

**Leadership Development Plan**

**New Careers in Nursing Scholarship Program**

**2013-2014 Grant Period**

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| **Submission Date:** | |
| Name of School of Nursing: | Nebraska Methodist College |
| Number of scholarships awarded by RWJF: | 5 |
| Program Liaison name or contact for this request: | Dr. Susan Ward |
| Email and phone: | [Susan.ward@methodistcollege.edu](mailto:Susan.ward@methodistcollege.edu)  402-354-7063 |
| Dean’s name: | Dr. Lin Hughes |
| If check must be made out to someone other than Dean, please list this name here: | Dr. Lin Hughes  Nebraska Methodist College  720 North 87th Street  Omaha, NE 68114 |

By submitting this plan to the NCIN National Program Office (NPO), you are applying for a $2,500 grant to be used on a Leadership Development Activity at the applicant SON.

Please email this plan to [jjeanty@aacn.nche.edu](mailto:jjeanty@aacn.nche.edu) in order to be eligible for this leadership development grant. If the NPO has questions regarding your submitted plan the specified contact/program liaison listed on this plan will be contacted directly by the NPO. Once your plan has been approved the check will be mailed to the Dean of the SON unless otherwise requested. The Program Liaison will also receive a copy of the check.

If you have any further questions please contact the NPO at 202-463-6930 extension 257. Also, if you have any questions regarding the incorporation of the Leadership Development Toolkit please contact Dr. Vernell DeWitty, [vdewitty@aacn.nche.edu](mailto:vdewitty@aacn.nche.edu) or 202-463-6930 extension 224.

| **2012-2013 Advanced Leadership Development Plan: Program Implementation** |
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| **Assessment Factors** | **Goals Achieved/**  **Goal Revision** | **Implementation Status/**  **Revised or Future Activities** | **Evaluation Measures** |
| Cultural  Characteristics | The numbers of disadvantaged students admitted to the 2012 accelerated program was maintained at 50%, underrepresented students admitted to the program (including males) increased to 50% and ethnic minority students admitted to the program increased to 40%.  The Round 5 NCIN Scholars are diverse: 4 men (3 Caucasian and one black) and one White/Native Hawaiian or Other Pacific Islander women. | The new Marketing Department and Admissions Department at NMC is currently using the NCIN Recruitment Toolkit to recruit culturally diverse and disadvantaged students.  NMC continues to work in collaboration with the Methodist Hospital Foundation to offer additional funding for NCIN scholars.  The Program Liaison finds diverse mentors for the NCIN Scholars. | The Admissions Department will continue to track data on culturally diverse and disadvantaged students. |
| Curriculum | Goals Achieved from Round 4 NCIN Scholars:   1. Conduct an organizational assessment – another organizational assessment was completed and NMC is now at the Level III Leadership Development Plan (score = 14) 2. Use the Leadership Development Toolkit 2012 to support continued the Leadership Program – the leadership program for Round 5 NCIN Scholars was created with the 2012 Leadership Toolkit. 3. Evaluate the Leadership Program (formative and summative) – the current leadership program was assessed using a questionnaire created by the Student Development Leadership Coordinator mid-way through the Leadership Program. The Leadership program was also reassessed using the Leadership Development Plan Impact Assessment*.*   Goal Revision for Round 5 NCIN Scholars:   1. Assist nursing students to become nurse leaders by providing continuous leadership activities during the entire accelerated program. 2. Offer continued leadership and mentoring programs to accelerated students post graduation. 3. Encourage all NCIN scholars to join the new NCIN Scholar Network. 4. Evaluate the leadership program at the completion of the modules to assess its effectiveness. 5. Track NCIN scholars leadership roles post graduation. | NMC used the Organizational Assessment and Leadership Development Plan Impact Assessmentto reassess the school’s strengths and challenges that influence the scope of leadership. The score was 14 points so it was determined that NMC will use Level III Leadership Development Plan for Round 5 NCIN Scholars.  Therefore, the new Leadership Development Toolkit (2012) was used to revise the Leadership Program.  This plan added 5 additional modules:   1. Modeling the Way: Walking the Talk/Integrity Exercise 2. Challenging the Process: opening the Mind 3. Enabling Others to act: Fostering Collaboration Exercise 4. Encouraging the Heart: Building Connections 5. Emerging Leadership: Show Me the Ropes   Two new Teachable Moments:   1. Vulnerability-Base Trust 2. Developing Others   See LEVEL III LEADERSHIP DEVELOPMENT PLAN 2013-2014.  NCIN Scholar alumni will be asked to participate in the Leadership Program (lead modules).  Strengths Quest has also been added to the Leadership Program.  A discussion about Service Learning has also been added to the Leadership Program.  Leadership Monday has been designed (with the Emerging Leadership Certificate).  The new NCIN Scholar Network will be presented during the leadership program. | The Student Development Services Leadership Coordinator developed a questionnaire that will be used mid-way through the Leadership Program.  The Strength Quest has a good evaluation system that will be used to assess the Leadership Program.  The Organizational Assessment and Leadership Development Plan Impact Assessment will be used to assess the Leadership Program. |
| Student Dynamics | 1. Continue to offer strong leadership and mentoring programs to NCIN Scholars throughout their accelerated program. 2. Encourage all NCIN scholars to join the new NCIN Scholar Network. | Ensure that NCIN Scholars (current and alumni) continue to engage in leadership activities:   * Ensure that all NCIN Scholars are aware of professional organizations. * Ensure that all NCIN Scholars are aware of the new NCIN Scholar Network. * Invite NCIN Scholar alumni to speak to new NCIN Scholars at Jumpstart. * Invite NCIN Scholar alumni to speak in the classroom and at the on-campus orientation in December. * Invite NCIN Scholar alumni to present modules during the Leadership Program. * Encourage NCIN Scholars to join the NMC Alumni Association. | * The Program Liaison will keep a spreadsheet of NCIN Scholar e-mail address. * The Program Liaison will stay in touch with NCIN Scholars via e-mail, phone and face to face about their current RN position, professional activities and further education. * The Program Liaison will collaborate with the NMC Alumni Association about involvement of NCIN Scholars post graduation. |
| Faculty Dynamics | * Continue to invite faculty/staff to be a part of the Leadership Program. * Continue to invite faculty to be NCIN Scholars’ Mentors. * Continue to have the Student Development Services Leadership Coordinator help design and implement the NCIN Leadership Program and Leadership Monday. * Use the $2,500 grant for leadership development activities (Strength Quest for all accelerated students, conduct a one-day leadership conference with other NCIN schools in the area, support one scholar to attend the AACN Policy Summit). | * See the LEVEL III LEADERSHIP DEVELOPMENT PLAN 2013-2014 | * The Student Development Services Leadership Coordinator developed a questionnaire that will be used mid-way through the Leadership Program to assess the program. * The Strength Quest has a good evaluation system that will be used to assess the Leadership Program. * The Organizational Assessment and Leadership Development Plan Impact Assessment will be used to assess the Leadership Program. |
| Resources | Develop a high-quality Level III Leadership Program for Round 5 NCIN Scholars. | 1. Use the Leadership Development Toolkit (2012) to develop the Level III Leadership Program. 2. See the LEVEL III LEADERSHIP DEVELOPMENT PLAN 2013-2014. 3. Faculty and staff continue to be involved in the Leadership Program. | * The Student Development Services Leadership Coordinator developed a questionnaire that will be used mid-way through the Leadership Program to assess the program. * The Strength Quest has a good evaluation system that will be used to assess the Leadership Program. * The Organizational Assessment and Leadership Development Plan Impact Assessment will be used to assess the Leadership Program. |

**Leadership Summary**

1. Leadership Program has been a success as all Round 3 NCIN Scholars are employed; 2 in are currently leadership roles and one collaborating with other scholars around the nation to create a new NCIN Scholar Network. Round 4 scholars graduate in March 2013 and all have participated in the Leadership and Mentoring Programs. The LEVEL III LEADERSHIP DEVELOPMENT PLAN 2013-2014 was created based on the Organizational Assessment (score = 14). College faculty, staff and NCIN Scholar Alumni will be asked to conduct leadership modules for Round 5 NCIN Scholars. Based on NCIN Scholar feedback the days and times of the Leadership Program will be scheduled prior to class or after class that make it more convenient for scholars to attend the sessions. The In the summer of 2013, NCIN Round 4 and 5 scholars will collaborate with 2 other NCIN area schools to conduct a one day leadership seminar.
2. A new Level III Leadership Plan has been designed for the Round 5 NCIN Scholars. See the LEVEL III LEADERSHIP DEVELOPMENT PLAN 2013-2014. This plan added 5 additional modules:

* Modeling the Way: Walking the Talk/Integrity Exercise
* Challenging the Process: opening the Mind
* Enabling Others to act: Fostering Collaboration Exercise
* Encouraging the Heart: Building Connections
* Emerging Leadership: Show Me the Ropes

Two new Teachable Moments:

* Vulnerability-Base Trust
* Developing Others

Additional Information:

* NCIN Scholar alumni will be asked to participate in the Leadership Program (lead modules)
* Strengths Quest has also been added to the Leadership Program
* A discussion about Service Learning has also been added to the Leadership Program
* Leadership Monday has been designed (with the Emerging Leadership Certificate)
* The new NCIN Scholar Network will be presented during the leadership program.

3. There has been nothing noted that has prevented full implementation of the Leadership Program. Strategies to improve implementation consist of time and day change to better match the NCIN Scholar schedules. The Leadership Breakfast Series was also changed to Leadership Monday to better accommodate NCIN Scholar’s schedules.

4. There are no resource concerns that impede the Leadership Program. The Student Development Leadership Coordinator, faculty NCIN Scholar alumni and staff will continue to be involved in the Leadership Program. There is plenty of space to conduct the Leadership Program. The Program Liaison will continue to ask Hospital and Community Leaders as well as faculty to be NCIN Scholar mentors. NMC is moving toward creating interdisciplinary classes so the Program Liaison will assess how the scholars can take advantage of this kind of course offering or simulation experience.