Idaho Board of Nursing

Strategic Plan 2020-2024

Letter from The Executive Director

The Idaho State Legislature established the Idaho Board of Nursing in 1911 to regulate nursing practice and education for the purpose of public protection. The Board is an independent, self-governing agency. It is made up of nine (9) Governor-appointed members who serve 4-year terms: 1 Consumer, 1 Licensed Advanced Practice Registered Nurse, 2 Licensed Practical Nurses, and 5 Licensed Professional/Registered Nurses.

The Board empowers individuals to attain their highest career goals in the profession of nursing, providing our citizens the best possible health care. Although nurses have varied tasks and responsibilities, patient safety is the foundation of every nurse's practice.

Throughout the continuum of care, nurses make large, long lasting, and positive impacts on our lives. We work to retain competent nurses in Idaho through licensing, discipline, and alternatives to discipline programs. In part because of our work, the nursing profession is considered "the most trusted profession" in national Gallup poll ratings.

Idaho's Board of Nursing is part of a health community that includes many partners. We collaborate with these partners and serve as strong and active members of our community.

This Strategic Plan will guide the Board over the next five years in making decisions that uphold and improve the practice of nursing. An important development is the Governor's initiative to consolidate eleven healthcare Boards in Idaho into one umbrella organization. This positive step forward will help strengthen partnerships, generate efficiencies, and shape future strategies to improve the nursing profession in Idaho.

Russell S. Barron

RUSSELL S. BARRON, MBA CPM
Executive Director
Idaho Board of Nursing

Vision

Exceptional nurses. Exceptional care.

Mission

The Idaho Board of Nursing elevates the practice of nursing by regulating, supporting, and empowering nurses to perform at the highest level of their licensure to protect the public's health, safety and well-being.

Core Values

We conduct our work, fulfill our mission, and achieve our vision by consistently practicing the following values:

Innovation
- Forward thinking
- Evidence-based

Service
- Thoughtful
- Caring
- Understanding
- Compassionate
- Responsive

Leadership
- Professional
- Knowledgeable
- Competent
- Resource
- National leaders

Collaboration
- United
- Inspire confidence

Integrity
- Just culture
- Principled
- Respectful & courteous
- Fair
- Approachable

Accountability
- Open
- Honest
- Transparent
- Efficient & effective
- Committed

Key External Factors

Nursing is the largest work force in health care. The Board assures the public is served by safe, competent, and qualified nurses. This work involves appropriate licensing of nurses with the required education and continued competencies, as well as applying proper discipline and alternatives to discipline when necessary. The profession faces many challenges now and in the years to come. The Board acknowledges these external factors and considers the potential impacts of these realities as it works to fulfill its mission.

The nursing workforce in Idaho is aging. In the next few years, we anticipate a shortage of nurses. Some rural areas are already experiencing such shortages. Nursing programs feel the pressure to increase capacity to allow more nursing students to help fill the void.

In the coming years the delivery of nursing services may look different. Telehealth will become increasingly prevalent; schools educating our workforce and businesses providing healthcare will be making relevant adjustments and innovations.

The Nurse Licensure Compact (NLC) currently consists of 34 member states, and it is gaining momentum. More nurses working across state lines without additional licensing requirements benefits students and patients. However, as border states join the NLC, revenue for Idaho's Board will decrease.

Across the globe there is a movement for nurses to pursue leadership opportunities and position themselves to effectively advocate for their profession. It is important for their voices to be heard at all levels to make needed improvements for health and wellness in their communities.

The nursing profession will continue to be impacted by the current COVID-19 pandemic, the opioid crisis, the growing use of marijuana products by patients, and Idaho's high rate of suicide.

Mental health and/or substance use diagnoses impacts the profession of nursing as it does any other profession. Nurses need affordable access to resources that will help them effectively overcome these issues to a degree that allows them to practice nursing safely.

The State Board of Nursing lacks visibility. It is important that the public, especially nurses, know the laws, rules, and policies that impact health care.

Board of Nursing Goals

1) Enhance public safety, health, and well-being by increasing the availability and competence of the nursing workforce.

2) Facilitate the appropriate amount and type of regulation to ensure quality education, effective licensure, and evidence-based practice.

3) Improve communication and customer service by optimizing technology and processes.

Goal 1: Enhance public safety, health, and well-being by increasing the availability and competence of the nursing workforce.

Performance Measure 1

80 percent of nurses report they are working at the highest and most appropriate level of practice to which they aspire.

Benchmarks

Y1 – Establish Baseline via 2020 survey
Y2 – TBD
Y3 – TBD
Y4 – TBD

Objectives

1. Complete a survey to establish a baseline across all license types by September 15, 2020
2. Revise licensure applications to collect data pertinent to updating this performance measure by March 15, 2021

Performance Measure 2

Increase the availability of nurses practicing in Idaho by 5 percent on an annual basis *(inclusive of retirement, compacts, new graduates, etc.)*

Benchmarks

Baseline – 30,000
Y1 – 31,500
Y2 – 33,075
Y3 – 34,729
Y4 – 36,465

Objectives

3. In collaboration with nursing programs and health care facilities, identify and implement 2 opportunities per year to increase student numbers and secure clinical experiences (track data)
4. Implement 2 strategies to increase availability by supporting the Advanced Practice Registered Nurse (APRN) compact (track data)

Goal 2:

Facilitate the appropriate amount and type of regulation to ensure quality education, effective licensure, and evidence-based practice.

Performance Measure 3

Every Idaho nursing student has the opportunity to receive nursing education from a program that maintains an 80 percent first-time National Council Licensure Examination (NCLEX) pass rate (RN/LPN)

Benchmarks:

Y1 – Establish Baseline: X schools @ X%
Y2 – TBD
Y3 – TBD
Y4 – TBD

Objectives

1. Determine pass rates for distance programs used by Idaho students by December 31, 2020
2. Generate a list of challenges and opportunities that schools and distance programs have related to securing an 80% pass rate by April 30, 2021
3. Distribute a NCLEX scorecard for distance education by August 31, 2021
4. Implement 2 strategies within the Board's appropriate level of authority to support distance program efforts to secure an 80% pass rate by October 31, 2021

Performance Measure 4

95 percent of investigations will reach an appropriate disposition within 120 days of the date the complaint is filed

Benchmarks:

Baseline: 80 percent of investigations completed within 8 months of complaint
Y1 – 10% within 4 months
Y2 – 25% within 4 months
Y3 – 75% within 4 months
Y4 – 95% within 4 months

Objectives

5. Implement streamlined investigation and disposition processes by July 1, 2021, including
    - Streamlined processes and procedures
    - Developing a disciplined decision matrix

- Securing Board involvement through phone calls, etc. for approvals
- Securing legislative approval of statutory changes

Performance Measure 5

Increase the usage of the alternative programs to 1 percent of Idaho's licensed nurses

Benchmarks

Baseline: .19% enrolled (30K licensed/58 enrolled)
Y1 – TBD
Y2 – TBD
Y3 – TBD
Y4 - TBD

Objectives

6. Transition 20% of complaints per year into practice remediation agreements
7. Visit all Idaho Nursing Schools to inform students about alternative programs on a biannual basis
8. Inform all Nursing Administrators about alternative programs on an annual basis
9. Visit 50% of the facilities generating the highest number of complaints on an annual basis to provide information about and discuss alternative programs

Goal 3: Improve communication and customer service by optimizing technology and processes.

Performance Measure 6

Conduct at least two process improvement projects per year that have a measurable impact on performance or service

Benchmarks

Baseline: 2 per year (In 2020, the Board implemented an electronic communication platform including a recognizable brand, updated website, and social media presence.)
Y1 – 2
Y2 – 2
Y3 – 2
Y4 – 2

Objectives

1. Complete licensure application inventory review and work queue reconfiguration by October 15, 2020
2. Complete Optimal Regulatory Board System (ORBS) 3.0 update by June 30, 2021
3. All documents are consistently formatted and electronically completed and filed by December 30, 2022
4. Implement an electronic document management system by December 30, 2022

RED TAPE REDUCTION ACT

Under the Red Tape Reduction Act mandated in January 2019, the Idaho Board of Nursing made noteworthy steps. The Idaho Board of Nursing staff identified 9 pages of rules that were either outdated or included illustrative lists. This represents a 16% reduction in the number of pages, and a 47% reduction in the number of words.

These changes produced the following outcomes:

- Eliminated certain fees
- Changed restrictive words
- Eliminated duplicate information already in statute
- Eliminated a rule that had no statutory authority

CYBERSECURITY COMPLIANCE PLAN

The Board continues to adopt measures to maintain compliance with Idaho's Cybersecurity Plan including adoption of the NIST Cybersecurity Framework and Implementation of CIS Critical Security Controls.

- All Board employees required to complete annual cybersecurity training - ***Complete***
- Include a link to statewide cybersecurity website on all public websites - ***Complete***