



Quarter 3, 2023 WNA UPDATES for APUs

September/October, 2023

WNA Approved Provider Units (APUs),

WNA newsletters include information from WNA and from ANCC Program Director Updates. The language of the updates is modified slightly to address our Approved Providers. ANCC information has purple headers. Information directly from WNA has blue headers.

REMINDER: APPROVED PROVIDER COMPLIANCE WITH GEOGRAPHIC RANGE

Approved providers must target the majority (>50%) of the activities they provide to nurses in a single HHS region and its contiguous states based on the HHS region. <https://www.hhs.gov/about/agencies/iea/regional-offices/index.html>

If more than 50% of activities are targeted outside a single HHS region or its contiguous states, then an organization may not be an approved provider. ANCC (2015). 2015 ANCC Primary Accreditation Approver Application Manual. American Nurses Credentialing Center. pg. 43.

Please note that marketing an activity on a national platform, such as a website, social media, or national publication, targets nurses outside of the HHS region.

Upon application or re-application to WNA, Approved Providers must verify that over 50% of the activities provided are not targeted to an audience outside of the HHS region or its contiguous states. If this is not the case, an organization would be directed to ANCC to apply as an Accredited Provider. If you have any concerns related to this requirement, please contact WNA for assistance.

BE SURE TO CHECK OUT ANCC's "LET'S CHAT" PODCAST SERIES

If you haven't heard yet, ANCC has a series of podcasts addressing important considerations for activity planning called, "Let's Chat." This is a great resource for those wanting to explore more than just the application of specific criteria. Topics range from applying the criteria, to using simulation, to navigating implicit bias, to planning human trafficking education, and more!

<https://open.spotify.com/show/1FigdNCyOr8jG2WOo1NbGr>

Remember to listen as an *Approved* Provider if specific requirements are mentioned – there are slight nuances between Approved Provider and Accredited Provider requirements. Contact WNA if you have any questions on this.

The most recent podcast on EDP4 is a great resource and can be found here:

<https://open.spotify.com/episode/2RTfRIq3lkiHLjKg6x860p>. Be sure to check it out!

PNPs SHARING EXPERTISE

Redesigning Orientation to NPD: The Path to Clear Role Development

Presented at ANPD Aspire Convention, April 2023

Katie Schulz, DNP, MBA, RN, NPD-BC & Amy Stang, MSN, RNC-NIC, NPD-BC

Assessment/Diagnosis:

What was your orientation to nursing professional development like? If you are like most attendees at the April, 2023 ANPD convention session, your answer ranges from “non-existent” to “so-so”. This was the problem presented to Katie Schulz, DNP, MBA, RN, NPD-BC and Amy Stang, MSN, RNC-NIC, NPD-BC. In an organization with most NPD staff being de-centralized, it was difficult for staff to learn the specialty of nursing professional development. The issue came from lack of networking and mentoring in the organization structure and an orientation that was grounded in tasks. Compounding these issues is infrequent new hires and positions that are often vacant for some time before being filled.

Outcome ID and Planning:

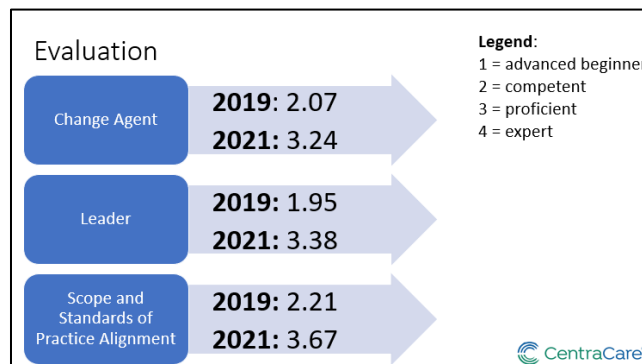
After identifying this problem, Schulz and Stang began to brainstorm the dream state. The chance to make dreams a reality appeared in 2019 when Katie Schulz accepted a new role. Formal planning began, with the goal being to provide structure to new NPD staff, grounded in NPD Scope and Standards. Measurement would be through the annual nursing needs assessment of NPD staff. Planning began with the practice model, and the additional need for a new initial competency tool was quickly identified.

Implementation/Evaluation:

The NPD role and standards were identified as phases for orientation to provide a well-rounded experience. Phases include Orientation/onboarding, Continuing Education (Learning Facilitator), Change Agent, Champion for Research/EBP/QI, Leadership, Competency Assessment, Evaluation and Role Development.

Within each phase, objectives and estimated timeline were included. Competencies, suggested learning activities, internal expert meetings and resources were provided to support each phase. Orientees were also assigned a mentor and provided a self-evaluation tool to promote professional practice reflection throughout the first year of practice.

Following the initial trial, some updates were made in format and delivery. In 2020, Amy Stang moved to a regional NPD role and an additional trial was completed. From 2021-2022 seven additional NPD staff were onboarded. When comparing needs assessment data from 2019 to 2021, significant improvement was noted in the areas of change agent, leader and scope and standards alignment. (Of note, the survey verbiage changed from one year to next, which may have affected the data.)



Reflection and next steps:

Advocating for NPD as a specialty can be difficult when in positions not assigned formal power. This project helped to demonstrate that NPD staff have the power of influence to impact practice, regardless of formal position. Next steps include continuing education for existing NPD staff, led by Stang. Restructuring to a more centralized model for NPD is being led by Schulz.

[NPD ONBOARDING: Path to Clear Role Development](#)



Resources:

For more information and access to all resources developed for this project, use the QR code or link:

NARS NEWS

- 2023 NARS data and PNP Program Summary attestation will be due on February 9, 2024.
- If you batch upload, check your NARS Excel template, and delete ANCC sample information by right clicking and using “clear contents.”
- Look across the entire spreadsheet to be sure there are no columns with ANCC sample commercial support information!

CRITERION SPOTLIGHT: SC3 (adapted for Approved Provider Units)

from the ANCC Accredited Approver Program Director Update,

Structural Capacity (SC) 3: How the PNP or NP provides direction and guidance to individuals involved in planning, implementing, and evaluating NCPD activities in compliance with ANCC/WNA CEAP criteria.

The narrative for Structural Capacity 3 is about the guidance the PNP and nurse planners provide to **other** individuals involved in activity planning (i.e., non-Nurse Planners). The process description should include who the guidance is provided to and how the guidance is provided.

Think about the last activity you planned and consider the following:

- Who had questions about a NCC criteria?
- What type of questions did they ask?
- How did you receive and respond to these questions?
 - Activity planning, planning meetings, emails, etc.
- How did the PNP or nurse planners ensure that everyone in a position to control the content of the activity adhered to the ANCC criteria?

The answers to these questions will guide the narrative of the process for your provider unit for SC3.

Each criterion also requires a specific example. The example you provide will be unique to your provider unit but may include guidance to individuals such as instructional designers, marketing, content experts, and or speakers.

Consider the following scenario and how Primary Nurse Planner Maria Cortez, BSN, RN guided Anika, a new employee to the organization who is **not** a Nurse Planner.

The organization is looking forward to implementing a new LMS. Anika Shah, MS, BCSP is a new member of the Organizational Education Department's instructional design team and was tasked with final edits to the key components. As part of Anika's orientation she had a virtual meeting with Primary Nurse Planner Maria Cortez. Anika was already familiar with ANCC criteria from a previous job and knew that the details for required disclosures to learners and certificates were important in educational planning. She was not aware that the ANCC accreditation statement had changed in 2021. Maria reviewed the current planning requirements with Anika including the use of the most current ANCC language. Maria also provided Anika a copy of the accurate language in writing so she could validate what had been added to the new LMS. This collaboration and direction led to accuracy in the new LMS required disclosures and certificates for all future offerings.

This shows how the PNP was able to provide a non-nurse planner guidance related to the ANCC criteria.

SHARE YOUR INSIGHTS FROM ANCC SUMMIT

If you were able to attend the October, 2023 ANCC SUMMIT in Chicago and have insights to share, please email your key take-aways to wnanprl@wisconsinnurses.org. **Especially interested in Dr. Steve Singer's presentation if you attended this.** Thank you!

NPD ARTICLES NOTED IN ANCC PROGRAM UPDATE (Quarterly Newsletter) (Please note some articles must be purchased.)

Haines, S. (2023). Leveraging business acumen to become influential. *Journal for Nurses in Professional Development*, 39(4), 228-229. DOI: 10.1097/NND.0000000000001002

Park, C.W. & Holtscheider, M.E. (2023). Impact your organizational outcomes by developing your business insight and future readiness. *Journal for Nurses in Professional Development* 39(2), 112-114. DOI: 10.1097/NND.0000000000000974

Shaw, D.R., Steiner, P. & Bradley, K. (2023). From chaos to control: one-page tip sheet, a nursing professional development specialist's essential tool for just-in-time education. *The Journal for Continuing Education in Nursing* 54(1): 11-14. DOI: 10.3928/00220124-20221207-05

We hope you celebrated Nursing Professional Development week! Every one of you, in every setting, really do make a difference! Thank you to our WNA Approved Providers for all you do!



(Open source: 2023 ANPD)