Addressing the IOM Future of Nursing Recommendations through a Statewide Nursing Summit

Shaping the Future of Healthcare Through Nursing
Pre-Summit Planning Process
Setting the Agenda
Location/s

Shaping the Future of Healthcare Through Nursing
Background

- 11 years committed to nursing education and the profession in Florida
- Well over $20 million commitment to nursing and allied health workforce
- Over 3000 Florida Blue and Florida Blue Foundation Generation RN™ Scholars Initiative
- Endowed nursing professorships
- Member of National Nurse Funders Coalition and others
- Co-Leader of the Florida Action Coalition and Florida Healthcare Simulation Alliance
Background (continued)

- 2009 – awarded a Partners Investing in Nursing’s Future (PIN) grant to study simulation in nursing. Co-led with FCN
- 2011 – recognized as co-leads of the Florida Action Coalition
- 2012 – Funded FCN in absence of state funding
- 2013 – matching funds for a State Implementation Program grant through RWJF
- 2013 – developed a mini-grant program to support nursing through FL-AC and FHSA
Statewide Nursing Summit

• Engage nurse leaders from around the state of Florida
• Move the work on the IOM report recommendations forward quickly
• Highlight best practices in nurse leadership in clinical care, research, and policy
• Engage national leaders to connect to the national dialogue
• Overcome barriers to participation through travel costs
Florida Blue Foundation – Planning Process

• Strong visionary leadership

• Engage 14 nurse leaders from around the state in Advisory Committee – recognized for their vision and commitment, representing various nursing communities

• Provide support with adequate staffing

• Conduct regular quarterly face-to-face meetings with Advisory Committee for 18 months
Site Selection

- Tampa, Florida – central location
- State of the Art facility – CAMLS Center
- Ability to move attendees through various meeting room spaces
- Simulcast interactively with three satellite locations
- Strong technology support in all areas
Lessons Learned

• For a successful conference, need a long lead time for planning
• Make sure data gathering processes are in place
• Think about the audience you want to engage
• The satellite sites
• Cost and Time
• Commitments from all involved
• Established in law (FS 464.0195) 2001
• **Purpose** – to address issues related to the nursing shortage in Florida
• Overseen by 16 member Board appointed through the Governor’s Office
• **Vision**

  *To be the definitive source for information, research, and strategies addressing the dynamic nurse workforce needs in Florida.*
FCN Primary Goals per Statute

1. Develop a strategic statewide plan for nursing manpower in this state.
2. Select from the plan priorities to be addressed.
3. Evaluate and report the results of these efforts to the Legislature and others.

Addressing Nurse Workforce Issues for the Health of Florida
High-quality, patient-centered health care for all will require a transformation of the health care delivery system.
Health Care System Challenges

- An Aging and Sicker Population
- Lack of Preventive Care
- Millions More Insured
- Primary Care Shortage
- High Costs

Shaping the Future of Healthcare Through Nursing
A New Era in Health & Health Care

Patient-Centered

- Improved quality
- Better health outcomes
- Lower costs
- Coordinated care at home & in community
- Integrated health & health care services

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Shaping the Future of Healthcare Through Nursing
Shaping the Future of Healthcare through Nursing

- **Vision Statement**: All Floridians have access to high quality, safe, and patient centered care in a healthcare system where nurses contribute as essential partners in achieving success.

- **Mission Statement**: The mission of the Florida Action Coalition is to provide leadership in advancing the nursing profession so that Floridians can access safe, high quality health care.
Florida Action Coalition Teams
Summit Purpose

• Providing learning and networking opportunities
• Showcasing best practices and innovations in Florida’s nursing care delivery
• Hearing from National experts in the field
• Acknowledging and involving Florida Blue and Florida Blue Foundation’s Nursing Scholars
• Highlighting Florida Blue and Florida Blue Foundation commitment and contributions to nurses and nursing education
Summit Agenda Highlights

• Increasing the Value of Nurses in an Era of Health Care Reform
• Envisioning Florida Nursing Workforce Development *
• Health Care Reform and the Future of Nursing
• Florida Action Coalition Panel Discussion
• World Café Session (FL-AC Focus) *
• Claiming Your Own Leadership
• Transforming the Health Care Environment *

* Interactive sessions encouraging participant input.
Onsite and Satellite Participation

• 135 attendees at the Center for Advanced Medical Learning and Simulation in Tampa, Florida

• Approx. 100 attendees participated by satellite
  - Pensacola State College, Pensacola, Florida
  - Florida State University, Tallahassee, Florida
  - University of Miami, Coral Gables, Florida
Florida Nursing Summit

- **Data** to guide future work and strategy of the Florida Action Coalition
- Engage a broader audience in discussion and decision-making – *nurse leaders*
- Empower the attendees to **contribute** to ongoing work
- Energize the attendees to engage the work of the Florida Action Coalition and *Future of Nursing*
Florida Nursing Summit Agenda Flow

- Shalala
- Buerhaus
- Collaborative Labs Discussion
- Florida Action Coalition: Panel
- World Cafe
- Friday AM: Report Out
- Leadership Panel
- Plenary 2: The Future
- Transforming Health Care Environment

Shaping the Future of Healthcare Through Nursing
Florida Nursing Summit: Data Collection

• Pre- and Post-Summit surveys
• Collaborative Labs at St. Petersburg College
• World Café session with report out session
• Turning Point clicker technology
Florida Nursing Summit
Data Collection: Involving Satellites
Data Collection: Collaborative Labs

Collaborative Labs
at St. Petersburg College

Accelerate business results

presents

Florida Blue Nursing Summit
Collaborative Engagement

November 14, 2013

Real-Time Record
When you get to your team area in about 15 minutes, you will appoint a scribe who will capture the wisdom of your team. You will also appoint a spokesperson who will present your team’s work to the rest of us. We will cue your timing. Music means movement – that is your cue to move into breakouts and back to the main auditorium.
### Team 10: #1 Strategic Priority

<table>
<thead>
<tr>
<th>Team</th>
<th>#1 Strategic Priority</th>
</tr>
</thead>
<tbody>
<tr>
<td>10</td>
<td>Healthy Work Environment</td>
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</table>

**Janice, Team 10:** Our priority was a healthy work environment.

**Sue, Team 10:** We talked about engagement versus retention. We want engaged individuals to be retained. As a workplace, we need to figure out a way to engage folks so they stay. On the other hand, if they are not engaged, they are not retained. We also need to look at the career trajectory – they may be part-time, they leave, they come back – that needs to be part of that engagement process.
Pensacola:

Speaker: Orientation and mentoring programs.

Speaker: Working conditions – benefits should be individualized to the worker. The individual could choose better benefits and less pay or more pay, but fewer benefits. So they can pick benefits to suit their needs.

Miami:

Speaker: Remove the glass ceiling for nurses in organizations. The young people need to know that the only limits they have are themselves. We need to end the “nurses eat their young” mentality. Talk to organizations about eliminating that. Fix the perception that we don’t mentor or help each other.

Speaker: Value of the nurse – leadership at the bedside. Leaders that value that instead of just talk that. Mold that and build it. Have a magnet environment – the elements of magnet. Focus on the things that make nurses happy and focus on that.

FSU:

Speaker: Support for a culture of excellence. Look at nursing as a progression, rather than just a job, through leadership. Nurses need to feel valued and respected.

Melinda: Academic collaboration, especially in residency programs.
Turning Point clicker technology: Real Time polling
Polling by clicker: What is your age group?

- 19 or younger
- 20-29
- 30-39
- 40-49
- 50-59
- 60-69
- 70-79
- 80 or older

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Polling by clicker:
How long have you been practicing as a nurse?

<table>
<thead>
<tr>
<th>Duration</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-2 years</td>
<td></td>
</tr>
<tr>
<td>3-5 years</td>
<td></td>
</tr>
<tr>
<td>6-10 years</td>
<td></td>
</tr>
<tr>
<td>11-15 years</td>
<td></td>
</tr>
<tr>
<td>16-20 years</td>
<td>70.00%</td>
</tr>
<tr>
<td>More than 20 years</td>
<td>30.00%</td>
</tr>
<tr>
<td>I am not currently a practicing nurse</td>
<td>10.00%</td>
</tr>
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</table>
What is the highest level of education you have received in nursing?

<table>
<thead>
<tr>
<th>Responses</th>
<th>Percent</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vocational/Practical Certificate</td>
<td>0.00%</td>
<td>0</td>
</tr>
<tr>
<td>Diploma Program</td>
<td>1.37%</td>
<td>1</td>
</tr>
<tr>
<td>Associates Degree</td>
<td>4.11%</td>
<td>3</td>
</tr>
<tr>
<td>Bachelor’s Degree</td>
<td>20.55%</td>
<td>15</td>
</tr>
<tr>
<td>Master’s Degree</td>
<td>36.99%</td>
<td>27</td>
</tr>
<tr>
<td>Doctorate</td>
<td>26.03%</td>
<td>19</td>
</tr>
<tr>
<td>I have not completed a nursing degree</td>
<td>10.96%</td>
<td>8</td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td>100%</td>
<td>73</td>
</tr>
</tbody>
</table>
What is the first priority to double the number of doctorally-prepared nurses?
World Café

http://www.theworldcafe.com

Shaping the Future of Healthcare Through Nursing
World Café: Conversational Leadership

Conversational Leadership:
Creating Architectures for Engagement Across All Levels of System

- Critical Issues and Questions
- All Key Stakeholders
- Conversation as a Core Process
- Collaborative Social Technologies
- Innovative Leadership and Capacity Development

http://www.theworldcafe.com

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World Café working sessions

- Attendees assigned to groups at tables in open area
- Table leader and scribe at each table
- Attendees answer specific questions previously determined by Advisory Committee
- All conversation is recorded – qualitative data
World Café Report of Results

- Lead data analysis: Evelyn Gonzalez-Morlote, RN, MSN, Mercy Hospital College of Nursing, Miami
- Denise Harris – Baptist South
- Kathleen Valentine
What challenges do nurse leaders in Florida face?
How will expectations change with health care reform?

**Themes (Expectations)**
- Expanding roles of all nurses
- Collaborative practice
- Wellness and prevention focus
- Continuum of care management – care transitions
- Health without walls
- Evidence based practice
A leader recognized someone’s leadership potential and encouraged involvement

Engage conflict

Develop courageous resilience

Develop a laser-focused vision

Recognize your leadership and your responsibility: People are watching

Advocacy comes in all shapes and forms.

Identify organizations external to your organization to get onto boards and committees.
Post-Summit Survey results

- 54 (81%) rated their familiarity with the work of the Florida Action Coalition as better or much better. 48 (72%) rated their familiarity as much better.
- 42 (62%) rated their familiarity with the Institute of Medicine’s *Future of Nursing* report recommendations as better or much better. 28 (41%) rated their familiarity as much better.
- 55 (83%) plan to work on implementation of the IOM report recommendations.
- 64 (96%) of respondents participated in networking opportunities at the conference.
- 48 (71%) rated the Nursing Summit’s demonstration of new best practices and innovation in nursing care delivery as effective or very effective.
Final Recommendations

• Demonstrate and communicate the value of nursing
• Lead the way in transforming health care
• Engage nurses at all stages of their careers
• Academic and employment partnerships can address many issues in both education and leadership
• Be active and be visible
• Continue the momentum generated through this Summit
Florida Nursing Summit Data Collection

- Identify intended use and intended users of evaluation or research
- Use a variety of qualitative and quantitative data collection methods
- Begin data collection planning as you plan your summit or conference
- Collate and distribute results
Contact Information

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www.FLCenterForNursing.org/FLActionCoalition

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Discussion and Questions

Thank you!