UNDERSTANDING THE AANN FUTURE OF NURING WHITE PAPER: CHANGES TO THE AANNs FUTURE
INTRODUCTION: HEALTHCARE REFORM

• March 2010: President Barack Obama signed into law the Patient Protection and Affordable Healthcare Act (PPACA)
October 2010: The Institute of Medicine Published a report “The Future of Nursing: Leading Change, Advancing Health”

- Four Key Messages
  - 1. Nurses should practice to the full extent of their education and training
  - 2. Nurses should achieve higher level of education and training through an improved education system that promotes seamless academic progression
  - 3. Nurses should be full partners, with physicians and other healthcare professionals in redesigning U.S. healthcare
  - 4. Effective workforce planning and policy making require better data collection and an improved information infrastructure
INTRODUCTION: AANN RESPONSE

• July 2011: AANN Board of Directors (BOD)
  • Adopted the 4 key messages of the *IOM Future of Nursing* call to action and integrated them into the AANN strategic plan.

• June 2012: AANN published its first White Paper
  • “Integrating the Institute of Medicine Future of Nursing Report into the American Association of Neuroscience Nurses Strategic Plan”
Key Message #1:

Nurses Should Practice to the Full Extent of Their Education and Training
Key Message #1
What does this mean for AANN members?

- Neuroscience nurses must be able to practice to the full extent of their education regardless of whether they are working as a registered nurse or an advanced practice nurse; and regardless of the setting.
### Key Message #1:
**Nurses Should Practice to the Full Extent of their Education and Training**

<table>
<thead>
<tr>
<th>Subcategory 1:</th>
<th>Subcategory 2:</th>
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<tbody>
<tr>
<td><strong>Scope of Practice</strong></td>
<td><strong>Transition to Practice (Nurse Residency) programs</strong></td>
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<td>1. Revision of the American Association of Neuroscience Nurses (AANN) Scope and Standards of Practice for Registered Nurses and advanced practice registered nurses (APRNs)</td>
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<td>2. Programs to manage positions of greater oversight (e.g., practitioner to coordinator, coordinator to director).</td>
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Key Message #1: How can AANN accomplish this?

2. Support ANA scope and standards of practice updates.
3. Disseminate the revised scope and standards of practice document to key stakeholders.
Key Message #1:
Nurses Should Practice to the Full Extent of their Education and Training

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<th>Subcategory 1: Scope of Practice</th>
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<td><strong>1.</strong> Integration of the American Association of Neuroscience Nurses (AANN) Scope of Practice for advanced practice registered nurses (APRNs) with those of bedside nurses to support excellence in the neurosciences.</td>
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<th>Subcategory 2: Transition to Practice Programs</th>
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Key Message #1
How can AANN accomplish this?

1. Support transition-to-practice graduate nurse residency programs.
2. Support the development of a competency-based transition-to-practice (nurse residency) program for entry into the neuroscience nursing subspecialty.
3. Support and facilitate the implementation of multilevel nurse residency programs across the continuum of care.
5. Disseminate the AANN position statement to key stakeholders.
DISCUSSION

• Who are your key stakeholders?
• How do you disseminate information to stakeholders?
Key Message # 2

Nurses should achieve higher levels of education and training through an improved education process that promotes seamless academic transition.
Key Message #2
What does this mean for AANN members?

• We need to have opportunities for higher levels of education specific to neuroscience nursing.

• We need to have quality educational resources that support our educational needs.
Key Message #2

How can AANN accomplish this?

• Achieve industry-wide reputability as a producer of quality education products
  – Foster a culture of lifelong learning
    • AANN is a continuing education provider
  – Support the use of traditional and alternative educational methodologies
    • Face to face, online, distance, simulation
  – Support development of a comprehensive core of clinical performance competencies
  – Continue to disseminate research-based best practices
    • AANN Clinical Practice Guidelines (CPGs)
    • Journal of Neuroscience Nursing
Key Message#2

How can AANN accomplish this?

• Explore the global market to provide education in neuroscience nursing
  – Create opportunities for entrepreneurial professional development education
    • Enables neuroscience nurses to consider starting businesses intended to improve healthcare outcomes
  – Disseminate innovative evidence-based care models
  – Explore opportunities and introduce new educational products
DISCUSSION

• What educational tools or opportunities would be most valuable to advancing your clinical and professional practice?
• What types of evidenced-based education or programs would meet your needs?
Key Message #3

Nurses should be full partners, with physicians and other healthcare professionals, in redesigning U.S. healthcare
Key Message #3
What does this mean for AANN members?

• We need to be able to collaborate with other disciplines to redesign neuroscience healthcare

• We need to develop leadership skills to be able to move fluently from the “bedside to the boardroom”

• We need to be able to engage with strategic partners and coalitions to shape the way we care for patients
Key Message #3
How can AANN accomplish this?

• Provide educational opportunities for leadership development across all levels (public, private, governmental)
  – Support the development and dissemination of beginner through advanced leadership competencies
  – Support the development and dissemination of nursing leadership training programs
    • Colleges/universities, organizational
  – Support educational programming within our own organization to develop leaders
Key Message #3
How can AANN accomplish this?

• Facilitate fellowship/mentor programs for nursing leaders across all levels
  – Mentorships within industry, healthcare organizations, universities, government
  – Provide avenues in available fellowship opportunities (quality, research, access, value of healthcare)
  – Explore fellowship opportunities with our strategic partners
Key Message #3
How can AANN accomplish this?

• Provide opportunities to lead within our own organization for all members
  – Improve our networking opportunities and options
  – Support our existing leaders, and mentor our new leaders
  – Increase opportunities to volunteer at both the regional and national level
  – Develop a program for leadership development at our annual conference
DISCUSSION

• What type of leadership training would meet your clinical needs?
• What type of leadership training would meet your professional needs?
• What are some of the barriers to volunteering for positions, and how can we remove those barriers?
Key Message #4

Effective workforce planning and policy making require better data collection and an improved information infrastructure
Key Message #4
What does this mean for AANN members?

• We need workforce capacity data to develop new models of care for the future
• We need to increase our partnerships and coalitions at a national level to invest in information systems, data collection, data mining, and to influence decision makers on health policy
Effective Planning

• Data regarding the healthcare workforce must be accurately collected and analyzed

• Workforce data is key for development of projection models regarding the workforce needs that will be instrumental to the transformation of nursing practice and education

Policy Making

• The AANN strategic plan has identified the goal to “influence the advancement of the field of neurosciences”

• The AANN Board of Directors recognizes the need to engage in discussions with multiple stakeholders to monitor health policy issues and align with other organizations to obtain the necessary data
Key Message #4 Effective Planning
How can AANN accomplish this?

• Invest in information systems and technology
  – AANN is an organizational affiliate of ANA
• Conduct thoughtful data collection and data mining for data driven decision making
• Develop partnerships and coalitions at the national level to more effectively plan for the subspecialty of neuroscience nursing
Key Message #4 Effective Planning
How can AANN accomplish this?

• Engage the membership in the planning and implementation processes
• Review and update the organizational strategic plan in light of landmark reports.
• Engage in discussions with a variety of stakeholders regarding effective planning
Key Message #4 Policy Making
How can AANN accomplish this?

• Establish relationships with mission similar organizations and identify the primary purpose of these relationships
• Establish the organizational role in advocacy.
  – AANN Advocacy Statement
  – Standing Advocacy Committee
    • Charge is to develop policies, procedures, and criteria for the organizational role in advocacy
• Recognize and prioritize needs and engage in select political actions
• Understand and disseminate how health policy and related changes affect the organization (governances and membership).
Key Message #4 Policy Making
How can AANN accomplish this?

- Create a strategic communication plan in order to influence decision makers.
- Develop partnerships and coalitions at the national level to gain influence for the neuroscience nursing subspecialty.
- Monitor healthcare policies and issues related to healthcare reform.
- Assess the actual or potential transformative effect of policies on neuroscience nursing practice and the organization overall.
DISCUSSION

• Who do you see as your key stakeholders in monitoring health policy?
• How do you get your information regarding health policy and changes?
CONCLUSION

• AANN has adopted the 4 key messages of the IOM Future of Nursing Report into the strategic plan of the organization.

• AANN has created a white paper specific to the needs for neuroscience nurses to provide a blueprint to lead change and advance health.

• AANN is committed to educating its membership on the goals of the Future of Nursing White Paper to ensure successful implementation within the neuroscience nursing community.