

Nebraska SIP 3 Workplan
Developing Leadership & Advancing Education through Strategic Collaboration Focused on Diversity

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Areas of Focus: Education/Leadership/Diversity

Project Goal #1: Increase the percentage of nurses with a baccalaureate degree, including improved participation of traditionally under-represented groups.

Objectives	Action Steps	Target Date	Responsible Person	Deliverables 18 mo	Deliverables 24 mo
Implement the previously developed statewide competency-based model for all nursing program levels that promotes seamless nursing academic progression	Content				
	1. Build consensus on foundational content and what <i>seamless</i> means for NE schools.	Q2 2015	Marilyn V, Aubray O., Liane C./Education Team	All Nebraska undergraduate level nursing curricula aligned with the five core competencies using SIP1 and SIP3 gap analyses data.	Agreement by 75% of NANDD undergraduate program members to implement the statewide seamless competency-based progression model.
	2. Analyze baseline data from all NE nursing schools r/t to prerequisite content & admission & progression requirements	Q2 2015	Education Team	Policies and processes established, based on the SIP1 expanded pilot best practices, to implement a consensus-based statewide format for awarding credit for prior learning.	Agreement by 75% of NANDD program members to implement the consensus-based statewide format for awarding credit for prior content.
	3. Align prerequisite content and admission & progression requirements across all NE nursing schools.	Q4 2015	Education Team		
	Gap Analysis Gap analysis of AD/LP program competencies with 5 core competencies (12m)	Q2 2015	Education Team		Percentage of Nebraska RNs age 20-50 with a BSN will increase by 10%.
	SIP 1 Model Validation Process				
1. Establish inter-rater reliability of student competency assessments across the six schools in the expanded SIP 1 pilot study.	Q2 2015	Education Team			
2. Develop best practices among expanded pilot schools for awarding credit for prior learning.	Q2 2016	Education Team			

Expand SIP1 strategies to advance nursing education and remediate diversity gaps in NE BSN student enrollment and BSN workforce.	<p>Regional Action Plan</p> <ol style="list-style-type: none"> 1. Use diversity data from State Board on student enrollments & workforce to establish SIP3 baseline. 2. Build upon SIP 1 public and employer support of BSN education, including statewide network of Champion Employers of nursing. 3. Share SIP1 White Paper & best practices for recruitment & retention of an educated diverse nurse force with statewide multi-sector stakeholders. 4. Engage education stakeholders who influence administrative policies (i.e. Presidents, VPAA, financial aid, scholarships, & academic support) that impact students advancing their education. <p>Diversity Toolkit</p> <ol style="list-style-type: none"> 1. Incorporate CCNA recruitment & retention best practices into the SIP1 Toolkit. 2. Develop a marketing campaign that engages multi-sector stakeholders to advance nursing education and increasing nursing workforce 3. Market SIP3 Diversity Toolkit to statewide multi-sector stakeholders. 	Q1 2015	Education Team/Diversity Taskforce	Action plan developed to advance BSN education and increase nursing workforce diversity for each NAC region based on input from the expanded statewide multi-sector stakeholder groups.	Each NAC area publishes a regional action plan on the NAC website to advance BSN education and increase workforce diversity.		
		Q1-4 2015/ Q1-4 2016	Education Team/Practice Team				
		Q1-2 2015	Education Team/Practice Team				
		Q4 2015	Education Team/Practice Team				
		Q2-3 2015	Diversity Taskforce			SIP3 Diversity Toolkit that provides best practices for education and workforce recruitment and retention disseminated to all NAC regions.	
		Q4 2015	Diversity Taskforce				Regional action plans reflect best practices from the Diversity Toolkit.
		Q3 2015 Q3 2016	Diversity Taskforce				Ethnic diversity of BSN students and RNs increased by 2%; males increased by 5%.

Project Goal #2: Build a leadership trajectory program targeting the 40 under 40 honorees (representing gender, geographic and ethnic diversity) based on SIP1 grant assessment data incorporating the initiatives of mentoring/coaching, advanced leadership education, and recognition.

Objectives	Action Steps	Target Date	Responsible Person	Deliverables 18 month	Deliverables 24 month
<p>Utilize a three-pronged approach to prepare 40 under 40 honoree nurses for individualized leadership roles to influence individual and population health in their communities.</p>	<p>1) Expand statewide mentoring/coaching program. Build on SIP1 baseline metrics, regional assessments, & white paper recommendations. Collaborate with NONL & other multi-sector organizations.</p> <ul style="list-style-type: none"> ● Identify statewide multi-sector community-based leadership programs with which to build relationships. ● Develop relationships in each region to a pathway for future involvement of 40 under 40 honorees. <p>2). Develop advanced leadership education resources by using established leadership development programs, such as NONL, NHA, STTI. Build website resources.</p> <p>-Develop mechanism to track resource use</p> <ul style="list-style-type: none"> ● establish baseline ● initiate usefulness survey. <p>-Market leadership resources.</p> <p>-Evaluate use of resources.</p>	<p>Q1-2 2015</p> <p>Q1-Q2 2015</p> <p>Q2-Q3 2015</p> <p>Q2-Q4 2015</p> <p>Q2-4 2015</p> <p>Q2-3 2016</p> <p>Q4 2015</p>	<p>Leadership Team - Walline, Straub, Cramer with 2012/2014 Jonas scholars Michelle Johnson and Marcia Shade</p> <p>Leadership Team/NONL</p> <p>Leadership Team/NONL</p> <p>Leadership Team/NONL/ NHA, STTI/Victoria/IT</p> <p>Victoria/IT/Juan</p> <p>Victoria/IT/Intern Victoria/Intern</p>	<p>Evidence of SIP1 mentoring/coaching program growth from four to eight pairs.</p> <p>10% (8 of 81) of honorees of 40 u 40 will be actively participating in the mentor coaching program.</p> <p>Evidence of established relationships with multi-sector, community-based leadership programs in each NAC region.</p> <p>Evidence of 10% statewide increase from baseline of website leadership education resource use i.e. website metrics including page views of resources, survey responses.</p>	<p>In each of the four NAC regions, at least one 40 under 40 honoree demonstrates involvement in professional, community, health and civic boards, or decision-making bodies that influence individual and population health.</p> <p>Evidence of active participation in a leadership development program by 10% of the 40 under 40 honorees.</p>

<p>Use the SIP1 developed Diversity Toolkit to remediate diversity gaps in NE leadership roles.</p>	<p>3). Recognize leadership accomplishments of participants: -Establish different recognition levels -Develop criteria for multi-tier public recognition of leadership participation -Build on biannual 40 u 40 event & leadership conference for public recognition of leadership participation -Use diversity data from SIP1 40 u 40 baseline to establish SIP3 benchmark. -Collaborate with NONL to augment the Diversity Toolkit leadership content using best practices -Collaborate with NONL to identify current diverse nursing leaders. -Use SIP3 mentoring/coaching program (see above) as a vehicle to develop potential diverse leaders. -Incorporate leadership best practices into the education and workforce marketing campaign (see above). -Market SIP1 revised Diversity Toolkit to statewide multi-sector stakeholders.</p>	<p>Q1-2 2016</p>	<p>Leadership Team</p>	<p>Evidence of leadership participation by 40 people within the multi-tier framework.</p>	<p>Biannual public recognition event and statewide media coverage</p>
	<p>Q2-3 2016</p>	<p>Leadership Team</p>			
	<p>Q2 2015</p>	<p>Leadership Team/NONL</p>	<p>SIP3 DiversityToolkit update provides best practices to develop diverse nurse leaders.</p>	<p>Evidence of 2 diverse nurse mentor/mentee pairs within 8 pairs indicated above.</p>	
	<p>Q3 2015</p>	<p>Leadership Team/NONL/Diversity Taskforce</p>			
	<p>Q1-4 2015</p>	<p>Leadership/NONL/STTI</p>			
	<p>Q1-4 2015</p>	<p>Leadership/NONL/STTI</p>	<p>Leadership Team/DiversityTaskforce & Kathy Girard EdD, RN</p>		
	<p>Q2-4 2015</p>	<p>Education/Leadership Team/NONL</p>			
<p>Q1-2 2016</p>	<p>Victoria/IT/Intern</p>				