

**CORE COMMITTEE AGENDA  
November 13, 2018  
VIRGINIA BOARD OF  
NURSING**

Department of Health Professions,  
9960 Mayland Drive, Suite 300,  
Henrico, Virginia 23233

**Tuesday, November 13, 2018**

**3:00 P.M. – CORE Committee Meeting Board Room 2**

Call to Order: Ms. Minton, CORE Committee Chair

Other Members: Dr. McQueen- Gibson

Ms. Friedenber

C.Ridout- Board staff

- I. Finalize the Educational Summary Report**
- II. Determine and finalize the recommendations for the education report**
- III. Review Practice Summary report**
- IV. Determine recommendations for practice report**
- V. Determine and finalize recommendations for licensure report**
- VI. Determine and finalize recommendations for discipline report**
- VII. Plan for January 2018 meeting- finalize the practice summary report and recommendations**

## Commitment to Ongoing Regulatory Excellence (CORE)

### Education Report Summary 2016

Virginia Board of Nursing CORE Committee:

Trula Minton	Chair
Ethlyn McQueen-Gibson	Board Member
Margaret Friedenber	Board Member
Charlette Ridout	Board Staff

### Introduction

The NCSBN CORE report is the result of a '*comparative performance measurement and benchmarking process*' based on collated survey data from key stakeholders in nursing regulation to include Boards of Nursing, Nurses, Employers and Educators. The CORE report aims to provide a snapshot of results related to performance measures in 4 key areas of nursing regulation: nursing practice, nursing education, nursing licensure and discipline. Evaluating effectiveness and efficiency in nursing regulation overall, both at the national level and at the individual Board of Nursing level, is the focus of CORE survey. Survey data allows individual Boards of Nursing to monitor their performance on key measures over time as well compare their performance to the national average and to like sized Boards of Nursing included in the survey. (Source: NCSBN CORE Aggregate Report FY 2014 & 2016)

### Commitment to Ongoing Regulatory Excellence (CORE) Committee Report Education 2016

#### VA State BON VOL. 3: Education

##### I. Data Collection and Processing

- a. Survey was conducted between July and September of 2016 to the following groups:
  - i. *RNs with Active License*: In Virginia, a random sample of 1,500 RNs were sent a hard copy of the survey and 157 responded.
  - ii. *Boards of Nursing*: Nationally, 54 BONs were sent hard copies and 38 responded. Virginia responded.
  - iii. *Employers*: In Virginia, 300 employers were sent hard copies and 18 responded.
  - iv. *Educators*: In Virginia, 151 educators (program directors) were sent hard copies and 22 responded.
- b. Note that while hard copies were sent, a reminder letter was sent out to complete survey then the survey was also available electronically.

- c. Outside data sources used were: NCLEX-RN/PN examination data, Nursys disciplinary data, and Member Board Profiles data.

## **II. Limitations**

- a. Includes missing or incomplete data
- b. Uncertainty on how data is reported among BONs due to inconsistencies which include but not limited to the following;
  - i. Maintain own information system,
  - ii. Do not track data in the same way,
  - iii. Interpretation of definitions of the measures, and
  - iv. Computation of the data.
- c. Sampling error as there were low response rates for individual states.
- d. Results in the report are descriptive data only. The data are indicators only and subject to possible problems with the validity and reliability.
- e. The report should be reviewed considering low number of responses.
  - i. Nurses, 13%
  - ii. Employers, 10%
  - iii. Educators, 22%

### **Points of Pride: Virginia Board of Nursing Education**

- In Virginia, 83.1% of nurses indicated that over 90% of the nurses they work with provide safe and competent care, which was slightly higher than the aggregate.
- In Virginia, 97% of nurses indicated that their entry-level nursing education was excellent or good at preparing them to provide safe and competent care, which was higher than the overall aggregate.
- In Virginia, 93.8% of employers and 95.5% of nursing educators indicated the guidelines and regulations regarding the supervision of student nurses were adequate.
- In Virginia, 90.8% of nursing educators indicated the board of nursing's performance in promoting quality education was excellent or good.
- In Virginia, 90.8% of nursing educators indicated the board of nursing's performance in conducting the program review or approval as excellent or good.
- In Virginia, 95.4% of educators indicated the board's performance in regards to notification of board visits as excellent or good.
- In Virginia, 91% of educators indicated that the board's performance in the initial and ongoing review and approval process with regards to usefulness of feedback provided was excellent or good.
- Educator comments indicated the board keeps the educators and program directors informed of changes and the board is an "excellent partner, resource and advocate for nursing education".

## **Summary of Status/Opportunities**

### **LONG TERM OUTCOMES**

#### **Consumers receive safe and competent care from nurses:**

Percent of nurses you work with who provide safe and competent care:

- All BON's 80%; VA 83.1%

Nurses, employers and educators worked with or received reports about nurses with near misses or patient harm, seldom or never:

- Nurses-All BON's 70.8%; VA 73.1%
- Employers-All BON's 58.7%; VA 83.3%
- Educators-All BON's 87.4%; VA 86.4%

### **INTERMEDIATE OUTCOMES**

#### **Nursing programs graduate competent and safe practitioners**

Nurses-Their programs prepare them for safe and competent care:

- ALL BON's 92.5%; VA 97%
- Employers-All BON's 81.5%; VA 62.5%

#### **Consumers receive safe and competent care from student nurses:**

Percent employers and educators agree with BON guidelines and regulations regarding the supervision of student nurses are adequate to assure safe and competent nursing care

- Employers-All BON's 92.4%; VA 93.8%
- Educators-All BON's 89.3%; VA 95.5%

Percent employers agree that education programs are high quality

- All BON's 89.9%; VA 88.8%

Students are adequately supervised

- All BON's 82.2%; VA 76.5%

### **OUTPUTS**

#### **Average number of approved programs, PN/RN/APRN**

- All BON's 81.4; VA 141
- PN All BON's 23.4; VA 60
- RN All BON's 40.1; VA 81

- APRN All BON's 8; VA 0 (not regulated)

**Average approved number of programs**

- 2009 All BON's 67.7; VA 110
- 2012 All BON's 77.6; VA 159
- 2014 All BON's 81.4; VA 145
- 2016 All BON's 67.5; VA 141

**Average number of programs with conditional, provisional or probation status**

- PN All BON's 1.4; VA 1
- RN All BON's 2.4; VA 3

**Average number of programs closed**

- PN All BON's 0.4; VA 1
- RN All BON's 0.5; VA 0

**Average number of programs denied initial approval**

- PN All BON's 0.2; VA 3
- RN All BON's 0.1; VA 0

**Average number of programs pending application**

- PN All BON's 0.8; VA 6
- RN All BON's 1.1; VA 4

**PROCESSES AND ACTIVITIES**

**Philosophy, policy and standards**

Agree that nurse practice act is current and reflects state-of-the-art in nursing education

- Nurses All BON's 32.5%; VA 35.7%
- Employers All BON's 20.5%; VA 22.5%
- Educators All BON's 38.5%; VA 47.7%

Percent agreement with process used by BON to investigate and resolve a problem related to sanctions and/or monitoring

- All BON's 88.2%; VA 80%

BON performance in promoting quality education

- Nurses All BON's 75.9% VA 80%
- Employers All BON's 68.5%; VA 77.8%
- Educators All BON's 89.1%; VA 90.8%

### **BON performance in responding to innovation in education**

- Nurses All BON's 70.2%; VA 71.1%
- Employers All BON's 62%; VA 77.8%

### **BON performance regarding program review or approval process**

- Educators All BON's 89%; VA 90.8%

### **BON performance in initial and ongoing review or approval regarding consultation re rules, regulations, policies**

- Educators All BON's 87.8%; VA 86.4%

### **BON performance in initial and ongoing approval process regarding notification of BON visits**

- Educators All BON's 82.8%; VA 95.4%

### **BON performance regarding communication with BON staff**

- Educators All BON's 81.7%; VA 86.4%

### **BON performance regarding timeliness of feedback from BON staff**

- Educators All BON's 77.4%; VA 81.8%

### **BON performance regarding usefulness of feedback from BON staff**

- Educators All BON's 82.9%; VA 91%

### **BON performance regarding fairness/objectivity**

- Educators All BON's 83.6%; VA 86.4%

### **BON performance regarding plan of correction due process**

- Educators All BON's 80.2%; VA 59.1%

## **PROGRAM COMPONENTS AND RESOURCES**

### **Budget for education**

- ALL BON's \$192,966; VA \$192,622

### **Percent of budget for education**

- All BON's 6.1%; VA 2.4%

### **Budget per approved program**

- 2012 All BON's \$3,553; VA \$1,391

- 2014 All BON's \$3,469; VA \$1,328
- 2016 All BON's \$4,109; VA \$1,366

#### **FTE's for education programs**

- All BON's 3.1; VA 2.5

#### **Recommendations**

In regards to long term outcomes and reporting of near misses: (on page 3)

Recommendation: encourage nursing programs to be involved with the Safe Student Reports Research Study being conducted by NCSBN. Information regarding participation in the research study can be found at <https://www.ncsbn.org/safe-student-reports.htm>

In regards to intermediate outcomes and nurses feeling their programs prepare them for safe and competent practice: (page 3)

Recommendation: Suggest that nursing programs or the BON obtain feedback from graduates to determine areas of needed improvement

In regards to intermediate outcome and percent of employers responding that students are adequately supervised: page 3

Recommendation: BON encourage employers to contact the nursing programs when supervision is not adequate, report to the BON as needed and encourage facilities to be involved with the nursing programs advisory board.

#### **In regards to process and activities regarding nurse practice act: page 4**

Recommendation: **unsure but them seems like an areas of opportunity**

In regards to resources: page 5-6

Recommendation: BON consider increasing budget regarding education programs as it is significantly less than in other states and we have significantly more programs

## Commitment to Ongoing Regulatory Excellence (CORE)

### Practice Report Summary 2016

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Ethlyn McQueen-Gibson	Board Member
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Charlotte Ridout	Board Staff

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### Commitment to Ongoing Regulatory Excellence (CORE) Committee Report Practice 2016

#### VA State BON VOL. 4: Practice

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## **Points of Pride: Virginia Board of Nursing Practice**

- VA leads all BON's in performance in responding to health care changes for nurses, employers and educators.
- VA leads all BON's in addressing emerging issues (nurses, employers and educators).
- VA leads all BON's in assuring competence of practicing nurses (nurses, employers and educators).
- VA leads all BON's in the understanding of how to report suspected violations of nursing statutes and rules (nurses, employers and educators).
- VA leads all BON's re the usefulness of information provided by the BON during presentations, webinars, workshops and BON meetings.

## **Summary of Status/Opportunities**

### **LONG TERM OUTCOMES**

#### **Consumers receive safe and competent care from nurses:**

Percent of nurses you work with who provide safe and competent care:

All BON's, 80%; VA, 83.1%

**Nurses, employers and educators worked with or received reports about nurses with near misses or patient harm, seldom or never:**

Nurses-All BON's, 70.8%; VA, 73.1%  
Employers-All BON's, 58.7%; VA, 83.3%  
Educators-All BON's, 87.4%; VA, 86.4%

## **INTERMEDIATE OUTCOMES**

### **Nursing regulations are current and reflect state-of-the-art of nursing practice:**

- **BON's performance responding to health care changes:**
  - Nurses-All BON's, 72.7%; VA, 74.4%
  - Employers-All BON's, 67.6%; VA, 100%
  - Educators-All BON's, 78.9%; VA, 90.8%
  
- **BON's performance addressing emerging issues:**
  - Nurses-All BON's, 70.3%; VA, 74.3%
  - Employers-All BON's, 64.6%; VA, 100%
  - Educators-All BON's, 75.5%; VA, 86.4%
  
- **BON's assuring competence of practicing nurses:**
  - Nurses-All BON's, 75.1%; VA, 78.1%
  - Employers-All BON's, 69.5%; VA, 83.3%
  - Educators-All BON's, 88.6%; VA, 90.9%

### **Nurses and other stakeholders knowledge about regulations and the role of the BON:**

- **Understanding of difference between role of BON versus professional nursing associations:**
  - Nurses-All BON's, 79.2%; VA, 74.3%
  - Employers-All BON's, 89.8%; VA, 83.3%
  - Educators-All BON's, 99.1%; VA, 100%
  
- **Understanding of obligation to report conduct they believe may violate nursing statutes:**
  - Nurses-All BON's, 94.3%; VA, 91.7%
  - Employers-All BON's, 97.8%; VA, 100%
  - Educators-All BON's, 98.8%; VA, 100%
  
- **Understanding of the scope/legal limits of nursing practice as determined by the nurse practice act and related state statutes and rules:**
  - Nurses-All BON's, 62.9%; VA, 62.6%
  - Employers-All BON's, 73.8%; VA, 61.1%
  - Educators-All BON's, 87.4%; VA, 95.5%
  
- **Understanding of how to report suspected violations of nursing statutes and rules:**
  - Nurses-All BON's, 78.2%; VA, 78.9%
  - Employers-All BON's, 95%; VA, 94.4%

- Educators-All BON's, 95%; VA, 100%

## **OUTPUTS**

### **Advice and clarification provided by BON and information disseminated:**

- **Statutes/rules that govern nursing practice are readily accessible:**
  - Nurses-All BON's, 75.1%; VA, 72.6%
  - Employers-All BON's, 85.3%; VA, 83.3%
  - Educators-All BON's, 95.1%; VA, 95.5%
- **Reference when making practice decisions:**
  - Nurses, Nurse Practice law and rules- All BON's, 71.9%; VA, 68.2%
  - Nurses, Board Website- All BON's, 49.75; VA, 54.1%
  - Employers, Nurse Practice law and rules-All BON's, 85.9%; VA, 100%
  - Employers, Board Website-All BON's, 60.6%; VA,77.8%
  - Employers, Association Website-All BON's, 22.0%; VA, 55.6%
  - Employers, Personal Communication with Board staff-All BON's, 28.2%; VA, 50%
  - Educators, Nurse Practice law and rules-ALL BON's, 96.2%; VA, 95.5%
  - Educators, Board Website-All BON's, 83.1%; VA, 100%
  - Educators, Personal Communication with Board Staff-All BON's, 70.6%; VA,68.2%
- **Ratings regarding timeliness of BON response to email inquiry:**
  - Nurses-All BON's, 75%; VA, 72.1%
  - Employers-All BON's, 79%; VA, 100% (2 responses)
  - Educators-All BON's, 90.1%; VA, 95.2%
- **Ratings regarding ease of navigating BON website:**
  - Nurses-All BON's, 74.8%; VA, 76.8%
  - Employers-All BON's, 74%; VA, 85.7%
  - Educators-All BON's, 84%; VA, 80%
- **Ratings regarding ease of use of telephone inquiry to BON:**
  - Nurses-All BON's, 74.6%; VA, 75%
  - Employers-All BON's, 77.7%; VA, No responses\*\*
  - Educators-All BON's, 80%; VA, 89.4%
- **Ratings regarding timeliness of telephone response from BON positive:**
  - Nurses-All BON's, 69.1%; VA, 70%

- Employers-All BON's, 74.7%; VA, No responses\*\*
- Educators-All BON's 77.8%; VA, 88.9%
  
- **Ratings regarding helpfulness of response to telephone inquiry to BON**
  - Nurses-All BON's, 85.7%; VA, 75%
  - Employers-All BON's, 78.7%; VA, No responses\*\*
  - Educators-All BON's, 71.9%; VA, 94.5%
  
- **Ratings regarding usefulness of BON publications/magazines:**
  - Nurses-All BON's, 51.6%; VA, 45.5%
  - Employers-All BON's, 61.1%; VA, 50%
  - Educators-All BON's, 72.8%; VA, 54.4%
  
- **Ratings regarding usefulness of information provided by BON during presentations, webinars, workshops and BON meetings:**
  - Nurses-All BON's, 95.5%; VA, 100%
  - Employers-All BON's, 94.5%; VA, 100%
  - Educators-All BON's, 96.9%; VA, 100%

## **PROCESSES AND ACTIVITIES**

### **Responding to inquiries**

#### **Communication with nurses and other stakeholders**

- **Ratings regarding nurse practice act being current and reflecting state-of-the-art nursing in their area:**
  - Nurses-All BON's, 80%; VA, 79.9%
  - Employers-All BON's, 80%; VA, 77.8%
  - Educators-All BON's, 84.3%; VA, 77.3%
  
- **Ratings regarding helpfulness of response received from BON re a practice issue:**
  - Nurses-All BON's, 79.4%; VA, 71.4%
  - Employers-All BON's, No response; VA, No response\*\*
  - Educators-All BON's, No response; VA, No response\*\*

## **COMPONENTS AND INPUTS**

### **Questions, issues and practice issues**

- **Percent nurses who asked BON about practice issues:**
  - All BON's, 8.1%; VA, 9.6%

- **Percent nurses, employers and educators who attended a BON presentation, webinar, workshop, conference or meeting:**
  - Nurses-All BON's, 8%; VA, 9.7%
  - Employers-All BON's, 17.5%; VA, 16.7%
  - Educators-All BON's, 74.6%; VA, 86.4%

**Recommendations:**