

# Preparing Future Nursing Leaders



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FUTURE OF NURSING™ CAMPAIGN FOR ACTION

## Background

Doctor of Nursing Practice graduates are considered essential leaders who will transform health care and population health. The University of Maryland's School of Nursing's (UMSON) Advancing Implementation and Improvement Science Education (AdvISE) Steering Committee was formed in 2018. The vision of the AdvISE project is to ensure that the Doctor of Nursing Practice (DNP) students graduate with the knowledge and practice experience to be skilled leaders and implementation scholars.

## Objectives

- Present the history and changing role of leadership education in the DNP degree.
- Discuss the curricular changes and the current state of leadership education in the DNP degree at University of Maryland School of Nursing.

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## Methods

Two leadership courses were developed and revised to emphasize analysis, synthesis, and application of Systems Theory and Practice Leadership Theory. The development, implementation and evaluation of the three-credit theory course and the two-credit practice course will be described to reflect changes based upon student and faculty feedback.

**Initial AdvISE characteristics:** Theory driven, practice oriented, simultaneous scheduled courses, team taught, & synthesis of practice experience.

**AdvISE revisions:** new textbook, integrated theory and practice, separate courses with one faculty/section, revised learning modules/deliverables, enhanced QI tools aligned with project tools

## Development

- In 2019 UMSON performed a curricular crosswalk.
- **DNP Essential II:** "Organizational and systems leadership are critical for DNP graduates to improve patient and healthcare outcomes.
- Doctoral level knowledge and skills in these areas are consistent with nursing and health care goals to eliminate health disparities and to promote patient safety and excellence in practice.

## Results

The challenges include student diversity of leadership preparation skills, knowledge, and experience due to Student Diversity-Shift of Student population from **exclusively** Post-Masters to combined Post-Masters & BSN to DNP Students. Strategies were included that addressed the challenges, such as additional modules for students with beginning leadership knowledge and skills & preparation for project course.

## Conclusions

Changes were made based on student and faculty feedback: Courses & text were too theoretical, wanted more "real life" experiences, no "value" for student or site. Revisions include QI tools and methods in the content course and practice experience in the practicum course. New deliverables include essential leadership skills: Leadership Self Evaluation, Communication (telephone, email, in-person, virtual), Scheduling a meeting, Assessing a system, Accountability, Stakeholder identification Collaboration /Networking, Root Cause Analysis Facilitate/Lead QI project, Identify & Facilitate Change with Barriers

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