

CRITICAL GAPS TEAMS: COMPILED 2022 PLANS

DIVERSITY

Team Leads: Katie Eilers and Victoria Fletcher

Team Members: Victoria Fletcher, Katie Eilers, Paula Meyer, Sofia Aragon, Angelina Flores-Montoya

Project Lead(s)	Launch/1st Step	January	February	March	April	May	June	July	August	September	October	November	December	Accomplishment	Budget and resources
	Obtain data from NCQAC, analyze data, draft trend analysis report, Angelina		Nursing education trends draft report reviewed by WCN Diversity Advisory Committee and WCN BOD, presented by Angelina Flores-Montoya	Nursing education trends draft report presented to NCQAC, including Paula Meyer and key staff by Angelina Flores-Montoya	Present nursing education trends report at CNEWS meeting, Spokane, WA, Angelina, Sofia?									By the end of the 2nd qtr 2022, Present NCQAC nursing education data trend analysis to Critical Gaps Steering Committee and CNEWS groups	Calendar a presentation to NCQAC and also at CNEWS conference by Angelina Flores-Montoya and Sofia Aragon
	Draft agreement to include diverse voices in Critical Gaps work, circulate to Paula and Sofia				WCN and NCQAC to develop an agreement to include diverse voices in Critical Gaps leadership.	Present agreement to Critical Gaps Steering Committee								By the end of the 2nd qtr 2022, WCN/NCQAC, Critical Gaps Steering Committee will adopt guiding principles for engagement and centering BIPOC voices in the work. Sofia and Paula to propose and develop	Paula and Sofia to identify budget and resources
	Assess DEI impact of current nursing regulations, define review process, identify review group, Paula, NCQAC, WCN									Sofia and Paula develop a plan for assessment of NCQAC regulations for DEI impact			Paula and Sofia present a plan to WCN board, NCQAC, and critical gaps groups	By the end of 3rd qtr 2022, Sofia and Paula are to have a plan to how to assess WAC's for DEI impacts, Identify WAC's to potentially amend, Paula, NCQAC, WCN (collaborator)	Sofia and Paula to determine resources needed to support this process
	Continue participation in Children's pilot project, meet with NWONL to gain support for leadership mentorship initiative									Identify at least three health systems to initiate a leadership mentorship program, with Children's program as one model				By the end of 4th qtr 2022, 3 other health systems will be approached to potentially adopt the Children's Hospital Leadership mentorship model. NOWNL and WCN	
	Brief CNEWS on "community of interest" discussion at Critical Gaps Steering Committee meeting				Sofia to introduce Community of Interest discussion at the April CNEWS conference as part of sharing the nursing education trends report						Propose to CNEWS a presentation of nursing schools or programs who have identified a community of interest for DEI strategies.			By the end of the 4th qtr 2022, CNEWS to host a discussion on "community of Interest" approach to DEI strategies. This will include how CNEWS and/or individual members will include community voices that reflect those most affected and identify communities of interest to focus DEI strategies.	

EDUCATION		Team Lead: Mary Baroni						Team Members:								
Project Lead(s)	Launch/1st Step	January	February	March	April	May	June	July	August	September	October	November	December	Accomplishment	Budget and resources	
SBCTC	LPN Academic Progression								LPN-RN & LPN-BSN DTA pathways approved						The LPN-RN & LPN-BSN DTA pathways will be approved for implementation by the SBCTC, COP, & ICW by summer 2022.	SBCTC
SBCTC	LPN Academic Progression												Early DTA adopter PN Programs identified	By the end of 2022, at least one CTC currently offering LPN education will begin implementation process for LPN-RN and/or LPN-BSN DTA		
Premera Grant Team Leads	LPN Academic Progression									LPN-BSN Pilot Programs approved by SBCTC & NCQAC				All 4 LPN-BSN Pilot Programs will be approved for implementation by SBCTC & NCQAC by Fall 2022.	Premera Foundation Grant	
Kim Tucker, Kara LaValley, Kristen Hosey, Teri Woo	LPN Academic Progression									1st cohort of LPN-BSN students at CBC, GRC & WVC and 2nd cohort at SMU admission				First cohort of LPN-BSN students at CBC, GRC, & WVC and 2nd cohort at SMU will be admitted by the end of 2022.	Premera Foundation Grant	
Mary Baroni	LPN Academic Progression												End of term focus groups with each cohort	End of term focus groups will be conducted with each semester/quarter for first cohort of LPN-BSN students at pilot schools as they launch. This will include the first cohort of LPN-BSN students at Saint Martin University in spring 2022 and fall 2022 and any of the other three programs that may launch in fall of 2022.	Premera Foundation Grant	
Marlin Galliamo & Kathy Moio	LPN Academic Progression												LPN Apprenticeship Pathway development	The LPN Apprenticeship Pathway will be developed and submitted to the state legislature by the end of 2022.	Premera Foundation Grant	
Premera Grant Director Dr. Diana Meyer, Tiffany Smith-Fromm	Holistic Admissions							Development of Open Access Resource PowerPoint on holistic admissions						An open access resource Open Access Resource PowerPoint on holistic admissions will be developed by Premera Grant Consultants by summer 2022.	Premera Foundation Grant	
Premera Grant Director Dr. Diana Meyer, Tiffany Smith-Fromm	Holistic Admissions								CNEWS Survey	CNEWS Survey	CNEWS Survey	CNEWS Survey	CNEWS Survey	A CNEWS survey of nursing education programs' knowledge of and/or use of holistic admissions will be developed, distributed, and analyzed by the end of 2022 by Premera Grant	Premera Foundation Grant	
Premera Grant Team Leads Kim Tucker (Columbia Basin College), KaraLynn LaValley (Green River College), Kristen Hosey (Wenatchee Valley College), Teri Woo (St. Martin University)	Holistic Admissions												Implementation of Holistic Admissions at 4 LPN-BSN pilot schools (already implemented at SMU)	Holistic Admissions will be implemented as all 4 LPN-BSN pilot schools by the end of 2022.	Premera Foundation Grant	
Premera Grant Director Dr. Diana Meyer, Tiffany Smith-Fromm	Holistic Admissions												Development of student focused Open Access Resource video on holistic admissions & creating a strong application.	Development of student focused Open Access Resource video on holistic admissions and creating a strong application will be in development and completed by February 2023.	Premera Foundation Grant	
Premera Grant Team and Consultants	Holistic Admissions												Confirmation of presentation on Holistic Admission	A presentation on holistic admissions at CNEWS Spring 2023 meeting will be confirmed by the end of 2022.		

Carrie Miller, Lauren Bibin, Katie Haerling, Jocelyn Ludow, Tiffany Zyniewicz	Simulation			Simulation Task Force contacts with Premera Grant for consultation & development of Open Access Resource Simulation on rural disaster management.											The Washington Simulation Task Force will integrate into ongoing Critical Gaps in Nursing Education beginning with initial presentation on December 21, 2021.	Premera Foundation Grant
Carrie Miller, Lauren Bibin, Katie Haerling, Jocelyn Ludow, Tiffany Zyniewicz	Simulation			Simulation Task Force consultation & development of Open Access Resource	Simulation Task Force consultation & development of Open Access Resource	Simulation Task Force consultation & development of Open Access Resource	Simulation Task Force consultation & development of Open Access Resource	Simulation Task Force consultation & development of Open Access Resource	Simulation Task Force consultation & development of Open Access Resource	Simulation Task Force consultation & development of Open Access Resource	Simulation Task Force consultation & development of Open Access Resource	Simulation Task Force consultation & development of Open Access Resource	Simulation Task Force consultation & development of Open Access Resource	Simulation Task Force will contract with Premera Grant for consultation & development of OAR Simulation on rural disaster management.	Premera Foundation Grant	
Dr. Kate Haerling	Simulation					NCSBN funded Simulation Study Analysis Completed								NCSBN Funded Simulation Study Data Collection will be completed by the end of May 2022.	NCSBN	
Dr. Kate Haerling	Simulation									NCSBN funded Simulation Study Analysis Completed				NCSBN Funded Simulation Study Analysis will be Completed by the end of September 2022.	NCSBN	
Dr. Kate Haerling	Simulation												NCSBN Simulation Study Finding Presented to Critical Gaps in Nursing Education Group	NCSBN Simulation Study Findings will be presented to Critical Gaps in Nursing Education Group by the end of 2022.	NCSBN	

LONG TERM CARE

Team Lead: Tatiana Sadak, Lauri St. Ours

Team Members: Melinda Schultz Misrak Mellsie, RN, MSN, Jessica Duggar, LPN, Adam Canary, LN/LNHA, Chukk Nielson, RN, BSN, Mindy Schaffner, PhD, MSN-CNS, RN, Anne Richter, MS, BSN, RN, Tracy Rude, LPN, Jamie Hernandez, Nova Gottman

Project Lead(s)	Launch/1st Step	January	February	March	April	May	June	July	August	September	October	November	December	Accomplishment	Budget and resources
		Recruited a UW SoN DNP student and Started developing LTC residency web resource (focus on leadership opportunities for nurses from diverse backgrounds)		Completed the development of the LTC residency web resource					Recruited UW SoN DNP student to continue developing LTC residency	DNP student is matched with LTC facility that is interested in implementing the residency pilot			Initial LTC Residency data is collected and disseminated		UW SoN
		Secured funding from HCA/DSHS and started a pilot of the LTC externship with UW SoN UG students (recruited a diverse cohort: 1/3 male, 1/3 BIPOC.		Successfully completed the first quarter of the externship, collected outcomes data			Completed the pilot of the LTC Externship	Disseminated findings of the LTC Externship	Secured funding for the second year of LTC externship	Recruited a new cohort of externs and started year 2 pilot in LTC with focus on memory care units			Quarter 1 LTC Externship data is collected and disseminated		HCA/DSHS
				Developed diversity goals and applied for funding to Hilman Foundation. Proposal - to develop protocols for conducting systematic needs assessments for addressing racism and cultural incompetence in LTC			If funded, will start the project on assessing needs and developing targeted interventions for addressing racism in LTC	If not funded, will pursue other funding sources					If funding is secured will conduct preliminary data analysis		Hilman Foundation
						Conduct listening sessions with BIPOC LTC nurses and direct care staff to identify diversity goals (recruit through Nurses of color organizations and WACHA conference)	Identify perceived barriers to meaningful leadership opportunities for diverse nurses in LTC	Identify perceived barriers to the retention and job satisfaction of BIPOC nurses							Hilman Foundation

RURAL

Team Lead: Cori Anne Garcia-Hansen

Team Members:

Project Lead(s)	Launch/1st Step	January	February	March	April	May	June	July	August	September	October	November	December	Accomplishment	Budget and resources
Cori Ann Garcia	Reconvene Rural Critical Gaps groups and include new non-nursing partners such as DOH Office of Rural Health			Present to the Northwest Rural Health Conference		Review available demand, supply, and nursing education data from WCN				Compile available data and research to develop a policy brief.				By December 31, 2022 explore a revised version of the Rural Outreach Nurse Education Program to include elements of the Public Health Service Corp, including elements to recruit diverse nurses	
Cori Ann Garcia				Review available data from the WA State Hospital Association		Review available demand, supply, and nursing education data from WCN				Compile available data and research to develop a policy brief.				By December 31, 2022, the workgroup will present available data on rural workforce nursing needs to policy makers and funders.	