs of the community it serves.

UPDATED

# Vision

## ○ **Current & Proposed Text**

- **Current** – “Advance regulatory excellence worldwide”
- **Proposed** – *“Leading regulatory excellence worldwide.”*

## ○ **Rationale**

- The current vision was implemented a decade ago and has driven us towards advancing regulatory excellence worldwide.
- As an organization consisting of 27% of all nurse regulatory jurisdictions in the world, with increased use of transnational telehealth, we need to set a challenging by achievable vision to pursue as we move towards our golden anniversary

# Strategic Initiative A

## ○ Proposed change

- It is proposed to orientate the first strategic initiative away from envisioning change towards the nibble pursuit of public safety orientated contemporary regulatory systems –

- *“Promote agile regulatory systems for relevance and responsiveness to change.”*

## ○ Rationale

- Having made good progress on setting direction through the production of the Regulation 2030 report and due to increased scrutiny of occupational licensure agile change to pursue contemporary regulatory systems is needed.
- Three of the strategic initiatives as set by the delegate assembly in FY16 remain relevant to the next three year cycle however the explanatory narrative and supporting rationales will need some updating

# Next Steps

- Vote on changes – this meeting
- Invite members to develop and then work on the Objectives – commencing October 1st 2019 and extending through Sept 2022

# For Information

- Consolidated the **18** draft objectives identified and shared during Mid-Year down to **11** objectives
- Each objective will have co-created expected outcomes that will be judged through the successful production of a range of outputs, developed through collaborative actions and underpinned by required resources



**PLAY VIDEO**  
**(video made available August**  
**9)**

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# Questions or Comments?

# Direction

## Vision

### Leading Regulatory Excellence Worldwide

#### Strategic Initiatives

#### Narrative

#### Rationale

**A:** Promote agile regulatory systems for relevance and responsiveness to change.

*NCSBN's purpose, vision and mission all focus on the pursuit of excellence in public protection through supporting and empowering its members. With this in mind and recognizing the fast pace of change occurring in the health sector environment as well as demands from governments to reform occupational licensure, NCSBN needs to be on the cutting edge of evidence-based change and contemporary regulatory systems development. Through NCSBN's membership we cover more than 27% of jurisdictions in the world and as such we need to be a thought leader, fully supportive and committed to the optimal delivery of jurisdiction-based, evidence-informed regulation. NCSBN must reach out and collaborate with stakeholders so as to maximize the adoption of contemporary regulatory processes.*

- Increased demands for occupational licensure reform that is proportionate to risk and responsive to fast-paced change
- NCSBN has produced the Regulation 2030 roadmap offering clarity over the trends to be addressed and these need to be pursued if public safety is to be assured.
- Changing population demographics, health care needs, artificial intelligence, technology and increased mobility all demand regulators work together in new ways.

**B:** Champion regulatory solutions to address borderless health care delivery.

*NCSBN and has been a leader in the development of solutions to support borderless health care through its work on the nurse licensure compact. The use of technology and increased consulting and education across jurisdictional borders requires further focus on this critical regulatory challenge to the provision of safe patient care and remote access to services. Being cognizant of the legislative process, keeping an eye on current and emerging issues, as well as knowledgeable of where and how regulators can get involved will help accelerate the achievement of desired results for boards of nursing and public protection.*

- Increased interest in trade agreements and the use of remote healthcare delivery.
- Need for agreed principles or global standards for nursing licensure and telehealth practice.
- Increased demands for access to affordable safe services.
- increased mobility of nurses and new models of nurse-led services.

**C:** Expand the active engagement and leadership potential of all members.

*NCSBN's success in achieving its vision, mission and objectives is directly proportionate to the active engagement and leadership of our members. NCSBN is committed to developing programs and services that supports BON performance and facilitate sharing of best practice, mentoring of talent and diffusion of expertise. This initiative will concentrate on; exploring structured methods for planning; addressing the specific needs of executive officers, staff and board members; embracing and responding to generational changes in nursing regulation; and leveraging the role of the regulator in complex interdependent systems that collectively secure public safety.*

- Need to equip members with the knowledge and skills necessary to articulate the benefits of occupational licensing.
- Increase number of potential candidates for staff and governance roles.
- Specific and targeted education toward competencies required to be an efficient effective and progressive regulator.
- Deal with increased scrutiny and consequences of the financially challenging and publicly accountable governance environment.

**D:** Pioneer competency assessments to support the future of health care and the advancement of regulatory excellence.

*NCSBN is dedicated to providing state-of-the-art competency assessments that are psychometrically sound, secure and legally defensible but in today's world they also need to provide fidelity. Maintaining the industry benchmark for consistency and value, and defining its future development and application requires a team effort. Areas of focus include further enhancing precision of measurement, optimizing ease of delivery of the NCLEX® to candidates through the use of technologies as well as exploring alternative usages of exam items.*

- Technology will continue to increase in power capability and fidelity. Interoperability, data security and big data analytics will feature more prominently in proportionate risk-based regulatory systems.
- Initial and continuing competence requirements in order to uphold public safety will remain a priority
- increased need for mechanisms to calibrate competence of nurses across jurisdictions



#### Foundation



#### Core Values

Collaboration

Excellence

Innovation

Integrity

Transparency

#### Mission

NCSBN empowers and supports nursing regulators in their mandate to protect the public