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Fostering Innovation in Nursing Education: The Regulatory Perspective

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National Student Nurses' Association, November, 2009



Mission

The National Council of State Boards of Nursing (NCSBN), composed of Member Boards, provides leadership to advance regulatory excellence for public protection.



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Resources for Educators:

- www.ncsbn.org
 - Education Papers & Toolkits
 - NCLEX pages
 - Research and Data
- Journal of Nursing Regulation
- NCSBN grants
- “Leader to Leader”
- nspector@ncsbn.org



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Call for Innovations in Nursing Education

- Complexities in health care
- National focus on patient safety
- 2003 IOM report
- 2009 Carnegie report on nursing education



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Nursing Management, March 2008:

“The Nursing Shortage: Where We Stand”

- Clarke & Cheung

Nursing Education→Now:→Enrollments
Maximized

Future: “heavy pressure for innovations to
increasing ‘production’ of new graduates”



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NCSBN's Initiative on Innovation

- March 25, 2008: NCSBN invited practice, education & regulation to a roundtable



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NCSBN's Initiative on Innovation

- Questions to participants
 - What and how do we teach best and who should teach it?
 - Evidence to support policies, regulations?
 - How can we best prepare our graduates in these uncertain times?



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NCSBN's Innovation Roundtable

- Regulatory, education, practice and student barriers were all discussed
- How do we maintain quality, while promoting innovation?
- Future vision?



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Faculty Qualifications Committee

- Hosted conference March 26, 2008
 - Exemplars of innovative nursing education presented
 - Much discussion about innovations and how education and regulation can foster



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Faculty Qualifications Committee

Model Education Rule Recommendations:

- Based on literature review and the evidence, strengthened qualifications: Minimum of MSN for PN and RN programs.
 - Full report is available on Web site



Faculty Qualifications Committee

Also recommended:

- Collaborative teaching with those with graduate degrees in related professions (BSN educated faculty for PNs)
- Boards of Nursing are encouraged to collaborate with educators to foster innovation in nursing education.



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2008-09 Innovations in Education Regulation Committee

- 1) Identify real and perceived regulatory barriers.
- 2) Develop a regulatory model for innovative education proposals.



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Definition of Innovation

Innovation – OED = etymology from Latin *in*

+*novare*: “to make new”

Regulatory perspective:

“To change into something new”, but no
relationship to “making it better”



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One Innovation that Failed



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Reasons Edsel Failed: Sound Familiar?

- Some said poor quality
- “Same old, same old”
- Priced too high
- Consumers didn’t understand what it was supposed to be
- Overblown hype
- Not visionary, either in design or for the changing times



Literature Review

Detailed report that includes:

- Calls for innovation
- Faculty are innovating (Ironsides & Valiga, 2007)
- Literature reports myriad innovations



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Literature Review

Barriers reported

- Higher Education (Bellack, 2008; Coonan, 2008)
- Practice (Unterschuetz, 2008)
- State and Federal Policy Makers (Coonan, 2008)
- Regulation (Dreher, 2008)



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Literature Review

- Risk-to-Benefit ratio (Hargreaves, 2008)
- Implementing Innovations (Murray, 2007; Rogers, 2003)
- The Future of Innovations (Tanner, 2008; Benner, in press)



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Definitions

- Innovation - A dynamic, systematic process that envisions new approaches to nursing education.
- Regulatory barrier - Real or perceived regulatory parameters that hinder innovation in nursing education.



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Developed Premises

- 11 Premises (see www.ncsbn.org)
 - Such as:
 - Quality can be maintained amidst innovative changes.
 - Regulation criteria for nursing programs should reflect minimum requirements and be the least burdensome criteria consistent with public protection.



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Collaborative Conference Call

Held Conference Call with Education Organizations:

- AACN
- CCNE
- NAPNES
- NLN
- NLNAC



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Collaborative Conference Call

Examples of Themes from Call:

- Communication issues
- Simulation replacing clinical experiences
- Distance learning questions
- Faculty qualifications

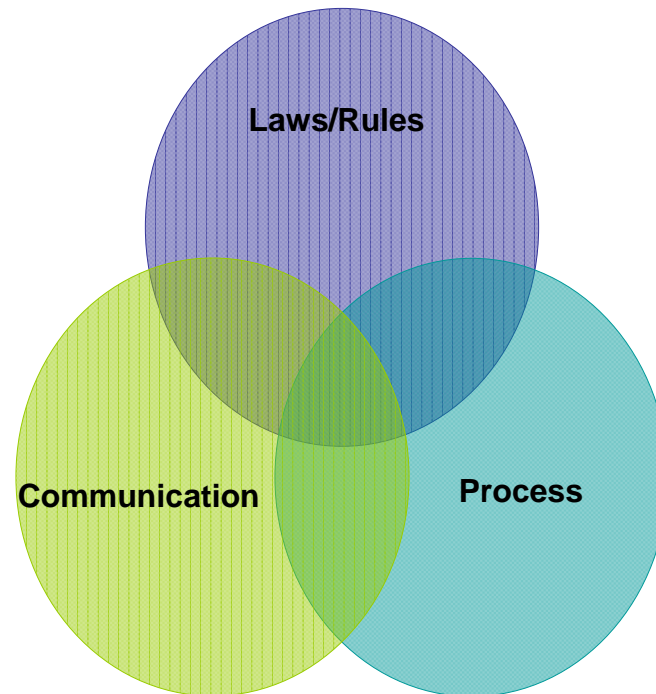
❖ Generally were grateful to be included



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Model for Describing Regulatory Influences



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Handouts for Distribution

- Flyer for BONs with recommendations for fostering innovations
- Flyer for BONs to distribute to educators to begin dialogue on innovations



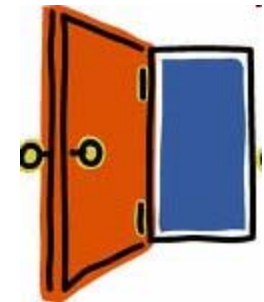
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Model Rules

Developed model rules for fostering innovations for membership to consider:

- Open doors for educators to develop innovations
- Way of building knowledge for quality innovations
- Maintain core quality indicators for public protection



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Essentials of the model rules

- Practice Act: Provision for innovative approaches in nursing education programs.
- Rules: The Board shall, by administrative rule, identify the process for implementing innovative approaches in nursing education programs.



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Essentials of the Model Rules

Operational definition of an innovative approach:

A creative nursing education strategy that departs from the current rule structure and requires Board approval for implementation.



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Purposes of the Model Rules

- 1) To foster innovative models of nursing education to address the changing needs in health care.
- 2) To assure that innovative approaches are conducted in a manner consistent with the Board's role of protecting the public.
- 3) To assure that innovative approaches conform to the quality outcome standards and core education criteria established by the Board.



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Eligibility Criteria:

Because the mission of the Boards is to protect the public:

1. The nursing education program shall hold full Board approval without conditions.
2. There are no substantiated complaints in the past 2 years.
3. There are no rule violations in the past 2 years.

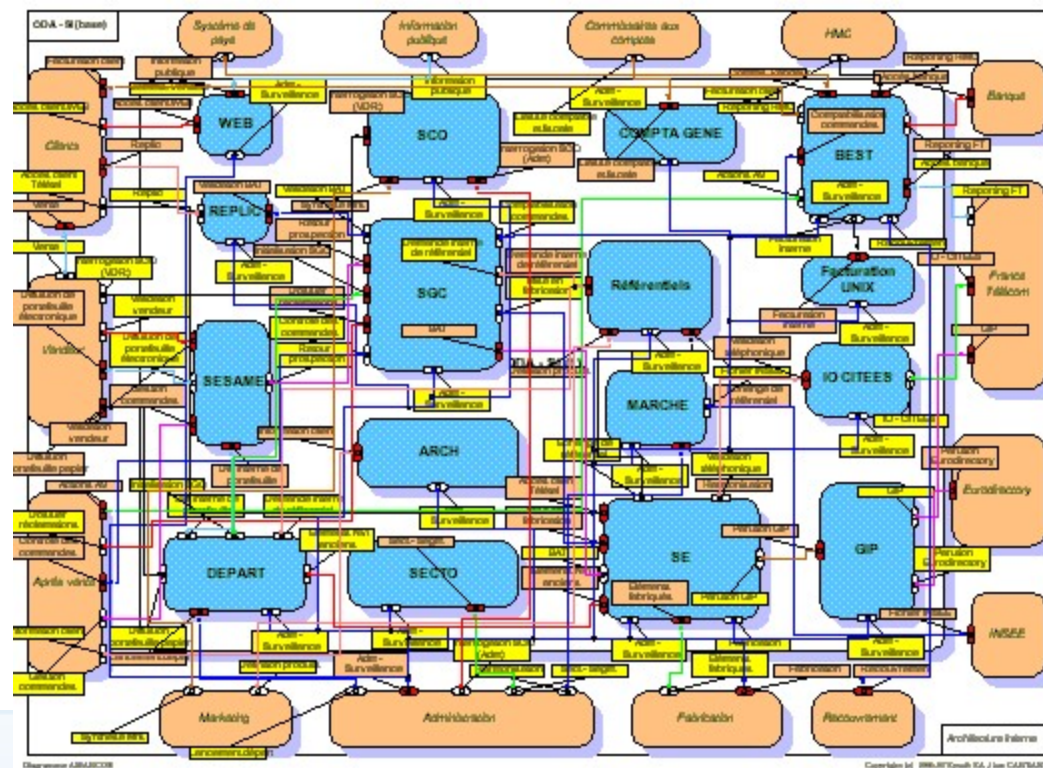


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Application

Keep it simple!



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Application

- Specifics provided
- 1-page executive summary
- Jurisdiction decides # of pages
(educators suggest limiting to 10)



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Seven Standards for Approval

- Key: *The innovative approach will not compromise the quality of education or safe practice of students.*
- Must submit evaluation plan



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Review of Application and Board Action

- Must meet standards of approval and eligibility criteria
- Board may limit numbers, based on resources



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Periodic Evaluation

- Describes ongoing evaluation
- Discusses remedies for students who might be adversely affected



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Request for Continuation

Continued approval may be sought if the innovative approach has achieved desired outcomes, has not compromised public protection, and is consistent with core nursing education criteria.



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Concerns Voiced

- Limiting numbers of applications
- “Our rules are already flexible enough”



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Boards Can Adapt

- Some Boards may not need to incorporate these because the current rules are flexible and allow for innovation, but others would like a template for fostering innovations.
- May adapt these to meet individual state and territory needs.



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August, 2009, Delegate Assembly

Model Rules Passed Unanimously!



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Other Recommendations

NCSBN will create a Web site to serve as a clearinghouse (Innovations Toolkit):

- Report on our work
- Handouts for faculty and BONs
- Video-clips from conference
- Wiki for education consultants to post innovations



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Innovations Toolkit

Links:

Texas BON Innovations:

<http://www.bon.state.tx.us/nursingeducation/innovative.html>

California Innovations:

<http://www.cinhc.org/programs/documents/Compendium.pdf>

AHRQ Web site:

<http://www.innovations.ahrq.gov/resources/resources.aspx>



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Plans for Dissemination

NCSBN will disseminate the information in NCSBN's new journal, in *Leader to Leader*, and in *Council Connector*, etc., for the purpose of encouraging innovative approaches.



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Other Recommendations

NCSBN will establish a plan to evaluate whether Boards of Nursing have adopted the innovation model rules and whether they have been effective in fostering innovations in nursing education.



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Summary

Now is the ideal time for regulation to collaborate with educators, practice, and accreditors to transform nursing education.



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“The two most important requirements for major success are: first, being in the right place at the right time, and second, doing something about it.”

~ Ray Kroc



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