STRATEGIC PLANNING FOR EDUCATION REDESIGN
Planning – Implementation – Evaluation

Program Action - Logic Model

Inputs
- Activities
- Participiation

Outputs
- Short Term
- Medium Term
- Long Term

Outcomes - Impact

Priorities
Create an environment that fosters faculty satisfaction, vitality, and excellence.

Facility Development

What we invest
- Program development
- Mentor activities
- Grant writing
- Collaboration with partners
  - IHL
  - MCCB
  - B&HD and AD Councils

What we do
- Utilize new online academy to develop a comprehensive faculty development plan.
- Research impact of nursing faculty issues.
- Seek grant opportunities for faculty development.

Who we reach
- Current and potential faculty members, both full-time and part-time.
- Potential faculty extenders, such as preceptors, adjunct faculty, and new roles.

What the short term results are
- Learning outcomes.
- On-line webinars and short-term courses for faculty development.

What the medium term results are
- Action outcomes.
- Enhanced retention of faculty.
- Enhanced faculty recruitment that promotes diversity and excellence.

What the ultimate impact(s) is
- Conditions outcomes.
- Enhanced faculty satisfaction and vitality.
- Enhanced student outcomes.
- Enhanced program outcomes.

Assumptions

External Factors

Evaluation
Focus - Collect Data - Analyze and Interpret - Report

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Situation Two
Student Success

Priorities
- Increase graduation rates.
- Increase retention rates.
- Increase success on first-write of licensure/certification exams.
- Enhance scholarly writing skills.

What we invest
- Time
- Money
- Facilities
- Faculty/Staff Equipment

What we do
- Explore core curriculum for regions/state.
- Identify best practices in:
  - Simulation curriculum integration
  - Writing across the curriculum
- Enhance:
  - Mentoring Models
  - Assessment using ONW Barriers Study
  - Best Practice Strategies for Success
  - Transition to Practice Models

Who we reach
- Current and potential students

What the short term results are
- Learning Students understanding of strengths & weaknesses; career pathways; best practices for success; employment skills.

What the medium term results are
- Action
  - Develop effective pre-nursing/orientation courses.
  - Implement assessment & remediation models.
  - Implement use of simulation.

What the ultimate impact(s) is
- Conditions
  - Meet & exceed state & national standards for retention, graduation, licensure, and certification.
  - Program Satisfaction
  - Safe practitioners
  - Scholarly Writing

Assumptions

External Factors

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Situation
Three

Leaders in nursing education

Priorities
Develop an adequate pool of well-prepared, qualified candidates for leadership in nursing education.

What we invest
- Current Leaders Mentors for new and emerging leaders.
- Time
  Faculty release for leadership development activities.
- Money
  Travel; reading resources, project stipends; scholarships for institute participants.

What we do
Continue to lead in nursing education redesign.
Include emerging leaders in MCDDSN activities.
Work collaboratively with action coalitions in state, region, and nation.

What we reach
Professional nurses at career transition points who demonstrate potential as nursing education leaders –
- Faculty
- Clinicians
- Doctoral students
- Nurse administrators in other fields.

What the short term results are
Learning
Emerging leaders are identified and participate in leadership activities, including D&D meetings and annual retreat.

What the medium term results are
Action
Current and emerging leaders have opportunities for growth through education and mentoring.

What the ultimate impact(s) is
Conditions
Impressive pool of candidates for nursing education leadership positions.

Assumptions

External Factors

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  - Long Term

Priorities
- Enhance communication with parent institution leaders.
- Enhance communication with IHL and MCCB leaders.
- Promote D&D as the organization that speaks for nursing education.

Situation Four
Strategic Relationships

What we invest
- Relationship building
- Time
- Energy
- Courage
- Engagement

What we do
- Initiate open forums for discussion, including models for dedicated education units & simulation labs.
- Develop talking points utilizing data.
- Continue to collaborate with key partners - MABHDPN, MBON, MCBDNP, MDH, MHA, MHA-F, MHCA, MNA, MCADN, MOF

Who we reach
- Institution Presidents
- Other key leaders in parent institutions
- Board and Leaders of IHL and MCCB
- Policy Leaders
- Key Practice Partners

What the short term results are
- Learning
- Forum for communication
- Enhanced Relationships

What the medium term results are
- Action
- Realistic expectations
- Leaders' understanding of who we are and what we do.

What the ultimate impact(s) is
- Conditions
- Enhanced financial support.
- Open communication
- Parity

Assumptions

External Factors

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