

# FUTURE OF NURSING™

## Campaign for Action

AT THE CENTER TO CHAMPION NURSING IN AMERICA



### Innovation in Health Care 2020-2030 Meeting Summary Seattle, Washington August 7 - 8, 2019

This meeting was designed as a wraparound session for the NAM Future of Nursing 2020- 2030 Seattle Town Hall with the theme of High Tech to High Touch. The objectives for the two-day session included:

- Discuss the role nurses play in improving the health of individuals, families, and communities by:
  - addressing social determinants of health.
  - providing effective, efficient, equitable and accessible care for all across the care continuum.
  - identifying the system facilitators and barriers to achieving this goal.
- Focus on innovation and the ability of nurses to serve as change agents in creating systems that bridge the delivery of health care and social needs care.

The meeting began with a welcome to Washington State by Mary Sue Gorski, PhD, RN, director of research and advanced practice at the Washington State Nursing Care Quality Commission and a consultant for the Center to Champion of Nursing in America. She focused on the need for dialogue around nurses as change agents and nurses specifically moving forward to a culture of health across the country. Thirteen different Action Coalitions from west of Illinois, California, and the Pacific Northwest were included in the meeting. Patricia Polansky, RN, MS, director, program development and implementation for AARP's Center to Champion Nursing in America, then reviewed the agenda and highlighted the series of panels, exemplars and individual presentations from Washington State and other states in the region that was going to be shared.

#### **Washington State Exemplars and Panels**

Representatives from Washington State began the presentations by sharing the nursing influence on Washington States' health policy and workforce development. At one point, Washington had more nurses in the legislature than any other state. The background and history of the state Action Coalition began with a summit where attendees identified four areas (interdisciplinary practice, diversity, nursing education, and nursing leadership) as priorities for the state. The current focus of the Action Coalitions is collaboration in the Healthier Washington Initiative. In this effort, they developed a set of recommendations for the National Academy of Medicine (NAM) to consider as they are developing the Future of Nursing 2020-2030 report. These included a more explicit statement about the nurses role in health equity; an increased focus on the diversity of nursing school graduates; the development of practices and tools on how to address the social determinants of health and nurses roles as leaders in this work and in the development of an "equity strategy."

On the second day of the meeting Washington representative shared more specific strategies used across the state. Representatives include people from nursing education, palliative care,

the Nursing Quality Assurance Commission, Population Health and Nursing Leadership. The common themes among these panels and exemplars included:

- Increasing diversity in nursing by reaching out to LPN programs to link with BSN programs
- Expanding interprofessional education and using artificial intelligence
- Change focus of the NCLEX exam to outside of hospital care – 80 percent of health care is outside hospital
- Expanding nursing education to focus more on population health and health equity
- Need for innovation in dealing with the role of nurses in screening for the SDOH at the point of care
- The value of securing, analyzing and sharing workforce data
- Developing partners and clinical education sites outside of acute care within the community

### **Additional State Exemplars**

Representatives from Colorado, Utah, Montana and Nebraska shared the innovative endeavors occurring in their state.

#### **Colorado**

Colorado shared the elements of a “secret sauce” to engage emerging nursing in personal and professional development through innovation. These elements included inclusivity by including all groups in the education program; the environment by finding varied sites for networking and synchronous and asynchronous activities to reach out to rural areas. The result in this change in focus was a doubling of participants in the program. Utah shared how their Action Coalition focused on what draws diverse students to a nursing career and the research on motivators and the intention to leave of early-career, diverse nurses and found that “structural racism” existed at the unit level. They are currently developing a program of inclusion/ education work among the participating institutions.

#### **Montana**

Montana then shared how the Montana Center for Nursing partnered with the Montana Area Health Education Center to examine the most effective way to deliver nursing leadership education to rural and frontier counties. They redesigned the educational program to include public-health professionals and policymakers and ideas on how nurse can effect change at the individual, organizational and community level. They have now established a Reaching Rural Project to focus on a variety of diversity components including leadership roles and the delivery of healthcare in tribal and frontier communities. These learning communities provide a new innovative, high-tech method for nurses to relate to each other and feel connected.

#### **Nebraska**

Nebraska described how collaboration can lead to innovative healthcare projects to address the social determinants of health. Their project is called Health Plus Housing and modeled after the NowPow program in Chicago which is a social determinant of

health shared resource referral system. Following an Accountable Health Community meeting, the Action Coalition joined Live Well Omaha, the Omaha Housing Authority and Omaha Health Kids to develop a pilot program that begins in the home. In collaboration with the Omaha Housing Authority inspectors, they are using an assessment tool to grade houses in terms of health. As nurse innovators they used evidence-based health education to plan the tool and checklist on how to maintain a healthy home. The expected outcomes are improvement of properties and thus improvement of the health of the residents and the community.

### **Corporate Nursing Exemplar**

To gain an insight into the role of nurses in the corporate culture, there was an armchair conversation with an Industry Operations Specialist at Amazon, who is a nurse, and is working on a healthcare project. The theme of this session focused on intentionality as the secret sauce of leadership. This process involves questioning how ideas and new technology may be used to enable a safe, quality, connected healthcare ecosystem. While there may be systems barriers, trust and relationship issues and policy issues, nurses need to “lean in” and challenge the barriers to have full adoption of technology changes. Nurses need to be not afraid and champion change and technology that improves the quality and delivery of healthcare. While one size does not fit all, the outcomes are found in building community solutions to meet people where they are.

### **Plenary Panel**

The plenary panel was composed of healthcare professionals focused on Healthcare innovation, financing, education and entrepreneurship. The common themes among the five professionals included:

- Innovation as both a noun and a verb.
- Extending the capacity of primary care with nurse led teams.
- Leaders setting the culture for innovation.
- Exnovation or getting rid of things that do not work.
- Moving from innovation to renovation to exnovation.
- Value based purchasing and payments.
- Team based care as key to value based payments.
- The importance of nursing leadership and nurses on boards.
- The delegated model including care manager with social work, spiritual care and many of the therapies is the vision for the future.

In summarizing the comments of the panel, there was agreement on recommendations for moving into the future. The recommendations included:

- Petition CMS to come up with a model to support nurse led initiative for care coordination.
- Focus of NCLEX on outside of hospital care-80% of health care is outside hospital
- Invest in programs for nurse leaders
  - Consider what nursing education needs in the future including the development of basic business skills for nurses at all levels of education and practice.

## **Final Conversation**

Susan Hassmiller, PhD, RN, FAAN concluded the meeting by reviewing the National Academy of Medicine report development process including the town hall process and the upcoming open meetings. Once all the recommendations are in, there will be a grueling process of review. The outcome of the report is expected to be released during the last week of November and an official celebration will be held in Washington DC in December 2020. She highlighted the Culture of Health prize and the need to keep nursing in that work. She concluded her remarks with a video on the Klamath County 2018 Culture of Health prize winner and a thank you to all the participants for the work they are doing to advance a Culture of Health across the country.