

MISSISSIPPI COUNCIL OF DEANS AND DIRECTORS OF SCHOOLS OF NURSING (MCDDSN) 2021-2024 STRATEGIC IMPLEMENTATION PLAN

STRATEGIC PLANNING

STRATEGIC THINKING

STRATEGIC ACTION

To advance the goals of the Strategic Plan, the MCDDSN will engage in targeted work around three high impact strategies

**FACULTY
DEVELOPMENT &
STUDENT SUCCESS**



**STRATEGIC
COLLABORATION &
RELATIONSHIPS**



**LEADERS IN
NURSING
EDUCATION**

Mississippi
Council
of
Associate
Degree
Nursing
Programs



Mississippi Council
MCDDSN

Deans & Directors of Schools of Nursing

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GOAL 1

Faculty Development & Student Success

The purposeful design of the MCDDSN is to ensure that every nursing faculty and student, in the state of Mississippi, is highly engaged in a rigorous, creative and innovative curriculum, within their learning environment, and in powerful application learning practices aligned to a successful career and positive program outcomes.

CONDITIONS FOR SUCCESS

PD Organized by Priorities
Class Facilitation & Management
Inquiry Based Blended Learning
Essential Preparation, Coaching, and
Progression
Seamless Academic Progression

WORK GROUPS

Mississippi Council of Associate
Degree Nursing Programs
(MCADNP)

Mississippi Baccalaureate and
Higher Degree Nursing Council
(MBHDN)

BUDGET MODELING PRIORITIES

Faculty & Student Opportunities
Teaching & Learning Development

TALENT MANAGEMENT

Identify Talent Gaps
Attract New Talent
Transformative Strategies
Future Focus

HIGH LEVERAGE ACTION ITEMS

1. Create opportunities for faculty to engage in design thinking collaborations
2. Engage each Council in identifying best-practices for the integration of the MCDDSN into faculty and student-led actions and initiatives.
3. Include faculty and students in healthcare presentations at annual leadership conferences and conventions focusing on group impact.
4. Add flexibility and creativity in the classroom and clinical settings — schedules, courses, assignments, projects, space utilization.
5. Absorb faculty in peer feedback processes fostering collegiality and mutual respect.
6. Increase applied learning opportunities supported by research and the leveraging of data to foster student motivation, student-centered instruction, and real world application.
7. Structure opportunities for faculty and students to bring diversity and culture into schools of nursing.
8. Hold an annual faculty-led design-thinking exhibition or conference to share ideas and reimagine existing systems.
9. Fund statewide opportunities that support and identify new talents and advanced opportunities to work and succeed in the health care education industry.
10. Create a mentoring network for 21st century faculty

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GOAL 2

Leaders in Nursing Education

Faculty and administrative' perspectives and aspirations are highly valued throughout the classroom, program, school, and community, and influence the design of educational programs, learning experiences, and program successes. Leaders' decisions are informed by input and direct observation, facts and data, and final outcomes.

CONDITIONS FOR SUCCESS

21st Century Perspectives
Internal Communications Plan
Monitor Data Dashboards
Clarity of Funding Needs
Preparation and Opportunities
Shared Documents

TASK FORCES

Cultivated Faculty Leaders
Career-long Faculty Learners
MCDDSN Committee Members

BUDGET MODELING PRIORITIES

Healthcare Designed Grants
Nurse Salary Funding Needs
Proper Fund Utilization

TALENT MANAGEMENT

Adopt New Approaches
Leadership Workshops & Training

HIGH LEVERAGE ACTION ITEMS

1. Design a faculty empowerment & accountability structure; embedding leadership training that focuses on the future of nursing education.
2. Map leadership design models focusing on priorities and immediate opportunities.
3. Create an internal communication plan for faculty to collaborate statewide, bringing input and influence in decision-making processes.
4. Create a faculty externship program immersing faculty into conversations on how to succeed.
5. Identify best practices for faculty mentoring, provide training; and recommending areas of inclusion for statewide consideration.
6. Identify quality models of co-teaching and inclusion practices emphasizing faculty responsibility, workload, and fatigue
7. Prioritize professional growth and opportunities for learning about highly effective/engaging nursing education models.
8. Create a 5-year funding plan to support faculty and system efficiencies.
9. Identify and support leaders in low performing schools using reciprocal support and shared empowerment
10. Develop a 3-year leadership development plan; focusing on funding, innovation, data dashboards, and succession plans

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GOAL 3

Strategic Collaboration & Relationships

MCDDSN continuously teams to evaluate practice, design learning collaboratives, discuss student and faculty progress, identify community opportunities, and to mitigate challenges through change processes focusing on highly effective, healthcare-centered practices that raise student achievement, improve outcomes, and enhance relationships.

CONDITIONS FOR SUCCESS

Data Teams
Timely Access to Data
Shared Documents
Collaboration Time
360-degree thinking
Community Engagement
Position Statements
Alignment of Legislative Priorities

WORK GROUPS

State/National Partners
Tri-State Collaborations

BUDGET MODELING PRIORITIES

Competitive National Grants
Statewide MOUs & MOAs
Legislative Priorities

TALENT MANAGEMENT

Adopt New Approaches
State/National Collaboratives

HIGH LEVERAGE ACTION ITEMS

1. Identify a Data Team to build big data collection and analytics to uncover operational insights, propose solutions, and assist with data-driven decisions
2. Utilize time to discuss and brainstorm strategies that build collaboration and relationships.
3. Create alternative opportunities, programs, and strategies that impact workplace and industry changes.
4. Develop a technology approach to advance collaboration practices around data, best practices, and planning.
5. Create public/private partnerships addressing high-need areas first.
6. Support faculty/student-community collaboration practices; identifying best practices and forward-thinking engagements.
7. Build collaborative career pathways enabling individuals to timely secure employment and continue to timely gain industry relevant employment credentials and certifications.
8. Enhance academic-service partnerships to advance mutual interests related to practice, education, and research
9. Issue research and evidence-based position statements on topics that are of wide concern to the community.
10. Engage in Legislative Priorities advocating for policies that improve healthcare and nursing education.