

Professional Development Framework

Implementation Team Chronicles



Day 7 (of nine) for the Professional Development Framework Implementation Team:

September 29, 2005. Anticipating a large number of staff who will want to advance to the new Framework's "C" level beginning July 1, 2006, the Implementation Team decided to make the planning for the initial transition period a priority today. Again utilizing the capabilities inherent in a broadly-representative team to re-organize themselves for particular purposes, the Team convened an ad hoc subgroup to focus solely on the requirements for the unit-based transition from "A" to "C" or "B" to "C." In order to facilitate, rather than inhibit, the long-awaited movement of so many staff, feasible processes will be critically important. With that in mind, the decision to keep these processes in the hands of the initiating staff and their nurse managers had already been made at a previous meeting. (Staff initiating movement to "D" or "E" levels will go through a Central Committee). Always, the interest is to make the processes meaningful while expeditious. For both staff and manager involved, movement at the unit level means hospitals-wide nursing staff/manager agreement on standards, procedures, and timeframes; clarity of processes; sufficiency and quality of submitted materials; consideration of workloads; and feasibility of getting together for a mutual discussion within a timeframe. The work did result in a draft document spelling out a unit-based process.

In the meantime, other subgroups worked on the process for Central Committee application review, drafting variations for further consideration. A simulation of a staff nurse's application helped the group to analyze better what details add value, both for the applicant and for the reviewers. Templates and guidelines will support all the involved parties. Further multi-pronged supports via education and ongoing communication continue to be crafted by respective subgroups.

In the 7th of nine planned days for the work of the Implementation Team, with only a month to go, the Team is looking to the period ahead, and what comes after. Committed to their planning timeframe, they set a mid-November date to bring their work out to the rest of the nursing community—quite literally out, in open forum presentations to be scheduled round the clock. The purpose will be not only to inform, but to absorb the reactions. This will allow the Team to fine-tune and be ever more reflective of the entire Nursing community. Given these plans for broad and deliberative input ahead, and extensive ongoing evaluation once the implementation occurs next July and thereafter, every effort is being made to assure the integrity of the implementation of this Framework to be worthy of nurses and nursing practice at U.

Reported by Lynn Hamilton, MSN, RN, BC