

## Professional Development Framework

### Implementation Team Chronicles



#### *Day 8 (of nine) for the Professional Development Framework Implementation Team*

**October 13, 2005**...A flurry of draft documents pervaded the scene throughout Day 8 as the Team worked toward an impending milestone—the ninth of nine projected days of the initial planning phase of Framework implementation. Building on the depth of discussion that has occurred every time, more detail than ever emerged. Details emerged, and converged, as, for example, different groups working on communication and education each identified the need for imminent outreach to staff in a forthcoming alert to the open informational session 11/14 for the entire UMHS Nursing community.

The entire applications process was under continuing consideration. Time was spent on methods for evaluating the self-initiated application of a staff RN. With transition from “A” to “C” or “B” to “C” at the unit level, as had been decided at a previous Team meeting, work toward the process for nurse managers to make that determination was a natural complement, and that was done. Requirements for the components of the staff applications, and distinctions among those components for movement to different levels, became more settled through in-depth discussions. The ongoing need for clear, consistent information from this time forth, for everyone in the Nursing community, posed a challenge that the Team readily embraces. The communications subgroup shared, for one example, the preliminary look of a new, still-in-draft Web site that will be devoted to Framework. The entire Team was able to critique and add suggestions for the user-friendliness of the Internet-accessed site which will have updated tools, education, resources, even necessary forms, for everyone who needs them.

Timeframes especially seem to be on the mind of every Team member now; projections for necessary education and information-sharing are drafted month-by-month until the moment of implementation, July 1, 2006. The detailed plans of the evaluation subgroup suggest that the impact of the implementation of the Professional Development Framework, once underway, will be one of the most exhaustively-looked-at efforts ever in UMHS Nursing. Measurements of the impact on all involved parties, as well as achievement of many hoped-for goals for UMHS Nursing, are planned, using everything from surveys to organizational outcome measures from many perspectives.

Expectations for the next planning day took shape: Assurance that the Team has all the “pieces”—that is, draft plans for every significant part of the implementation—and a review for their consistency and the definitional clarity of the terms in which they’re spoken—these will be the mega-themes of that next day.

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