15th Annual Student Nurse Political Action Day in Springfield

April 16, 2013 was the day for over 1200 student nurses and faculty members to descend on Springfield, IL for the 15th Annual Student Nurse Political Action Day at the Prairie State Convention Center. This day was designed to give student nurses information on the importance of political action to nursing and inform them about the bills that were being discussed in the legislature. Students were also encouraged to talk to their individual legislators while at the Capitol.

The day was planned by the ANA-Illinois Board of Directors and the Nurses-PAC Board of Trustees. Nurses-PAC Chair Karla Luxner directed the day’s activities. Welcomes were offered by the ANA-Illinois President, Karen Kelly, and the Student Nurses Association of Illinois Legislative Director, Shawna Worley. Speakers included Dan Fraczkowski, MSN, RN, ANA-Illinois board member; Pamela Robbins, BSN, RN, ANA-Illinois Legislative Committee; Susan Swart MS, RN, CAE, ANA-Illinois Executive Director; and Michelle Knappe, MSN, RN, ANP-BC, CEN, Illinois Society for Advanced Practice Nursing (ISAPN). These speakers presented information on current legislation and health policy issues of interest to nurses.

Susan Clark of Capitol Edge Consulting explained to students how the legislative process works and gave fascinating insights into the current legislation before the General Assembly. She also taught students how to effectively lobby their legislators. Susan is the lobbyist for ANA-Illinois and ISAPN and is also a RN.

Twenty-five nursing programs brought their students to participate in the event. Programs included:
- Blessing-Rieman College of Nursing
- Chicago City Colleges - Harry Truman College
- Chicago City Colleges - Wilbur Wright College
- Graham Hospital School of Nursing
- Harper College
- Illinois Valley Community College
- Illinois Central College
- Illinois Eastern Community Colleges - Frontier Community College
- Illinois Eastern Community Colleges - Lincoln Trail College
- Illinois Eastern Community Colleges - Wabash Valley College
- Illinois Wesleyan University - College of Nursing
- Illinois State University - Mennonite College of Nursing
- Joliet Junior College
- Kishwaukee College
- Lewis & Clark Community College
- MacMurray College
- Methodist College
- Millikin University
- Northern Illinois University College of Nursing

Lewis and Clark Community College was honored for having the most students in attendance! 148 nursing students showed their pride in the college and their profession.

CONTINUING EDUCATION OFFERING
Apply ANA’s Scope and Standards in Practice and Education
See pages 11-13
Dear Nurse Colleagues,

The Illinois Nurses Foundation (INF) together with the new ANA-Illinois is pleased to introduce our premier edition of the Nursing Voice. This first edition is being sent to all registered nurses as well as all schools of nursing and hospitals in the state of Illinois. In addition, we will send our newsletter to forty-nine other state nurses associations and the American Nurses Association (ANA). This makes the total circulation over 180,000 RNs and organizations.

The Nursing Voice will be the place to find information on what is happening within the nursing community in Illinois. We have already begun reaching out to other nursing and healthcare organizations throughout Illinois to collaborate and keep you informed about efforts to advance our profession and implement the Affordable Care Act throughout Illinois.

The INF board will work closely with the ANA-Illinois board to bring you the practice, legislative, policy and educational information that is critical for all nurses, regardless of your area of practice. We also want you to get to know the ANA-Illinois, the newly formed state nurses association that is the only affiliate of the American Nurses Association in Illinois. We want you to understand the priorities and the focus of the work done by both the Foundation and ANA-Illinois. We hope that you will become a member of ANA-Illinois and a donor to the Foundation and support the important work of both.

We are very pleased to be working with the Arthur L. Davis Publishing Agency to produce the Nursing Voice. Through this collaboration, this newsletter will be the only state-based publication that is being sent to ALL Illinois registered nurses. So once again, welcome.

Sincerely,

Maureen E. Skeleton
President
Illinois Nurses Foundation

Karen Kelly EdD, RN, NEA-BC
President
ANA-Illinois

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**Poster Contest Winners**

- **Jordan Stout**
  - Millikin University
  - Junior Nursing Student

- **Kristen Snyder**
  - Millikin University
  - Junior Nursing Student

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**The Nursing Voice**

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**Article Submission**

- **Subject to editing by the INF Executive Director & Editorial Committee.**
- **Electronic submissions ONLY as an attachment (word document preferred).**
- **Email info@ana-illinois.org**

**Subject Line:** Nursing Voice Submission: Name of the article

- **Article Submission Dates**
  - January 15th
  - April 15th
  - July 15th
  - October 15th

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**www.ana-illinois.org**

**Published by:** Arthur L. Davis Publishing Agency, Inc.
The Nursing Voice

June 2013

Page 3

STUDENT NURSES ASSOCIATION OF ILLINOIS

illinois nursing Students,

It has been a pleasure to serve as your 2012-2013 Student Nurses Association of Illinois (SNAI) President! I have learned so much and have enjoyed every moment of it. By far, the biggest reward of being President is being able to meet all of the student nurses at different leadership events and seeing the great accomplishments that you are all capable of. I would like to highlight on a few of the great things that Illinois nursing students have been a part of in the past few months.

On March 2nd at the University of St. Francis, we hosted our 4th Annual Leadership Conference. Over 75 students learned about different ways to be a nursing leader and be a hero in their nursing career. At the conference, two nursing students were recognized for their exceptional leadership skills. I would like to again congratulate Heather Gregory from Northern Illinois University and Debra Eagan from Methodist College on being selected to receive the Leadership Award. They are truly impressive role models who show the amazing things that nursing students can do!

At the National Student Nurses Association, 61st Annual Convention held April 3rd-7th in Charlotte, North Carolina, I was pleased to get to know the Illinois nursing students in attendance. During our state caucus at the convention, Illinois nursing students networked with each other. In the House of Delegates, I was ecstatic to see the resolution “In Support of the Implementation of Interdisciplinary Rounding as Standardized Practice” authored by the University of Illinois at Chicago College of Nursing pass with majority vote. Congratulations to the authors!

It has been an amazing term for me and the SNAI Board of Directors so far and I cannot wait to see how much more the nursing student of Illinois can accomplish in the coming months. Congratulations to all of those who have recently graduated or those who are to graduate soon. Good luck on your NCLEX exams, I cannot wait to be your nursing colleague!

A reminder that the SNAI Annual Convention will be held October 5th-6th at Joliet Junior College in Joliet, Illinois. Feel free to contact me at snaipresident@gmail.com with any questions.

Sincerely,
Heidi Rogalla
SNAI President 2012-2013
www.snaillinois.com

SNAI Board

Leadership Conference

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Leadership Conference

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SNAI Board

Leadership Conference

States
Student Nurse Political Action Day continued from page 1

North Park University
Purdue University - Calumet
Richland Community College
Rockford College
Rush College of Nursing
Southwestern Illinois College
St John's College
University of Illinois @ Chicago
University of Illinois Urbana Champaign
Western University

Student Nurse Political Action Day continues to be an important part of students’ education. This opportunity provides nursing students with the knowledge and hands-on experience to help them develop into strong nurse leaders for Illinois’ future. Those nursing programs that attended this event can be proud of their commitment to the profession and the professional development of their students. Following the program of speakers and a boxed lunch in the convention center, during which students enjoyed visiting 23 exhibitors, students marched through the streets of Springfield to the Illinois Capitol for a rally. This rally was covered by the local media and brought attention to nursing issues. Students were then free to talk to their legislators, sit in on committee hearings, and explore their state Capitol.

Susan Swart

TOPIC: IN SUPPORT OF THE IMPLEMENTATION OF INTERDISCIPLINARY COLLABORATIVE ROUNDS AS STANDARDIZED PRACTICE

SUBMITTED BY: University of Illinois at Chicago College of Nursing

AUTHORS: Kyle Peterson and Benjamin Tam

WHEREAS, currently, there is no standard of practice amongst acute care inpatient institutions in which a formal meeting is conducted in which representatives from the various disciplines contributing to a patient’s care are able to offer individual expertise from the perspective of their specialty (Burger, 2007, p. 16, 18); and

WHEREAS, this lack of an interdisciplinary forum denies opportunities for consensus in identifying patient priorities, agreeing on a plan of care, patient and family advocacy, clarification of treatment, and also impairs the continuity of care and results in an overall lack of communication (O'Leary et al., 2011, p. 678, 684); and

WHEREAS, lack of interdisciplinary rounding generates feelings of animosity between disciplines, increases the possibility of medical errors, increases cost of medical treatment, increases lengths of stay and a decreases patient and family satisfaction (Edwards, 2008, p. 255-257); and

WHEREAS, the Joint Commission, one of the most recognized hospital accreditation organizations, has identified the importance of structured, safe, and effective communication in healthcare delivery (The Joint Commission, 2012, p.2); and

WHEREAS, studies conducted within institutions that have adopted the practice of interdisciplinary rounds report favorable outcomes such as: a reduction in adverse events from 7.7 per 100 patient-days to 3.9 per 100 patient days, increase in patient and family satisfaction with course of care, compromise in plan of care where ethical disputes existed, perceived improvement in cohesiveness of care team, and decreased distress and increased satisfaction within the healthcare team (O’Leary et al., 2011, p. 678, 681); and

WHEREAS, implementing this formal forum to include the patient’s attending physician, staff nurse, charge nurse, case manager, pharmacist and any representatives of other specialties deemed necessary by the patient’s condition bridges the gap in communication among disciplines promoting collaboration in patient treatment, enhancing patient safety, reducing length of stay and associated healthcare costs while facilitating cohesiveness and satisfaction within the healthcare team (Edwards, 2008, p. 255) ; therefore be it

RESOLVED, that the National Student Nurses’ Association (NSNA) educate its constituents regarding the positive impact of interdisciplinary rounding through articles in Imprint, if feasible; and be it further

RESOLVED, that the NSNA encourage its members to actively seek perspectives of other disciplines regarding that discipline’s priorities with regards to patient treatment ; and be it further

RESOLVED, that the NSNA send a copy of this resolution to the American Medical Association, Sigma Theta Tau International, the American Hospital Association, the American Nurses Association, the Institute for Healthcare Improvement, the Joint Commission on Accreditation of Healthcare Organizations, the American Organization of Nurse Executives, the American Association for Respiratory Care, the American Physical Therapy Association, the American Pharmacists Association, and all others deemed appropriate by the NSNA Board of Directors.

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Scan and start your search now!
It is our privilege to represent several nursing organizations in Illinois: ANA-Illinois, ISAPN (Illinois Society for Advanced Practice Nursing), IANA (Illinois Association of Nurse Anesthetists), and IACN (Illinois Association of Nurse Anesthetists), IANA (Illinois Society for Advanced Practice Nursing), IANA (Illinois Association of Nurse Anesthetists), IACN (Illinois Association of Nurse Anesthetists), and IACN (Illinois Association of Nurse Anesthetists). The General Assembly began its work in January and is scheduled to adjourn May 31st.

There have been several issues at stake for nursing in the legislature. (Note that at the time of this writing there are another 5 weeks of deliberation, so outcomes will change.) The following is a recap of those issues identified as priorities:

APN full practice authority (HB 1052): All of nursing stood united to achieve this goal. Legislators were just not willing to grant full independence yet; citing safety as their key reason. The compromise between medicine and nursing still requires a written collaborative agreement, but offers more flexibility and opportunities for expansion of APN practice. A key phrase; ‘provide primary healthcare services’ is a step toward full recognition as primary providers for insurance plans. HB 1052 passed unanimously out of the House and is poised for debate and passage out of the Senate.

Nurses License Plates (SB1383): This bill creates a nurses license plate with a percentage of the proceeds allocated to the Nursing Foundation for granting nursing scholarships for all levels of education. The bill passed the Senate and is pending debate in the House.

SB 1662: Nursing was vehemently opposed to this proposal that would have eliminated APNs, with a focus on CRNAs, from delivering pain management services throughout Illinois. The bill was held in committee due to the overwhelming success of grassroots lobbying efforts in opposition. So, for this year……it is done. And, nursing won!

More challenges will be coming in the weeks ahead, as the legislature debates the budget. In his budget proposal to the legislature, Governor Quinn eliminated all money designated for nurse educator grants and nursing program competitive grants. We know the results of both of these grant programs have achieved their respective goals: to enhance nursing education and retain nursing faculty. Whether this money will be restored is unknown at this time.

The above bills are by no means all of the pieces of legislation of interest to nursing. Implementing the Affordable Care Act is an arduous process and not entirely complete. The implementation of Medicaid reform is moving forward; there is no agreement on language to establish a state-only insurance exchange. And, the next big topic is assuring an adequate workforce to provide care, not just in hospitals and long term care, but also in homes and communities.

For a full list of the bills nursing organizations identified as priorities, log onto www.ana-illinois.org. To check the final status of the bills log onto www.ilga.gov and enter the bill number.

It has been a successful year for the nursing profession in Illinois. After the legislative session ends there will be continued discussions, formal and informal, about topics affecting healthcare delivery, where and by whom. We, at Capitol Edge Consulting, will monitor and strategize with our nursing clients on how best to protect the profession as the healthcare delivery system changes so dramatically.

We are grateful to the number of APNs and RNs who met with legislators during the session. Grassroots lobbying is the key to making nursing’s voice heard in Illinois’ political system. And, we urge each of you reading this to make a commitment to get involved!

Sue Clark, RN
Debbie Broadfield
Capitol Edge Consulting

The Nursing Voice

LEGISLATIVE SESSION 2013

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Debbie Broadfield
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The Nursing Voice
Creating the Image of the Hispanic Nurse Leader

Author: Adrianna Nava, MSN, BSN, RN
IHNA President

In 2010 the Affordable Care Act (ACA) was signed into law; since its inception, the ACA has been the cause of significant changes to our healthcare system. This law has raised many questions as to how the actual implementation will affect the 50 states and all stakeholders and consumers of healthcare. Despite these challenges, the ACA has brought great opportunity to the nursing profession. Nurses are being recognized for their potential to become leaders in healthcare and assist in the reduction of healthcare costs, improvement in health quality and outcomes, and in the reduction of barriers to healthcare access for consumers. With great opportunities, come challenges. Nurses in all areas of practice must have the skills necessary to take the lead to meet the demanding needs of the healthcare system.

As an organization, the Illinois Hispanic Nurses Association (IHNA) has identified opportunities for improvement and has transformed its own identity within the last 2 years. Once an organization only focused on community health, IHNA is now an organization dedicated to the professional development of Hispanic registered nurses. The vision for IHNA is to become the resource for Hispanic nurses to gain the skills necessary in order to become influential healthcare leaders throughout the state of Illinois. The need for a more diverse nursing workforce is apparent throughout the country. In the state of Illinois alone, Hispanic registered nurses represent less than 2% of the nursing workforce despite the rapid growth of the Hispanic population. The need to continue building the Hispanic nursing workforce is evident. However, IHNA’s mission is not merely to increase the number of Hispanic registered nurses practicing within the state of Illinois; the goal is to increase the number of Hispanic registered nurses who are prepared to influence healthcare in various settings. A greater social return on investment is attainable once nurses have gained exposure to leadership skills which prepare them to confidently participate in dynamic interdisciplinary health-related discussions. This shift in focus has led to greater opportunities for members to gain exposure to valuable leadership and mentorship experiences.

IHNA Hispanic Leadership Core Values

IHNA has developed four Hispanic Leadership Core Foci in order to meet the professional goals of our nurses which include:

- The Registered Nurse
- Advancement and Education
- Community Involvement
- Research and Policy

Each core focus is of great importance to the organization and we strive to create learning opportunities of interest for the membership. Most of the focus is on the registered nurse and identifying areas for growth. The registered nurse is the foundation of our organization. A strong, highly skilled nursing workforce is needed in order to achieve success in the additional areas. I suggest you take out the pix below because of the term “values” that doesn’t work.

Members identify a focus area in which to direct their efforts. Once a nurse decides the area he/she is interested in pursuing, then he/she is paired up with a mentor who is actively working in one of those areas.

The Registered Nurse

Deciding to pursue a career in nursing can be very exciting yet stressful to the healthcare oriented student. There are various entry points into the profession which many may find difficult to navigate successfully alone. As a result, IHNA has focused on becoming highly visible to Hispanic youth and promoting the nursing profession to those unfamiliar with healthcare and nursing. IHNA gives Hispanic youth and promoting the nursing profession to students who choose nursing the opportunity to become involved in the nursing profession. Nurses are being recognized for their potential to become leaders in healthcare and assist in the reduction of healthcare costs, improvement in health quality and outcomes, and in the reduction of barriers to healthcare access for consumers. With great opportunities, come challenges. Nurses in all areas of practice must have the skills necessary to take the lead to meet the demanding needs of the healthcare system.

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Deciding to pursue a career in nursing can be very exciting yet stressful to the healthcare oriented student. There are various entry points into the profession which many may find difficult to navigate successfully alone. As a result, IHNA has focused on becoming highly visible to Hispanic youth and promoting the nursing profession to those unfamiliar with healthcare and nursing. IHNA gives Hispanic youth and promoting the nursing profession to students who choose nursing the opportunity to become involved in the nursing profession.

IHNA strongly encourages ADN nurses to continue to pursue higher education and has focused much of their fundraising efforts to raise monies for nursing school scholarships. In 2012, IHNA awarded 3 talented nursing students with $1,000/each in nursing school scholarships. This increase in the monetary award was made possible through the generous in-kind donations from organizations such as Southwest Airlines and The Coca-Cola Foundation. In order to fully develop the curriculum, a small pilot program was held on Friday, August 3, 2012 at the Boys and Girls Club in the Little Village neighborhood of Chicago. The one day, 6-hour pilot introduced five lesson plans which included: hip-hop dance group exercise, how to read food labels, healthy snacks options, developing a balanced meal and life-style changes (including self-esteem, body-image and empowerment). Members who participated in this event gained valuable health and life management skills and were ultimately able to leave a lasting impact on the children and staff at the Boys and Girls Club in Little Village.

Another community project that IHNA has been involved in is titled the “Cinderella Story Project.” Through the collaborative efforts of Enlace Chicago, Farragut Career Academy, IHNA, and the Little Village Chamber of Commerce, young girls had access to beautiful dresses in May 2012 to make their prom night memorable. In addition, one on one education was provided by registered nurses and beauty experts to promote beauty, health and wellness for years to come. Registered nurses provided mental health workshops to address mental health awareness on topics such as relieving stress and goal setting. This year, IHNA plans to provide mental health awareness education again and has assisted in the collection of over 300 dresses for the young girls at Farragut Academy High School.

Community Involvement

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Hispanic leaders who are focused on the health of the community are needed to address the pressing problems of today’s society. Therefore, IHNA has focused on addressing childhood obesity and the Hispanic community. Data shows that childhood obesity is a growing concern for Illinois youth. Illinois is ranked the 10th worst state for children’s obesity, according to the 2007 U.S. Department of Health and Human Services (HHS) survey. The causes of childhood obesity are multifactorial and have devastating effects on the health of children and teens. Childhood obesity is a threat to the livelihood and quality of life to America’s children, with almost 1 in every 3 youth being categorized as overweight or obese. Across racial and ethnic groups, Hispanic children have been found to suffer from the highest overall rates of childhood obesity with Mexican-American children between the ages of 6 to 11 experiencing the highest level of obesity.

Muevete USA-Chicago is a nutrition and health education program developed by The National Association of Hispanic Nurses (NAHN) and The Illinois Hispanic Nurses Association (IHNA). The program is currently funded by The Coca-Cola Foundation. In order to fully develop the curriculum, a small pilot program was held on Friday, August 3, 2012 at the Boys and Girls Club in the Little Village neighborhood of Chicago. The one day, 6-hour pilot introduced five lesson plans which included: hip-hop dance group exercise, how to read food labels, healthy snacks options, developing a balanced meal and life-style changes (including self-esteem, body-image and empowerment). Members who participated in this event gained valuable health and life management skills and were ultimately able to leave a lasting impact on the children and staff at the Boys and Girls Club in Little Village.

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Hispanic Nurse Leader continued on page 7

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IHNA Member with a commitment to serve the Hispanic community.
I-OADN: The Voice for Associate Degree Nursing in Illinois

Associate degree nursing is alive and well in the state of Illinois. In 2012, the majority of new graduate nurses in Illinois were initially educated at the Associate-Degree level (IDFPR, 2013). The Illinois Organization for Associate Degree Nursing (I-OADN), as a chapter of the National Organization for Associate Degree Nursing (N-OADN), is the professional organization representing the interests of this large and vibrant group of professionals. The mission of I-OADN is to promote the values of associate degree nursing education and practice through collaboration and advocacy, and strive to ensure excellence in the future of health care and professional nursing practice in the state of Illinois. Our motto is: You can't argue with success! While we feel strongly that associate degree education is a valuable option for many nurses, allowing them to get into the profession in a timely and cost-effective manner, we believe in academic progression and encourage nursing students and graduates of associate degree programs to advance their education.

I-OADN is extremely fortunate to have one of our members as President of N-OADN. Under the direction of N-OADN President Donna Meyer, Dean of Nursing at Lewis and Clark College in Godfrey, Illinois, our national organization has collaborated with several partners to demonstrate our commitment to educational advancement.

N-OADN and AACN (the American Association of Colleges of Nursing, which represents Baccalaureate nursing programs) jointly developed a brochure entitled, “Envision your Nursing Future: Taking the Next Step in your Nursing Education.” This brochure is aimed at associate-degree nursing students and discusses their options for higher education. It was shared with nursing directors of associate degree programs in the state for distribution to their students.

Another collaborative endeavor by N-OADN, which was strongly supported by I-OADN, was the development of a “Joint Statement on Academic Progression for Nursing Students and Graduates.” This landmark document, released in September 2012, brought together representatives from the American Association of Community Colleges (AACC), the Association of Community College Trustees (ACCT), the American Association of Colleges of Nursing (AACN), the National League for Nursing (NLN), and N-OADN. The joint statement recognizes that seamless academic progression will help all the parties reach the goal of a “well-educated, diverse nursing workforce to advance the nation’s health” (N-OADN, n.d., para. 2).

I-OADN was instrumental in the development of Alpha Delta Nu, which is the national honor society for Associate Degree Nursing Students. Members of I-OADN began the honor society in the state of Illinois in 2011 and brought our idea to the N-OADN national convention that same year. N-OADN adopted Alpha Delta Nu as a national entity in 2012, using the by-laws and procedures that were developed in Illinois as a template. At the 2012 convention in New Orleans, the group who worked on the development of the honor society was asked to do a session for other chapters interested in beginning an honor society in their school. The presentation was well-received and we have been asked to present again at the 2013 convention in Reno, Nevada.

I-OADN works closely with the Deans and Directors of associate-degree nursing programs to ensure that seamless progression from community colleges to baccalaureate programs is developed and maintained. Scholarships are available annually for students enrolled in associate degree programs that have an institutional membership in I-OADN.

The benefits of membership include educational opportunities as well as the ability to network and develop leadership skills. Educational opportunities include an annual scholarship to support the research of a nursing educator enrolled in a master’s or doctoral program, a biennial conference for nurse educators, a subscription to the journal, Teaching and Learning in Nursing, and continuing education events at our general meetings. Members are also given a discount to the annual N-OADN convention which is an excellent forum for learning new teaching strategies and networking with educators from across the country. We welcome new members. For more information or membership details, please contact Mary Beth Luna at mbiluna@ijc.edu.

References


As a Registered Nurse, you understand the importance of education. Your skills and knowledge are put to use on every shift. You also understand earning your Bachelor of Science in Nursing or Master's degree will make you an even better nurse.

A degree from Indiana Wesleyan University says you value the education, not just the degree. It says you want to treat the whole person, not just the patient. And it says you want to make a difference in your life and the lives of others.

A recognized leader in adult education for over 27 years

IWU Online
• Post-licensure (RNBSN)
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• Certificate in Parish Nursing

A degree from Indiana Wesleyan University makes a statement.
The Illinois Organization of Nurse Leaders (IONL) provides two conferences per year. One conference is held in the spring and one in the fall. IONL held their mid-year conference on April 19, 2013 entitled, "Charting the Course for the Future—Implementing the IOM Recommendations."

Attendees braved the elements and flooding to attend a hugely successful seminar. Over 100 nurses attended from areas all over the state. IONL President Angela Charlet, stated, "We are very pleased with the success of the conference and all of the valuable pieces of information that we were able to share with our colleagues."

IONL held a pre-conference event to welcome the newly elected legislators. Unfortunately, the house and senate remained in session into late in the evening hurting attendance. However, Senator Andy Manar sent his assistant in his place.

Dr. Kelly Armstrong provided registrants an overview of the new Advance Directives and Physician Orders for Life-Sustaining Treatment (POLST). This new practice went into effect in March. Please join IONL’s follow up webinar on the topic. The webinar is free to anyone as it is a public health issue! http://www.ionl.org/?page=webinars

The conference started out with a bang from keynote speaker, Connie Corran. Connie presented her topic “Preparing for Your Place on the Board—the Back Stops Here,” which addresses the IOM recommendation that more nurses participate on hospital boards. Connie leads a consulting company and has just authored a book with IONL member, Therese Fitzpatrick entitled, “Claiming the Corner Office: Executive Leadership Lessons for Nurses.” That book is currently available through Sigma Theta Tau. Additionally, a panel of nurse experts (Trish Anen, Therese Fitzpatrick and Mary Rooney Sheahan) openly discussed their experience serving on a hospital board. The discussion was quite enlightening.

Brian Gorman from the Illinois Department of Insurance provided the audience with information on the new Health Insurance Marketplace (formerly called insurance exchange). Nearly 1.8 million Illinois residents will get coverage from commercial insurers through the exchange in 2014, growing to 1 million customers by 2016. Gorman discussed the role and responsibility of the State of Illinois in setting up a transparent, centralized competitive healthcare marketplace. He promised to provide further information at our fall conference.

IONL’s Executive Director, Sharon Canariato provided an update of the strategies and endeavors of the Illinois Healthcare Action Coalition (IHAC). The coalition was created to push forth the recommendations from the IOM report. IONL, ANA-Illinois and the Illinois Center for Nursing are the nursing co-leads for the coalition. For more information on IHAC, please visit: http://www.ionl.org/?page=IHAC

The leadership workgroup of IHAC, chaired by IONL, had the exciting privilege to work with Jonas scholar, Sara Adams. Sara is working on creating a toolkit for nurse leaders to assist them when guiding nurses who wish to return to school. This interactive and intuitive tool helps guide the nurse to determine which type of educational pathway would best suit their needs. This product should be available on the IONL website by June.

Trish Anen, IONL President Elect and Benson Wright, chair of the IONL Nursing Care Committee Consortium (NC-3) discussed the successes of their program. In support of Illinois’ Staffing by Patient Acuity Law, IONL has created this platform. NC-3 is an attempt to bring some collaboration, education, and sharing for our state mandated Nursing Care Committees. The purpose is to promote the quality of care and improve the delivery of healthcare services through a lively exchange of ideas among nursing care committees throughout the State of Illinois. Some topics discussed since its inception include: Meals & Breaks; Floating; and Communication. You do not have to be an IONL member to participate, all hospitals are welcome!

The event concluded and attendees seemed thankful they were able to network with other nurse leaders throughout the state. IONL’s fall conference will be held September 26th & 27th, 2013.
Clinical Faculty Academy

In the course of a 30-year career, one nurse faculty member could train approximately 7,500 nurses who, in turn, would touch the lives of a potential 3.6 million patients in their care.*

The Clinical Faculty Academy (CFA) is your opportunity to participate in a 2-day intensive education workshop for registered nurses who have committed to serve as adjunct clinical faculty at local nursing programs. The CFA is a two-day skill building program that teaches MSN prepared nurses the necessary skills to become clinical educators. The curriculum is based on the National League for Nursing’s clinical competencies for nurse educators. The training materials, based on adult learning theory, have been piloted, critically reviewed, and refined. The nine education modules range from pre and post-conference planning to student evaluations.

The Illinois Center for Nursing (ICN) has contracted with the Health Alliance of MidAmerica for the opportunity to offer this copyrighted material to Illinois nurse educators. The training materials, based on adult National League for Nursing’s clinical competencies for become clinical educators. The curriculum is based on the programs. The CFA is a two-day skill building program

Clinical Faculty Academy (CFA)

The Center to Champion Nursing in America and the Illinois Healthcare Action Coalition workgroups have had an exciting few weeks!* The Illinois Healthcare Action Coalition (IHAC) was selected in 2011 by the Center to Champion Nursing in America as a State Action Coalition. The IHAC has built upon the work of the regional partners that participated in Team Illinois, expanding nursing education capacity. In February 2013 the Illinois Center for Nursing Advisory Board, the Illinois Organization of Nurse Leaders and ANA-Illinois joined in coalition as the Nursing Co-Leaders for the Illinois Healthcare Action Coalition, at this time with the new logo and Facebook page, the Illinois Healthcare Action Coalition now uses the acronym IHAC, and no longer uses Illinois IAC. These three organizations, in partnership with Illinois DCEO, are the IHAC Executive Committee.

The Illinois Healthcare Action Coalition Aims are:

- Illinois will foster a well-educated workforce prepared to meet future healthcare demands
- Illinois will advance inter-professional collaboration across the health spectrum
- Nurses will practice to the full extent of their education and training
- Nurses will strengthen leadership skills at all levels
- Illinois will gather and generate data for program performance measures and outcomes to make informed decisions

The IHAC activities will be conducted through four workgroups: Education, Practice, Collaboration and Leadership. Activities are based on the 2010 IOM Report "The Future of Nursing: Leading Change, Advancing Health." The IOM Report’s key messages are: prepare and enable nurses to lead change; improve nursing education, performance measures and outcomes to make informed decisions.


IHAC Update: Illinois Healthcare Action Coalition

The Future of Nursing: Leading Change, Advancing Health. The IOM Report’s key messages are: prepare and enable nurses to lead change; improve nursing education, performance measures and outcomes to make informed decisions.

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Mary Barton APN CNS CNP, President ISAPN

We, as a unified organization of advance practice registered nurses set out on a journey this year. At our Midwest Conference in October, a large room of APNs expressed their willingness and enthusiasm to pursue independent practice. With the Affordable Care Act and the anticipated increase in the number of individuals who would have access to healthcare and the proposal to expand Medicaid, we felt “the forces” were in line to forge forward. The conference ended with a charge to the Board of Directors to lay out a plan to accomplish that goal.

We realized we had to ramp up our efforts and develop coalitions, obtain support from other nursing organizations, increase PAC funds and develop a grassroots lobbying strategy. So the Board of Directors met with Sue Clark, our lobbyist who assisted us with an outline for our strategic plan. Somewhere along the line on that Saturday afternoon we realized we really needed to motivate our membership by educating, informing and supporting. This is a task for the mighty and the fit: somewhat like climbing Mount McKinley! Mount McKinley, the huge snowy mass in Alaska, with a well known and highly challenging 12 mile incline was akin to our goal. Our Government Relations Chair, Michele Knappe led the charge!

In December, several of us attended a Campaign for Better Healthcare event. It was very apparent that care of our undeserved and uninsured population was changing and APNs would be an integral part of it! It was a great opportunity to meet other coalition members. In addition, we had the pleasure of meeting Jan Schakowsky who has been a staunch supporter of APNs.

Since this process began, we have received many invitations to attend meetings and events wherein concerns were identified about how to not only provide care, but cost effective, compassionate, wholistic, and innovative care. It was clearly recognized that the medical model alone does not promote health. Time and time again was “what does the medical society think about this?” Of course, our lobbyist was already speaking with their lobbyist! For the first time, as far as Sue Clark can recall the Medical Society brought a speaking with their lobbyist! For the first time, as far as Sue Clark can recall the Medical Society brought a

Several members were able to meet legislators in Springfield! They found the legislators to be receptive, curious, and supportive. The one question that surfaced time and time again was “what does the medical society think about this?” Of course, our lobbyist was already speaking with their lobbyist! For the first time, as far as Sue Clark can recall the Medical Society brought a responsive document to the table. Unfortunately, and not unexpectedly, they would not compromise on removal of the WCA (written collaborative agreement).

During this journey, one of our fondest moments was at an event that RUSH sponsored where several leaders were discussing joining forces to reach out to legislators known to be supportive of healthcare issues. A nursing leader approached our group and stated she knew one such legislator and would be happy to set up a meeting. Several days later nursing leaders from the Illinois Hispanic Nursing Association, Illinois Society for Advance Practice Nursing, Illinois Organization of Nursing Leaders, and ANA-Illinois met with Senator Martinez and had a most productive meeting. Focusing on what our patients need, choices they should be allowed to make and how the law can promote or impede our care was one of our major issues. Senator Martinez heard our concerns and expressed a desire to hear from us again! Since 2002, we have gained the following advances in our practice amongst others: we can,

not only perform, but sign school physical forms; we can sign DMV handicap authorization forms; obtain 100% reimbursement for Medicaid (up from 80%); the ability to call ourselves Dr; (if we earned those credits in a clinical setting), elimination of the written collaborative agreement in hospital settings (now credentialing and privileging like our colleagues); prescriptive authority up to Schedule II with the exception of injectables.

So, in our uphill journey we have reached yet another cliff on the way to the summit! When HB 1052 becomes law we shall have the license to practice as independent nurses, but we have moved up!! The written collaborative agreement (WCA) remains but it affords us more opportunities. It specifically states APNs deliver primary healthcare...not only perform, but sign school physical forms; we can sign DMV handicap authorization forms; obtain 100% reimbursement for Medicaid (up from 80%); the ability to call ourselves Dr; (if we earned those credits in a clinical setting), elimination of the written collaborative agreement in hospital settings (now credentialing and privileging like our colleagues); prescriptive authority up to Schedule II with the exception of injectables.

New IDFPR Licensing Call Center

The Illinois Department of Financial and Professional Regulation (IDFPR) recently announced a contract with the Chicago based not-for-profit Chicago Lighthouse to manage the licensing call center. “This contract, which started on March 1, has already improved our ability to assist professionals who need to be licensed to work in Illinois,” said Manuel Flores, Acting Secretary of Financial and Professional Regulation. “I am very excited about our partnership with the Lighthouse for the Blind; the department will now have a permanent, professional team that will enhance customer service to better serve the public.” The two-year contract will provide assistance to licensed businesses and individual professionals calling 1-800-560-6420 with questions about obtaining a new professional license, finding authorized providers of continuing education, and other questions. IDFPR has experienced a massive growth in call volume and the need for a dedicated call center has been a priority of the department for several years. IDFPR decided to contract with Chicago Lighthouse, through the Illinois State Use Program, which is designed to provide long-term employment opportunities for people working in not-for-profit community rehabilitation facilities. IDFPR licenses and regulates more than one million professionals and businesses in Illinois.

Illinois Releases Implementation Plan for Health Improvement, Aligns Efforts Across State

The Illinois Department of Public Health has released Aligning Illinois for Health Equity and Quality, a report by the State Health Improvement Plan (SHIP) Implementation Coordination Council (ICC). The report outlines a series of strategies and action steps for improving health in Illinois as outlined in the most recent version of the SHIP, published in 2010. The Illinois SHIP identifies 14 priority areas for improvement, including nine related to health outcomes, and five related to strengthening the public health system.

The four overarching goals outlined in the report are:

• Raise awareness and engage partners
• Monitor activities and evaluate outcomes
• Coordinate SHIP-related government activities
• Align administrative and legislative policy to support implementation of the SHIP

In the first year of implementation, the SHIP ICC and Department of Public Health will focus on public outreach, stakeholder alignment, and the development of a framework to measure success. The ICC is comprised of leaders appointed to serve by the Governor, drawn from government, community-based organizations, the private sector, and academia.

If you represent an organization interested in learning more about the SHIP and how you can align your work to help improve health in Illinois, please contact Jason Rothstein at jasono@isdca.org.
Applying ANA’s Scope and Standards in Practice and Education

Ann O’Sullivan, RN, MSN, CNE, NE-BC

CE Offering
1.0 Contact Hours
This offering continues for 2 years:
September 2014

The goal of this continuing education offering is that participants will be able to apply ANA’s Scope and Standards in practice and education settings in order to ensure quality patient care and a solid educational basis for the profession.

Learning Objectives:
1. List six questions that are answered by a scope of practice statement
2. Describe how Standards of Practice differ from Standards of Professional Performance
3. Define Professional Competence
4. Identify new Standards of Professional Performance

Introduction
The American Nurses Association (ANA), as the professional organization for all registered nurses, assumes the role of developing the scope and standards for all professional nurses. These standards are published in three Foundational documents:

- The Code of Ethics for Nurses with Interpretive Statements (2001) is a guide for carrying out nursing responsibilities in a manner consistent with quality nursing care that meets the ethical obligations of the profession.
- The Nursing’s Social Policy Statement: The Essence of the Profession (2010a) describes the essence of the profession, explains nursing’s value within society and unique accountability to society, and introduces the scope and standards of practice and professional performance.
- The Nursing: Scope and Standards of Practice (2010b) discusses the expectations of the professional role of the RN.

Together these documents comprehensively describe the competent level of practice for all registered nurses. These standards apply to all Registered Nurses in every role and setting. Legislators, regulators, legal counsel, and the judiciary system also use these standards and documents that describe the scope of nursing practice and accompanying standards of practice and professional performance.

Most recently ANA has published The Essential Guide to Nursing Practice: Applying ANA’s Scope and Standards to Nursing Practice and Education (White & O’Sullivan, 2012), which serves as a guide for practitioners, nurse educators, and administrators on how to use and apply the Scope of Nursing Practice and Standards of Practice and Standards of Professional Performance in everyday practice at all levels of nursing.

Description of Scope of Nursing Practice
The scope of practice statement describes the “who,” “what,” “where,” “when,” “why” and “how” of nursing practice. The profession of nursing has one scope of practice that encompasses the full range of nursing practice. The depth and breadth in which individual registered nurses engage in the total scope of nursing practice is dependent upon their education, experience, role, and the population served. (ANA, 2010b)

Development and Function of Standards
Standards of professional nursing practice pertain to general or specialty practice. A professional nursing organization has a responsibility to its members and to the public it serves to develop standards of practice. As the professional organization for all registered nurses, the American Nurses Association (ANA) has assumed the responsibility for developing standards that apply to the practice of all professional nurses and serve as a template for the development of specialty nursing standards. Standards do, however, belong to the profession and, thus, require broad input into their development and revision. Nursing: Scope and Standards of Practice, Second Edition, describes a competent level of nursing practice and professional performance common to all registered nurses.

The Standards of Professional Nursing Practice are authoritative statements of the duties that all registered nurses, regardless of role, population, or specialty, are expected to perform competently. The Competencies that accompany each Standard may be evidence of compliance with the corresponding Standard. (ANA, 2010b)

Tenets Characterizing Nursing Practice
Five tenets characterize contemporary nursing practice:
1. Nursing practice is individualized.
2. Nurses coordinate care by establishing partnerships.
3. Caring is central to the practice of the registered nurse.
4. Registered nurses use the nursing process to plan and provide individualized care to their healthcare consumers.
5. A strong link exists between the professional work environment and the registered nurse’s ability to provide quality health care and achieve optimal outcomes. (ANA, 2010b)

Definition of Nursing
Nursing’s Social Policy Statement: The Essence of the Profession (ANA, 2010a) builds on previous work and provides the following contemporary definition of nursing:
“Nursing is the protection, promotion, and optimization of health and abilities, prevention of illness and injury, alleviation of suffering through the diagnosis and treatment of human response, and advocacy in the care of individuals, families, communities, and population” (p. 6).

This definition serves as the foundation for the following expanded content that describes the scope and standards of nursing practice.

Model of Professional Practice Regulation
In 2006 the Model of Professional Practice Regulation was developed. The lowest level in the model represents the responsibility of the profession to set the standards for nursing. The next level represents the regulation provided by the nurse practice acts. Institutional policies and procedures also serve to guide nursing practice. Finally, the highest level is the nurse’s self-determination of the best practice to assure quality, safe, and evidence-based practice in a particular situation. This model can be used by all nurses in all settings. (ANA, 2010b)

Standards of Practice
1. Assessment
The registered nurse collects comprehensive data pertinent to the healthcare consumer’s health or the situation.
2. Diagnosis
The registered nurse analyzes the assessment data to determine the diagnoses or issues.
3. Outcomes Identification
The registered nurse identifies expected outcomes for plans individualized to the healthcare consumer or the situation.
4. Planning
The registered nurse develops a plan that prescribes strategies and alternatives to attain expected outcomes.
5. Implementation
The registered nurse implements the identified plan.

5A Coordination of Care
The registered nurse coordinates care delivery.
5B Health Teaching and Health Promotion
The registered nurse employs strategies to promote health and a safe practice environment.
5C Consultation
The advanced practice registered nurse and the nursing role specialist provide consultation to influence the identified plan, enhance the abilities of others, and effect change.
5D Prescriptive Authority and Treatment
The advanced practice registered nurse uses prescriptive authority, procedures, referrals, treatments, and therapies in accordance with state and federal laws and regulations.

6 Evaluation
The registered nurse evaluates progress toward attainment of outcomes.

The Standards of Professional Performance describe a competent level of behavior in the professional role, including activities such as quality of practice, education, professional practice evaluation, collaboration, ethics, research, resource utilization, and leadership. All registered nurses are expected to engage in professional role activities, including leadership, appropriate to their education and position. Registered nurses are accountable for their professional actions to themselves, their healthcare consumers, their peers, and ultimately to society.

Standards of Professional Performance
7 Ethics
The registered nurse practices ethically.
8 Education
The registered nurse attains knowledge and competency that reflects current nursing practice.
9 Evidence-Based Practice and Research
The registered nurse integrates research findings into practice.
10 Quality of Practice
The registered nurse contributes to quality nursing practice.
11 Communication (new)
The registered nurse uses a wide variety of communicates skills in all areas of practice.
12 Leadership
The registered nurse demonstrates leadership in the professional practice setting and the profession.
13 Collaboration
The registered nurse collaborates with healthcare consumer, family, and others in the conduct of nursing practice.

ANA’s Scope and Standards continued on page 12

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ANA’s Scope and Standards continued from page 11

Professional Practice Evaluation

The registered nurse evaluates one's own nursing practice in relation to professional practice standards and guidelines, relevant statutes, rules, and regulations.

Resource Utilization

The registered nurse utilizes appropriate resources to plan and provide nursing services that are safe, effective and financially responsible.

Environmental Health (new)

The registered nurse practices in an environmentally safe and healthy manner.

Professional Competence

The public has a right to expect registered nurses to deal with barriers that constrain competent practice. Similarly, the nurse seeks to deal with barriers that constrain competent practice. The ability to perform at the expected level requires a process of lifelong learning. Registered nurses must continually reassess their competencies and identify needs for additional knowledge, skills, personal growth, and integrative learning experiences.

Competence in nursing practice must be evaluated by the individual nurse (self-assessment), nurse peers, and nurses in the roles of supervisor, coach, mentor, preceptor. Competence can be evaluated by using tools that capture objective and subjective data about the expected level of performance reflects variability depending upon context and the selected competence framework or model.

The ability to perform at the expected level requires a process of lifelong learning. Registered nurses must continually reassess their competencies and identify needs for additional knowledge, skills, personal growth, and integrative learning experiences.

The registered nurse utilizes appropriate resources to plan and provide nursing services that are safe, effective and financially responsible.

The registered nurse influences factors that facilitate and enhance or detract from the nurse's ability to perform. The registered nurse evaluates one's own nursing performance reflects variability depending upon context and the selected competence framework or model.

Environmental Health (new)

The registered nurse practices in an environmentally safe and healthy manner.

Professional Competence

The public has a right to expect registered nurses to demonstrate professional competence throughout their careers. The registered nurse is individually responsible and accountable for maintaining professional competence.

It is the nursing profession's responsibility to shape and guide any process for assuring nurse competence. Regulatory agencies define minimal standards of competency to protect the public. The employer is responsible and accountable to provide a practice environment conducive to competent practice. Assurance of competence is the shared responsibility of the profession, individual nurses, professional organizations, credentialing and certification entities, regulatory agencies, employers, and other key stakeholders (ANA, 2008).

ANA believes that in the practice of nursing, competence is definable, measurable and can be evaluated. No single evaluation method or tool can guarantee competence. Competence is situational, dynamic, and is both an outcome and an ongoing process. Context determines what competencies are necessary. An individual who demonstrates "competence" is performing at an expected level. A competency is an expected level of performance that integrates knowledge, skills, abilities, and judgment.

Competent registered nurses can be influenced by the nature of the situation, which includes consideration of the setting, resources, and the person. Situations can either enhance or detract from the nurse's ability to perform. The registered nurse influences factors that facilitate and enhance competent practice. Similarly, the nurse seeks to deal with barriers that constrain competent practice.

The ability to perform at the expected level varies depending upon context and the selected competence framework or model.

Society for Health and Human Services (SHAHS) defined the role of the professional registered nurse with that of other professionals, and subsequently help to delineate nursing's role in society.

Registered nurses in specialty practice represent the full spectrum from novice to expert. Many nurses with advanced graduate educational preparation practice in specialties, e.g. informatics, public health, education, or administration, are essential to advancing the health of the public, but do not focus on direct care to individuals. Therefore, their practice does not require regulatory recognition beyond the Registered Nurse license granted by state boards of nursing. Advanced practice in these specialties requires specialized knowledge and skills acquired through graduate-level education. Competencies for individual specialty areas of practice are defined by separate specialty scope and standards documents, authored by specialty nursing associations. (ANA, 2010b)

Advanced Practice Registered Nurse Roles

Another evolution of nursing practice was the development of an educational program to prepare nurses for advanced practice. These advanced practice registered nurse (APRN) roles include certified nurse anesthetists (CRNAs), certified nurse midwives (CNMs), clinical nurse specialists (CNSs), and certified nurse practitioners (CNPs). Each has a unique history and context, but shares the commonality of a focus on direct care to individual healthcare consumers. Advanced Practice Registered Nurse is a regulatory title and includes the four roles listed above. The core competencies for education and the scope of practice are defined by the professional associations. State law and regulation further define criteria for licensure for the designated scopes of practice. (ANA, 2010b)

Summary

Nursing: Scope and Standards of Practice, Second Edition, delineates the professional responsibilities of all professional registered nurses engaged in nursing practice, regardless of setting. As such, it can serve as a basis for:

• Quality improvement systems
• Regulatory systems
• Healthcare reimbursement and financing methodologies
• Development and evaluation of nursing service delivery systems and organizational structures
ANA's Scope and Standards continued from page 12

- Certification activities
- Position descriptions and performance appraisals
- Agency policies, procedures, and protocols
- Educational offerings
- Establishing the legal standard of care

To best serve the public’s health and the nursing profession, nursing must continue its efforts to develop standards of professional nursing practice. Nursing also must examine how standards of professional nursing practice can be disseminated and used most effectively to enhance and promote the quality of practice. In addition, standards of professional nursing practice must be evaluated on an ongoing basis and revised as necessary. The dynamic nature of the healthcare practice environment and the growing body of nursing research provide both the impetus and the opportunity for nursing to ensure competent nursing practice in all settings for all healthcare consumers and to promote ongoing professional development that enhances the quality of nursing practice. (ANA, 2010b)


CE Quiz

1. The scope of practice statement describes the “who,” “what,” “where,” “when,” “why” and “how” of nursing practice
   A. True
   B. False

2. The Standards of Professional Nursing Practice are authoritative statements of the duties that all registered nurses, regardless of role, population, or specialty, are expected to perform competently.
   A. True
   B. False

3. Registered nurses are accountable for their professional actions to:
   A. themselves
   B. healthcare consumers
   C. their peers
   D. society
   E. all of the above

4. A new Standard of Professional Nursing Practice is:
   A. Health Care Environment
   B. Professional Practice Evaluation
   C. Education
   D. Quality Practice

5. A competency is an expected level of performance that integrates knowledge, skills, abilities, and judgment.
   A. True
   B. False

ANSWER FORM

CE #(to be inserted): Applying ANA’s Scope and Standards in Practice and Education

Please circle the appropriate letter

A
B
A
B
C
D
E
A
B
C
D

(Please PRINT clearly)

Name:

Address:

City:

State:

Zip:

Phone:

Email Address:

Evaluation: CE 16264

Strongly Agree (5) Strongly Disagree (1)

| Learner achievement of objectives: | 5 4 3 2 1 |
| Describe how Standards of Practice differ from Standards of Professional Performance | 5 4 3 2 1 |
| Define Professional Competence | 5 4 3 2 1 |
| Identify new Standards of Professional Performance | 5 4 3 2 1 |
| How many minutes did it take you to read and complete this program? |  |

Suggestions for improvement? Future topics?

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The Chicago Bilingual Nurses Consortium Celebrates Their 10th Anniversary

The Chicago Bilingual Nurses Consortium (CBNC) began in 2002 by offering programs to 23 Hispanic nurses from Mexico and South America to help them become licensed registered nurses (RNs) in Illinois. Today CBNC is a 501(c)(3) not-for-profit organization that offers a model program of service, advocacy, and education for immigrant, internationally educated nurses (IENs) from around the world. CBNC is the only centralized resource in Illinois and one of the few in the U.S. that offers programs for IENs regardless of English proficiency or length of time in the U.S. CBNC has increased its visibility and grown in the past 10 years through word of mouth, community relationships, and the development of the CBNC website (www.chicagobilingualnurse.org). The program provides specialized assistance and support for IENs during the lengthy and complicated U.S. licensing process. To date the consortium has worked with approximately 600 nurses from more than 52 countries and sees approximately 75 new candidates each year, having spent from 12 to 36 months or more in preparation as this process is filled with challenges and hardships. Their primary needs are English competency, mentorship, advising for NCLEX-RN preparation, and pre-licensure and post-licensure employment.

These nurses have a strong commitment to care accompanied by an intense love for nursing. The majority of CBNC nurses are Hispanic, with the second largest population from Poland and Eastern Europe. Prior to licensure they are underemployed (or even unemployed), working in low-skill level jobs, usually at minimum wage. Over 90 of these nurses have passed the NCLEX-RN. Our a pass rate is 88% or better, a rate far higher than IENs who take the test on their own (below 55%). As RNs, they are now working in a variety of health care settings and some are now pursuing nursing certification and/or advanced degrees in nursing.

For more information, contact the Chicago Bilingual Nurse Consortium, 312-567-2065 or mcervera@mercy-chicago.org.
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