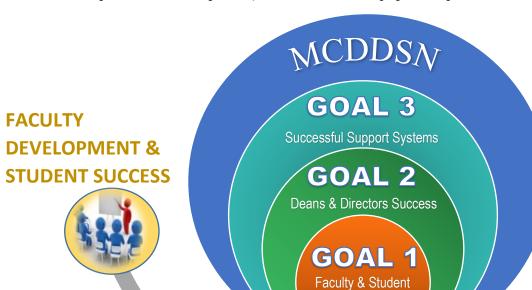
# MISSISSIPPI COUNCIL OF DEANS AND DIRECTORS OF SCHOOLS OF NURSING (MCDDSN) 2021-2024 STRATEGIC IMPLEMENTATION PLAN

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



STRATEGIC
COLLABORATION &
RELATIONSHIPS





Success

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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 reimage 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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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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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

- Identify a Data Team to build big data collection and analytics to uncover operational insights, propose solutions, and assist with datadriven 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.
- Support faculty/student-community collaboration practices; identifying best practices and forward-thinking engagements.
- 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.