

**Kansas State Board of Nursing
Strategic Plan July 2016 - June 2019**

Agency Mission

The mission of the Board of Nursing is to assure the Citizens of Kansas safe and competent practice by nurses and mental health technicians.

Agency Philosophy

The Board of Nursing will act in accordance with the highest standards of ethics, accountability, efficiency, and openness. The Board subscribes to the idea that safe nursing care is a public trust. We approach our activities with a deep sense of purpose and responsibility. The public and regulated community alike can be assured of a balanced and sensible approach to regulation.

Priority #1	Performance Measure	Assessment	Date(s)	
Promoting Nursing and allied Health Standards; safe nursing through education, licensure and regulation				
1. Retain independent status of the Board of Nursing	1. Ensure public safety.	QA - Licensing for statutory requirements	Ongoing	
		QA - Discipline case outcomes	Ongoing	
	2. Maintain integrity of the nursing profession	Continue to monitor legislation	Ongoing	
	3. Maintain nursing regulation oversight by nursing.	Successful at keeping nursing independent	4/2017	
2. Build and maintain collaborative relationships with other organizations and nursing in Kansas.	1. Joint meetings with organizations & other state agencies	KSNA, KONL, KHA, KMS, KEMSA, KANA	Ongoing	
		Kansas Action Coalition, Kansas Works	Ongoing	
		NCSBN, KBI, KSBHA, KSBEMS	Ongoing	
		KCADNE, KCPNE, KACN (formerly Tri-Council)	Ongoing	
		KHEC - annual meeting	4/2017, 4/2019	
		KDHE	Ongoing	
	2. Continue education outreach.		Student presentations 2 X a year	10/16, 4/17,9/18, 10/18
			Individual presentations as requested	2/17, 11/18
		Take Board meeting offsite	Re-evaluating	
		Add student presentations to web page	Re-evaluating	
3. Ensure quality education that produces competent nurses	1. Increase state pass rates.	NCLEX faculty Workshop	10/2016	
		NCLEX faculty Workshop	10/2017	
		Faculty Div. Conference	6/4 & 6/5/18	
		Raised pass rates in draft Regulations	5/2017	
		Increase awareness of KBOR availability	Ongoing	
	a. Monitor programs for performance in meeting pass rates as per regulation	NCLEX reports	Quarterly	
		Content Guidelines	3/2017	

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	b. Identify trends of low pass rates in programs		8/16, 11/16, 4/17, 11/18, 2/19	
		Focused site visits		
		Annual reports	Annually	
		FQR	Ongoing	
		Quarterly NCLEX reports	Ongoing	
	2. Monitor & evaluate curriculum.	Complaints	Ongoing	
		Site visits	Ongoing	
			7/2016, 7/2017, 7/2018	
		Annual reports		
		Review major & minor curriculum change requests	Ongoing	
		KBOR - Revision to PN Core	6/13/2018	
	3. Review/revision of regulations.	ADN alignment	12/2014	
		Monitor national changes	Ongoing	
		Compare state & national pass rates	Ongoing	
			12/2015, 3/2016, 6/2016, 9/2016	
4. Review IV Therapy & PN curriculum.	Education Meeting			
		12/2016, 7/2019		
	Draft Education Regulations			
	Possible integration of IV Therapy in PN curriculum	Ongoing		
		5/2016, 6/2016, 9/2016, 12/2016		
4. Systematic Evaluation of Advanced Practice Nursing	IV Therapy Task Force meeting			
	Draft IV Regulations	3/2017		
	1. Review statutes & regulations.	5 year review	Ongoing	
	2. Review consensus model.	APRN Consensus Model Meeting	4/2019	
		APRN Roundtable	4/2019	
	3. Education of practice statutory authority.		Develop scope of practice pamphlet place in with license	Hold until 2020 Legislation
			Student presentation to all APRN schools	Re-evaluating

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		Articles for the newsletter	Ongoing
	4. Review proposed statute changes.	Provide the Board updates on the language	Ongoing
	5. Review of comments received from the public.	Provide Board with all comments	6/2016
		APRN collaborative agreement survey	6/2016
	6. KTRACS.	Continue to monitor discussion of funding sources	2/2019, Ongoing
5. Evaluate and explore the enhanced Nurse Licensure Compact	1. Monitor for the possibility of joining NLC	Discussion with the AG's office	Ongoing
		Review Pros & Cons of joining	Ongoing
		Presentation by NCSBN	3/17, 12/17
		Presentation by Compact State	6/2017
		Presentation about the NLC & the impact it could have on the military & their families	9/2017
		Data collection	Ongoing
		NLC Survey	1/2018
		Amendments to bill introduced	1/2018
	Testify, meet with legislators and monitor progress		1/18 - 4/18
6. Implementation of Compact.	1. Implementation timeline	Compact bill signed by Governor	4/2018
	2. Communication		3rd qtr 2018, 4th qtr 2018, 3rd qtr 2019
		Newsletter articles Website articles/information	Ongoing
	3. Review of regulations	Regulation revisions	4/2018 to 6/2019
	4. Adequate staffing level	Hiring of additional staff	2/2019
	5. Physical space	Office remodel	1/2019
	6. Licensing Software and applications	Update MLO	5/2019
		Update licensing applications / information	6/2019
	7. Staff knowledge	Staff training	5/2019
		Implement	7/1/2019
Priority #2			
Performance Measure		Assessment	
Date(s)			
Fiscal & Human Resources Responsibilities			
1. Continuity of operations plan (COOP).	1. Develop COOP.	Put plan together	Re-evaluate
		Certify staff	Re-evaluate
		Develop teams	Re-evaluate
		Audit quarterly	Re-evaluate
		Review staff levels	Re-evaluate

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		update or develop procedure manual for all departments - have completed by 1/2018	Re-evaluate
	2. Receive federal approval for COOP.	After development submit online for approval	Re-evaluate
2. Update & execute Succession Planning	1. Evaluate agency structure.	Evaluate if Compact bill passes	4/2018
	2. Develop timeline and education for the transfer of institutional knowledge	Identify key staff positions	Ongoing
	3. Develop Succession Plan for other key staff	For new Executive Administrator	6/2015
3. Recruit, develop & retain qualified staff.	1. Review staff levels.	Audit quarterly	Ongoing
		Appropriate education to enhance staff knowledge	Ongoing
	2. Evaluation staff knowledge for role	Cross train all staff	Ongoing
	3. Optimal onboarding of new staff	Orientation of staff - possibly change structure of orientation	2017
4. Board orientation.	1. Redesign current Board orientation	Investigate online orientation	Ongoing
		web-based	Ongoing
		develop resource library	Ongoing
		members only web portal	Ongoing
	2. Articles.	Review of articles by new Board members	Ongoing
	3. Board attendance.	Review other state & state agencies requirements	Ongoing
	4. Board preparedness.	Review other state & state agencies requirements	Ongoing
5. Evaluate Board orientation.	Develop a tool for evaluation	Ongoing	
	Put public members with nurse mentor	Ongoing	
5. Maintain superior I.T. Infrastructure.	1. Continue to identify and replace equipment that needs updated	Ongoing	Ongoing
	2. Review and evaluate new or existing technology and how to improve or incorporate into KSBN	Ongoing	Ongoing
	3. Off site data center.	Review existing center	Ongoing
		Gather information for Board	3/20/17
		Review	Ongoing
	Procured equipment and contract	12/2018	
4. Explore cooperation with state and national organizations.	Joined NURSIS for verifications	5/2017	

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	5. Be proactive with state IT reorganizations.	Attend & be active in meetings IT Consolidation - monitor legislative action	Ongoing Monitoring
	6. Instructional video's on web page.	Purchase software Train staff	6/2016 7/2016
	7. Mandatory paperless applications.	NLC multistate application paperless	6/2019
Priority #3 Maintain Quality Customer Service	Performance Measure	Assessment	Date(s)
1. Process all completed applications within 3 business days	1. 90% of applications will be processed in 3 business days	Audit 10% quarterly	
	Renewal applications	FY 18: 97%	
	Initial examination applications	FY 18: 98.33%	
	Reinstatement applications	FY 18: 90.6%	
	Endorsement applications	FY 18: 93.4%	
	Advanced Practice applications	FY 18: 100%	
2. 90% accuracy rate.		Audit 10% quarterly	
		FY 17: 82%	
		FY 18: 95.9%	
2. License applicants within 3 business days after receipt of all required and approved information	1. License within 3 business days after receipt of all required and approved information	Audit 10% quarterly	
		4th quarter 2016 - 85.8%	
		1st quarter 2017 - 79.8%	
		2nd quarter 2017 - 76.6%	
		3rd quarter 2017 -	
		4th quarter 2017 -	
		FY 18;	
		fy 19:	
Priority #3 Maintain Quality Customer Service	Performance Measure	Assessment	Date(s)
3. Conduct timely Investigations.	1. Complete within 9 months.	Audit quarterly- over 9 months old	
		December 2016 - 53.8%	
		FY 17: 56%	
		FY 18: 65.1%	
		FY 19:	
	2. Monitor average length of investigations & review the process if needed		Audit twice yearly
		2015 - 173 days; 2016 - 31 days	July 2016
		2016 - 72 days; 2017 - 38 days	Jan 2017
		2016 - 164 days	July 2017

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		2017 -	
		2018	
		2019	
4. Case(s) filed or diversion agreement signed & implemented within 90 days after AAG receives file(s)	1. Timely resolution of case(s).	Audit quarterly	
		FY 17: 111	
		FY 18: 78	
5. Customer Service	1. All customers service measures have been added to position descriptions and evaluations.	Evaluations completed twice yearly addressing audit results	Ongoing
		Monitor customer feedback	Ongoing
	2. Redesign web based customer service survey	Audit quarterly	
		Update survey after new web site complete	Ongoing 2020
	3. Design walk-in customer service survey	Collect data	2020
	4. In office credit card machine.	Schedule vendor for presentation	9/2018
		Implemented	9/2018
	6. Communication.	1. Redesign web site.	Starts
Implemented			5/2017, 6/2019
2. Evaluate newsletter.		Evaluate electronic newsletter design	Ongoing
3. Compact communication.		Newsletter	3rd qtr 2018, 4th qtr 2018, 3rd qtr 2019
		Mailing to nurses, employers & nursing programs	6/2017
		Website	Ongoing
		Presentations	4/5/2019, 4/11/2019, 4/25/2019, 5/2/2019, 5/8/2019