

**Academic-Practice Partnerships**

**Partnership Expectation and Outcome Metrics Worksheet**

**Essentia Health/The College of St. Scholastica**

 

|  |  |  |  |
| --- | --- | --- | --- |
| **Partnership Goals** | **Objectives** | **Activities** | **Outcomes** |
| * Increase recruitment and retention of College of St. Scholastica nursing graduates at EH facilities.
 | * Increase the total number of CSS Traditional Nursing Program (TUG) students participating in EH’s summer Nursing Student Internship program each year by 10%.
* Increase in “practice readiness” of new CSS baccalaureate-prepared nurse graduates as measured by a “Measure for Readiness” tool and process
* The retention rate of CSS graduates at one year is equal to or greater than the overall retention rate
 | * Identify stakeholders and form a CSS/EH Internship Committee as a sub-committee of EH/CSS Steering Committee
* Offer EH Student Nurse Internship program to ALL TUG students after their first clinical rotation/first semester of the program
* Essentia recruiters and nurses visit CSS Duluth campus to inform students about opportunities
	+ Spring 2023
	+ Fall 2023
	+ Spring 2024
* Expand Summer Nurse Internship program to Fall/Spring semesters for interested student by Fall 2023
* “Measure for Readiness” Tool by early Spring 2025
* Summer 2025 “pilot” Measure for Readiness Tool with new CSS baccalaureate graduate hires
* EH to implement Transition to Practice (TTP) program by 2022
* Establish TTP Council by Fall 2022 & embed CSS pre-licensure program directors on council
* EH implement the role of Retention Specialist by January 2023
* EH implement the role of Transition Coaches as part of TTP program by summer 2022
* CSS/EH implementation of Alumni Ambassador program for nurses at EH
* CSS TUG Program Director/Chair to review TTP (Vizient) curriculum to align senior curriculum with TTP components to strengthen transition of new graduates Spring/Summer 2022
 | * Internship sub-committee implemented Fall 2022 with following membership:
	+ EH System Nurse Retentionist
	+ Talent Acquisition/HR
	+ EH Student Education Specialists
	+ CSS Career Services Director
	+ CSS Employer Retention/Internship Coordinator [Co-chair]
	+ CSS Internship Faculty
	+ TUG Program Director
	+ Department of Nursing (CON) Chair [Co-chair]
* TUG students eligible for the nursing student internship program at EH in summer 2024 were notified in Fall 2023 they were guaranteed an internship at EH if interested
* EH recruiters visited with TUG & Post-baccalaureate (PBN) nursing students on the Duluth campus in Fall 2023 (6), & Spring 2024(2)
* CSS Summer Student Interns at EH:
	+ 2024 = 23
	+ 2023 = 20
	+ 2022 = 19
* Number of CSS student interns hired by EH
	+ 2023 = 9
	+ 2022 = 6
	+ 2021 = 19
* Graduates with first position in role at EH facility:
	+ TUG
		- 2023 = 23
		- 2022 = 11
		- 2021 = 24
		- 2020 = 14
	+ Post-baccalaureate (accelerated)
		- 2023 = pending
		- 2022 = 10
		- 2021 = 6
		- 2020 = 4
	+ RN to BS (RNBS)
		- 2023 = pending
		- 2022 = 5
		- 2021 = 2
		- 2020 = 1
	+ BSDNP NP
		- 2023 = 5
		- 2022 = 1
		- 2021 = 7
		- 2020 = 6
* CSS/EH Target Action Group (TAG) team to be formed to collaborate on tool development
	+ To be formed first Steering Committee meeting of Fall 2024
* EH TTP program for graduate RNs implemented Spring 2022
* CSS TUG & PBN program directors serve on TTP Council
* EH Nurse Retention Specialist hired late 2022
* EH Transition Coach role implemented late summer 2020
* CSS/EH Alumni Ambassador event planning for late summer/early fall 2024 - in progress
* TTP (Vizient) curriculum reviewed by pre-licensure programs (TUG & PBN) and strengthened core competencies content in senior level courses effective Fall 2022
* Number of CSS graduates employed at EH for first position who remain employed at EH after 1 year
	+ 2023 - 2024 = pending (baseline)
 |
| * Increase student enrollment in pre-licensure programs at CSS to meet regional RN workforce needs:
	+ Traditional Undergraduate Nursing program (TUG)
	+ Post-baccalaureate Nursing program (PBN) (accelerated program)
 | * Offer Scrub Camps for middle/high school students by Summer 2023 to foster interest in nursing as a profession
* Program directors/DON Chair to participate in information sessions at EH facilities
 | * Offer Scrubs Camp pilot Summer 2023
* Apply for funding for Scrubs Camp pilot through EH Community Foundation
* Identify stakeholders to coordinate events at respective facilities
* TUG curriculum revision from a 5-semester to a 4-semester curriculum with 2 starts in fall and spring semesters vs 1 start each spring to begin Fall 2023
* Effective Fall 2023, TUG enrollment goal of 60 students per cohort to start each fall and spring semester for a total of 120 students per year starting the program (previous goal of 112 per year)
* PBN enrollment goal of 32 students to start in fall and spring in Duluth and fall, spring, and summer in St. Cloud (total enrollment for the year of 64 in Duluth and 96 in St. Cloud)

  | * Scrub Camp piloted Summer 2023 at CSS Duluth campus with CSS nursing faculty and EH medical & nursing personnel participating in the one-day camp for middle school students (Local community college offers to high-school students)
	+ Camp free to students per EH Community Foundation Grant
* Two Scrubs Camp scheduled (June 2024 & July 2024) at CSS Duluth campus coordinated by CSS Nursing faculty with EH medical/nursing personnel participating in events
	+ Grant application pending
* CSS Admissions Counselor/PDs/DON Chair participated in recruiting events at EH facilities
	+ Essentia Health Duluth, MN - February 2024
	+ St. Joseph’s Hospital Brainerd, MN-February 2024
* TUG curriculum revised effective Fall 2023
* TUG Enrollment
	+ Fall 2023 = 75 students
	+ Spring 2024 = 32 students
* PBN Enrollment
	+ Duluth Fall 2023 = 15
	+ Duluth Spring 2024 = 26
	+ St. Cloud (STC) Fall 2023 = 30
	+ STC Spring 2024 = 32
	+ STC Summer 2024 = 19
 |
| * Elevate nursing practice and nursing education through the development of career pathways & continuing professional development
 | * Maintain a program of professional development activities for EH nurses, EH APRNs, and CSS nursing faculty by providing ongoing education and training opportunities according to level and role
 | * CSS to offer preceptor workshops annually for RNs precepting pre-licensure students
* CSS to offer preceptor workshops annually for Advanced Practice Providers (APPs) precepting Nurse Practitioner (BSDNP) students
* CSS to offer American Academy of Ambulatory Care Nursing (AAACN) Certification Exam Review course to EH ambulatory care nurses [grant funded - HRSA RRNPC]
* CSS to offer professional development activity on the Scope & Standards for Ambulatory Care Nursing to EH ambulatory care nurses [grant funded - HRSA RRNPC]
* CSS to offer Stress Management & Resilience Training (SMART)(online asynchronous with lifetime access) to CSS nursing faculty and EH ambulatory care nurses
* CSS to offer Dialectical Behavior Therapy (DBT) Skills Training to APPs who precept NP students 2021 - 2023 [grant funded - HRSA ANEW 2019-2023]
* CSS to offer De-escalation Training via virtual reality to 5 EH rural clinics beginning Fall 2024 (MDH Expansion grant & HRSA ANEW 3023 - 2027 grant)
* CSS to offer Psychiatric Mental Health for Primary Care course for professional development activity to EH APRN preceptors and all APP Residency participants
 | RNs precepting TUG/PBN students:[grant funded - HRSA RRNPC]* 2019 - 1 workshop(13 nurses)
* 2020 - 7 workshops (86 nurses)
* 2021 - 1 workshop (8 nurses)
* 2022 - 3 workshops (24 nurses)
* 2023 - 3 workshops (14 nurses)(last year of grant)

APPS precepting NP students:[grant funded - HRSA ANEW 2019 - 2023]* 2021 - 3 workshops (26 APRN

 preceptors)* 2022 - 1 workshop (44 APRN preceptors)
* 2024 - plan for 1 workshop end of summer 2024 per HRSA ANEW grant 2023 - 2027
* 80 ambulatory care RNs at EH completed an AAACN Certification Exam Review course, live or asynchronous online, between 2021 - 2022
* 61 ambulatory care nurses at EH participated (March 2022) in a Live session via Zoom entitled “Scope & Standards for Ambulatory Care Nursing Practice” led by EH ambulatory care director and CSS faculty (participants earned 1 contact hour of ANCC professional development)
* 32 ambulatory care nurse leaders at EH participated (April 2022) in a LIVE session via Zoom entitled “Scope & Standards for Ambulatory Care Nurse Leaders” led by EH Ambulatory Care Director & CSS NSG faculty (participants earned 1 contact hour of ANCC professional development)
* 100 nurses (CSS nurse faculty & EH ambulatory care nurses) requested and were registered for the SMART online asynchronous course - April 2022
* 46 APPs completed DBT Skills Training between 2021 - 2023
	+ Plan for 1 training session Fall 2024 as part of HRSA ANEW 2023 - 2027 grant
* CSS PMHNP Program Director developing De-escalation simulation for virtual reality as part of a Minnesota Department of Health Expansion Grant (2022 - 2024) - in progress
* CSS HRSA ANEW 2023 - 2027 grant manager and program director developing timeline/schedule for roll-out of VR simulations beginning Fall 2024 - in progress
* CSS HRSA ANEW 2023 - 2027 grant manager, program director, CSS instructional designer collaborating on PMH for Primary Care Course development - in progress
 |
|  | * EH/CSS NSG faculty to collaborate on the development of nursing career pathways from nursing assistant to doctoral degree to promote seamless transition and elevation of nursing practice.
 | * CSS will offer RNBS program to associate degree RNs at EH who are unit managers to complete their baccalaureate degree at reduced tuition.
* EH HR & CSS Nursing Assistant Training Program/Student Accounts collaborate to offer NA training to individuals interested in working as CNAs at Essentia after completion of the program.
* CSS/EH will develop AGACNP Fellowship Model for already certified FNPs employed by EH to complete post-graduate AGACNP certificate at CSS
* Explore Research Certificate
* Explore Master’s - Nurse Informatics, Nurse Executive
 | * 3 EH nursing unit managers completed the RNBS program to earn a baccalaureate degree in 2022-2023
* Nursing Assistant Training
	+ 2022 - 10 students, sponsored by Essentia, completed CSS NA Training program
	+ 2023 - pending
	+ 2024 - in progress
* Fellowship program developed/implemented
	+ May 2022 = 1 student
	+ May 2023 = 1 student
	+ May 2024 = in progress
 |
| Establish joint faculty appointments | * Establish joint faculty appointments for pre-licensure clinical rotations at EH by fall 2024
* CSS/EH will collaborate on additional joint faculty appointment opportunities for spring 2025
 | * Develop position description for pre-licensure clinical faculty joint appointment by May 24, 2024
* AP host info sessions three times per year to inform EH nurses of teaching opportunities (summer for fall, fall for spring, spring for summer)
* Recruit CSS faculty employment over the summer to support Internship/TTP Residency Program
	+ Draft position description for joint faculty appointment by October 1, 2024
 | * CSS DON Chair drafting position description for pre-licensure clinical faculty joint appointment - in progress
 |
| Advance nursing knowledge to improve and support the health of individuals and their families through research and EBP | * A minimum of 5 CSS DNP students will complete their Clinical Project at EH in the academic year 2023 - 2024
* DNP projects at Essentia
	+ Scaffolding DNP projects
* Draft initial infrastructure plan
* Research Day - posters/podium
* Introduce language of nursing research
* EBP roll-out using the IOWA model [will be integrated with residency]
 | * Share a list of DNP/MSN project ideas based on EH strategic initiatives for CSS DNP students to collaborate and meet degree objectives by 9.15.23
* Develop a working group to set policy and processes around DNP Clinical Projects at EH
* Beginning the academic year 2023 - 2024, 1 DNP at EH will be scaffolded
* 10 % CSS DNP students will present their Clinical Projects at EH at a Nursing Excellence Day via poster/podium presentation beginning Fall 2024
 | * 30 DNP students doing Clinical Projects at EH academic year 2023 - 2024
	+ 1 DNP Clinical Project scaffolded from 2022 - 2023
* TAG Workgroup formed Fall 2023:
	+ Essentia Health
		- EH Student Education Specialists
		- Nursing Directors for Professional Development
		- Nursing Director for Clinical Excellence
	+ CSS
		- DNP Program Director
		- DNP Faculty
* Planning in progress for Fall 2024 EH Nursing Excellence Days
 |
| Collaborate on healthcare policy to enhance nursing practice for quality and safe patient care | * CSS/EH collaboration to advocate to remove barriers to nursing practice for quality and safe patient care
 | * CSS Nursing Leadership will collaborate with other schools of nursing across the state to advocate for MN to become a member of the Nurse Licensure Compact
* CSS/EH Nursing Leadership will participate in advocacy efforts to elevate nursing practice in the region and state
 | * Minnesota Association of Colleges of Nursing (MACN) sent a letter advocating for MN to become a member of the Nurse Licensure Compact - February 2022
* EH Nursing Leadership presented at MN Senate hearing on MN becoming part of the Nurse Licensure Compact - February 2022
 |