



Kansas State Board of Nursing Draft Strategic Plan July 1, 2025 – June 30, 2028

Kansas State Board of Nursing Mission/Vision/Values

Current Mission: The mission of the Board of Nursing is to ensure the Citizens of Kansas safe and competent practice by nurses and mental health technicians

KSBN Articles Mission: To protect and promote the welfare of the people of Kansas.

Possible New Mission: The mission of the Board of Nursing is to protect and promote the welfare of the people of Kansas.

Possible New Vision: To uphold the highest standards and secure the public trust

Current Core Values: We value trustworthiness in each individual, believe we can be depended upon to act with integrity, honesty, sincerity, and fairness. We value respect for each person recognizing that we all have an important role to play in achieving our organizational goals. We value continuous learning which enhances individual and organizational growth. We value competence in all staff knowing that quality leadership, support and service require knowledge, skills and accountability. We value open and effective communication through the ongoing interchange of ideas and information. We value collaboration in our work processes, recognizing that when we involve others affected by decisions, we strengthen those decisions.

Possible New Core Values [these can be re-ordered]:

- Integrity – We act with honesty, sincerity, and fairness
- Transparency – We promote open and effective communication through the ongoing interchange of ideas and information
- Respect – We understand that each individual has an important role to play in achieving our goals
- Collaboration – We recognize the value of involving key stakeholders in the decision-making process
- Growth – We support continuous learning to advance individual and organizational development

Priority #1: Promoting Nursing and Allied Health Standards; safe nursing through education, licensure, and regulation

Strategic Objectives

1. Enhance collaborative relationships with other nursing and health-related organizations and other state agencies in Kansas

Outcome Measures

- a. Strategically identify, strengthen, and prioritize partnerships in nursing regulation
- b. Communicate updates and changes and share reliable and valid data re: nursing licensure and education from KSBN to other nursing and health-related recipients of data
- c. Establish links on the website to the KSBN newsletter, updates, and proposed changes to regulations and Nurse Licensure Compact (NLC) information
- d. Develop methods and metrics in which information about the agency could be marketed to consumers, which will increase stakeholder knowledge of the board's work and positive impact on the citizens of Kansas
- e. Provide outreach education to the Kansas Hospital Association and its members regarding licensure, discipline, and other nursing-related regulatory topics as requested
- f. Expand engagement efforts: legislative, public/private, key systems, and the administration
- g. Communication and education re: e-Notify

Performance Assessment

2. Systematic evaluation of advanced practice nursing

Outcome Measures

- a. Continue with the five-year review of advanced practice statutes and regulations
- b. Review and monitor statutory changes for advanced practice nurses in Kansas
- c. Monitor the progress of the APRN consensus model and national progress of the APRN compact, and report back annually to the board or when changes occur
- d. Develop methodologies for Kansas APRN scope-of-practice questions

Performance Assessment

3. Retain independent status of the Board of Nursing

Outcome Measures

- a. Monitor legislation introduced during the legislative session
- b. Monitor performance metrics for the agency and adjust processes as needed to improve outcomes
- c. Promote the agency to consumers and key stakeholders
- d. Explore software or web-based services that could provide dashboard-style metrics regarding agency performance

Performance Assessment

4. Legislative Engagement

Outcome Measures

- a. Develop a legislative agenda
- b. Pursue strategic engagement through key partnerships and education campaign
- c. Consider structure and staffing to support these efforts

Performance Assessment

Priority #2: Fiscal and Human Resource Responsibilities

Strategic Objectives

- 1. Develop succession plans for key board members and ensure orientation occurs for all board members that includes information about the responsibilities of serving as a board member to strengthen board governance and operations**

Outcome Measures

- a. Identify key board member positions that require a succession plan (officers and committee chairs)
- b. Develop succession plans for key board member positions identified
- c. Develop succession planning at the board and staff level
- d. Consider utilization of committees for pipelining
- e. Build stronger understanding and relationship with Governor's Appointments Office
- f. Develop onboarding process for board members
 - Complete orientation for each new board member before their first board meeting
 - Assign a board member mentor to each new board member
 - Offer the option of observing in the agency for board members
 - Develop an orientation evaluation that can be distributed to board members immediately after orientation, at six months, and one year

- g. Provide additional training for board members regarding board meeting information technology resources (perhaps a follow-up orientation meeting after the first board/committee meeting)
- h. Enhance and maximize effectiveness of committee and board meetings

Performance Assessment

Priority #3: Enhance Services

Strategic Objectives

- 1. Review and adjust areas within the licensing department that can be altered or changed to maximize the performance of staff and to increase efficiency**

Outcome Measures:

- a. Monitor the trend of performance metrics of the licensing department and identify factors that may be affecting changes in the metrics
- b. Develop and offer a customer service survey that is available for election completion and submission. Monitor results and identify areas in which the staff can make changes and increase efficiency

Performance Assessment:

- 2. To increase communication between departments within the agency so that the application/licensure process remains seamless**

Outcome Measures:

- a. Add communication among departments within the agency as a standing agenda item on Leadership Team meetings
- b. Ensure all departments within the agency are consulted before changes are made to understand the impact on all departments

Performance Assessment

- 3. Review disciplinary outcomes as determined by the Investigative Committee/Board against violations alleged to develop Sanction Reference Guide.**

Outcome Measures:

- a. Trend disciplinary outcomes as determined by the Investigative Committee/Board against violations alleged
- b. Research the practice of other BONs nationally as to their practice with sanction reference guides

Performance Assessment:

- 4. The Investigative division staff will work collectively with agency IT, general counsel and Executive Administrator to enhance means to respond to practice related inquiries.**

Outcome Measures:

- a. Record and trend the practice related inquiries the agency receives
- b. Provide education via newsletter and website with answers to common questions by identifying the reference in the Kansas Nursing Practice Act
- c. Standing agenda item on Practice Committee quarterly meetings to review the common questions and trends identified
- d. Research the process for other BONs in responding to practice related inquiries

Performance Assessment:

- 5. Enhance transparency and understanding of nursing education data by developing and disseminating accessible, evident-based insights and key outcome indicators that inform KSBN stakeholders and support improved educational outcomes and decision-making over the next three years.**

Outcome measures:

- a. Launch an online dashboard of nursing education data by 4th quarter of year 1 to promote easy access to key data
- b. Conduct 3 – 4 stakeholder webinars/workshops (at least annually) focused on interpreting and applying the education data to assist with informed decision making
- c. Publish an enhanced annual nursing education outcomes report with trend analysis, starting in Year 1 and track views/downloads year-over-year

Performance Assessment:

- 6 Evaluate and address the implications of the Nurse Licensure compact on nursing education by analyzing workforce mobility trends and preparing nursing graduates for multistate practice readiness over next 3 years.**

Outcome measures:

- a. Develop and launch an annual survey by end of Year 1 to assess recent graduates' awareness of multistate licensure opportunities and responsibilities
- b. Offer an annual opportunity for nursing faculty on the implications of the NLC and strategies for preparing students for multistate practice.

Performance Assessment:

- 7. Enhance services by offering quarterly education to long term CNE providers and IV Therapy providers to increase their knowledge on statutes and regulations and promote compliance**

Outcome Measures:

- a. Conduct a survey annually of the long term CNE providers and IV Therapy providers to understand their learning needs
- b. Trend the compliance with the requirements of 5-year renewal for long term CNE providers to assist in identifying educational needs
- c. Trend the compliance with the requirement of submission of an annual report and submitting an annual fee to assist in identifying educational needs

Performance Assessment:

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