MS Board of Nursing (838-00)

Meet the Mississippi Board of Nursing Board of Directors:
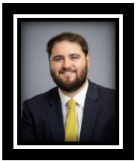
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Carly Walker, LPN- **Member**

Dr. LaWanda Baskin-**PhD, FNP-C Member**

Daniel Sistrunk, LPN - **Member (Photo not available)**

Dear Colleagues,

As we embark on the Fiscal Year 2027-five-year strategic plan for the Mississippi Board of Nursing, I am honored to serve as your Board President. Our strategic plan lays out a road map for the next five years that will help us continue to deliver the highest quality nursing regulation to the citizens of Mississippi. The Board's mission is to protect the public's health and welfare by regulating the practice of nursing. Our strategic plan ensures we continue to fulfill that mission effectively and efficiently. We are committed to promoting safe and competent nursing care through education, licensure, and discipline of the nursing profession.

The strategic plan outlines our priorities for the next five years, including enhancing our regulatory processes, increasing the efficiency and effectiveness of the Board's operations, and improving public outreach and education efforts. We will work collaboratively with our stakeholders, including nurses, employers, educators, and the public, to achieve these goals and ensure that our regulatory processes are transparent, fair, and consistent. I am excited about the opportunities and progress we will make together as we implement our strategic plan. I look forward to working with you to advance nursing and protect public health and welfare.

Sincerely,
Sandra Culpepper, LPN
Board President

Dear Stakeholders,

   I am thrilled to present the Fiscal Year 2027 five-year strategic plan for the Mississippi Board of Nursing. As the Executive Director, I believe that this plan represents the Board's commitment to protecting the public's health and welfare by regulating the practice of nursing. Our strategic plan outlines our goals for the next five years, including enhancing our regulatory processes, improving public outreach and education, and increasing the efficiency and effectiveness of the Board's operations. We will work closely with our stakeholders, including nurses, employers, educators, and the public, to achieve these goals and ensure that our regulatory processes are transparent, fair, and consistent.

   The Mississippi Board of Nursing is constantly improving and evolving to meet the challenges associated with public protection, establishing clear, measurable initiatives that further our core purpose of serving the needs of our members and stakeholders in acting in the public interest. We will continue to leverage modern technologies and our dedicated team of professionals to provide timely and responsive services. More so, we will collaborate with other healthcare organizations and regulatory bodies to promote patient safety and quality of care.

   The Board remains committed to developing programs and services that address member needs and improve performance. Our strategic plan will guide us toward continued success in fulfilling our mission of public protection and regulation of nursing practice. Thank you for your continued support and partnership.

Sincerely,
Dr. Phyllis Johnson,
FNP-BC
Executive Director

1. Comprehensive Mission Statement:

The mission of the Mississippi State Board of Nursing (MSBON) is to safeguard and promote the health of Mississippi citizens by ensuring that all individuals who hold a nursing license in the state are competent to practice safely. To achieve this, the Board implements the Mississippi Nursing Practice Law, Miss. Code Ann. Section 73-15-1 et seq., alongside its own rules and regulations for obtaining and retaining nursing licensure.

2. Agency Philosophy:

The Mississippi Board of Nursing's philosophy is centered around the belief that nursing is an essential social service that meets the healthcare needs of clients in various settings throughout society. The Board recognizes that quality healthcare is a fundamental right of every individual, and it is committed to ensuring that healthcare consumers in Mississippi are active participants in planning and evaluating their care.

To achieve these goals, the Board of Nursing believes in empowering nurses to practice at their highest level of education and training, thereby providing safe, quality, and adequate healthcare for consumers. The Board recognizes that the primary means of assuring consumer access to competent nurses is through the licensing process and involvement of practice through governing procedures.

Additionally, the Board of Nursing is committed to ensuring that nurses' practice within their respective scope of preparation, thus contributing to the protection of consumers. By adhering to these principles, the Mississippi Board of Nursing strives to promote and maintain public health and safety, as well as the overall well- being of the citizens of Mississippi.

3. Relevant Statewide Goals and Benchmarks:

Statewide Goal: #1: Public Safety and Order

The Mississippi Board of Nursing state-wide public safety and order goal is to ensure patient safety by providing regulatory oversight and enforcement of nursing practices in the state. This includes strengthening the enforcement of standards of practice, applying disciplinary action when applicable, and enforcing disciplinary actions to ensure compliance. Additionally, the Board will strive to increase patient awareness and education on their rights, responsibilities, and safety when consulting with a nurse.

Relevant Benchmark #1:
- o Capture the percentage of patient complaints resolved within a set time frame o Track the number of disciplinary actions taken against nurses for patient safety violations
- o Regularly review data to identify trends in patient safety, and proactively implement measures to prevent future occurrences.

Statewide Goal #2: Economic Development
The overall, goal of economic development work for the Mississippi Board of Nursing is to promote the nursing profession in the state, attract and retain nursing talent, and foster a supportive environment for nursing practice and education. By working toward this goal, the Board plays an important role in enhancing the economic vitality of Mississippi.
Relevant Benchmark #2:

- o Contribute to increasing the number of nursing research projects conducted in Mississippi, which could lead
  to increasing our number of licensees and increased recognition for the state's nursing profession.
- o Increase the number of nursing retention scholarships by 10% within the next five years.
- o **Increase the number of outreach initiatives to middle and high school students by 5% in the next two years, focusing on expanding access and pathways to nursing careers.**

4. Overview of the Agency 5-year Strategic Plan:

The Mississippi Board of Nursing is responsible for regulating the practice of nursing in the state of Mississippi. The Board is responsible for licensing qualified nurses, enforcing standards of practice, and ensuring that nurses' practice within their scope of practice. In terms of nursing in Mississippi, the state has a growing need for nurses due to an aging population and an increase in chronic health conditions. The Mississippi Nursing Workforce Survey, conducted by the Mississippi Center for Quality and Workforce, found a need for more nurses in the state. In response to this shortage, the Board has implemented several initiatives to increase the number of nurses in the state, including offering scholarships, promoting nursing education, and partnering with healthcare facilities to provide training and support for new nurses.

Additionally, the Mississippi Board of Nursing is focused on ensuring that the state's nurses' practice at the highest level of competence and provide safe and effective care to patients. To this end, the Board has supported and implemented several regulations and standards to promote quality nursing practice, including continuing education requirements and mandatory reporting of certain incidents. The Board continues to strive for efficiency through the utilization of technology. The Board is aware of the potential benefits and concerns of leveraging emerging technologies, such as Artificial Intelligence (AI), to support and drive efficiency in the delivery of services to our licensees. At the same time, the Board is focused on ensuring the appropriate governance mechanisms are in place to ensure the responsible application of these evolving technologies. The Board has implemented measures to ensure that ethical considerations, privacy, and data security are considered where applicable.

The Board will continue modernizing information technology services, processes, and capabilities supporting business solutions aligned with public health protection. The Board of Nursing upholds open government principles by fostering transparency, participation, and collaboration. We greatly promote trust and accountability and inform stakeholders of our activities and initiatives. We proactively update our infrastructure to ensure that our mission, vision, and values are followed and upheld. We are developing strategies to reach out to external stakeholders, increasing visibility with legislators, and expanding our network with employers, nursing educators, and organizations to open up communication. To ensure that our licensure information is transparent and accessible, we have released it on our website, webmaster emails, regular mail, and social media.

According to the Bureau of Labor Statistics, the employment of Registered Nurses is projected to grow by 15 percent from 2016 to 2026, much faster than the average for all occupations. One-third of all current RNs is expected to retire by 2020. Emerging care delivery models focusing on managing health status and prevention of acute health issues will likely contribute to the growth in demand for nurses. Numerous factors will affect this supply and demand concept, including population growth, increased emphasis on preventive care, overall economic conditions, changes in health care reimbursement, and aging of the nursing workforce.

The Mississippi Board of Nursing supports Advanced Practice Registered Nurses (APRNs) practicing to the full extent of their education, licensure, and training. APRNs have increased by 45% over the past five years, with expectations of further increases in the next five years. This is driven by the lack of Primary Care providers in the state and nationally, as well as an increase in the elderly population. Independent researchers have overwhelmingly documented that the services provided are safe and are of

high quality with outcomes equivalent to those of physicians. Obsolete limitations in federal laws and state regulations limit APRNs' ability to practice to the full extent of their education and training.

Keeping up with Nursing Best Practices, the mission of MSBON is to protect the public by regulating the nursing practice. As a consumer protection agency, the Board takes its role seriously to safeguard all individuals from unsafe nursing practice. Healthcare and the nursing profession continue to evolve. With the combination of continual evolvement in healthcare needs and nursing opportunities, it is not an option to remain stagnant academically. The Board will continue to encourage all Mississippi nurses, APRN's, RN's, and LPN's to stay abreast of best practices through continuing education. In conjunction with the State's Workforce Strategic Initiative, the Board strives to make the workforce more outcome-driven, increase workforce participation rates, and close the middle-skill job gap. The Board will contribute to this initiative through the Office of Nursing Workforce (ONW). ONW will continue to provide scholarship monies, simulation training, data collection, and analysis, sharing best practices in nursing workforce research, workforce planning, workforce development, and formulation of workforce policies. Nurses are crucial to building a culture of health. As a result, ONW is committed to positively impacting Education, Practice and Care, Nursing Leadership, Interprofessional Collaboration, and Data collection.

The mission of the MSBON is to protect the public by regulating the practice of nursing. As a consumer protection agency, the Board takes its role seriously to safeguard all individuals from unsafe nursing practice. More than eighty percent (80%) of cases reported to the Board are allegations that involve nurses accessing and obtaining narcotics, and/or drug and alcohol abuse. The Board is uniquely positioned to combat the current opioid epidemic as legislation has provided the Board with the Board authority to oversee the prescribing habits of nurse providers. Additionally, the Board has resources to remediate nurses through continued education, refer nurses for substance use disorder evaluation and treatment and provide monitoring of those nurses required to submit to monthly drug testing or other means of supervision. The Compliance Monitoring Division supports this endeavor to protect the public by providing a structured approach to monitoring and returning substance use disorder/abuse nurses to safe nursing practice.

The mission of the MSBON is to protect consumers' health and safety by promoting quality nursing care in the State of Mississippi. The Board fingerprints and /or conducts a Criminal Background Check (CBC) on all new applicants, reinstatement applicants, and endorsement applicants. The board fingerprinting/CBC is another way of ensuring that all nurses are safe and competent practitioners in the state of Mississippi. On March 20, 2017, Mississippi Gov. Phil Bryant signed legislation granting the state the ability to join the enhanced Nurse Licensure Compact (eNLC). By becoming a member of this compact that replaces the previous Nurse Licensure Compact (NLC), RNs and LPNs who hold a single multistate license may now legally practice in Mississippi and other eNLC states. The enhanced eNLC has brought about numerous patient safety improvements, with the National Council of State Boards of Nursing's (NCSBN) NURSYS system allowing for easier communication and monitoring between state boards. This enhances their ability to oversee the nursing traffic between states and maintain adherence to each jurisdiction's applicable laws. Overall, Mississippi's joining of the eNLC strengthens the board's capacity to protect the citizens of the state.

5. Agency's External / Internal Assessment

Internal Assessments:

- o Financial Assessment: This assessment considers the financial resources that the Mississippi Board of Nursing has at its disposal to achieve its goals and objectives. It examines the budget, cash flow, and other financial statements to identify strengths and weaknesses.
- o Organizational Assessment: This assessment considers the structure, culture, and operations of the Mississippi Board of Nursing. It examines the Board's policies, procedures, and staffing to identify areas that need improvement.
- o Performance Assessment: This assessment measures the performance of the Mississippi Board of Nursing in the previous years. It considers the Board's achievements, shortcomings, and challenges in order to identify areas that need improvement.

External Assessments:

- o Regulatory Environment Assessment: This assessment considers the regulatory environment that the Mississippi Board of Nursing operates in. It examines the state and federal laws and regulations that govern the Board's activities to identify areas that may require changes or adjustments.
- o Industry Assessment: This assessment considers the nursing industry as a whole. It examines trends, challenges, and opportunities in the industry to identify areas that the Mississippi Board of Nursing can leverage or mitigate.
- o Stakeholder Assessment: This assessment considers the needs, expectations, and opinions of the stakeholders of the Mississippi Board of Nursing. It examines the views of nurses, patients, healthcare providers, and other interested parties to identify areas that require attention or improvement.

5.1 Internal Management Systems

o Quarterly Reviews: Regular reviews of the strategic plan performance allows us to track progress and identify any challenges that may need to be addressed. Quarterly reviews provide us an opportunity to assess progress, adjust priorities and make necessary changes to the plan.

o Continuous Improvement Processes: We have a continuous improvement process to ensure that we are constantly improving performance and achieving our goals. Our continuous improvement process includes monthly feedback sessions with directors, staff and stakeholders, as well as regular reviews of processes and procedures to identify areas for improvement.

6. Agency Goals, Objectives, Strategies and Measures by Program

Program 1: Licensure/Discipline

Goal A:

Approve LPN Education Programs. MSBON offer two types of nursing education program approval: (a.) initial approval of new programs based on reviewing the new program proposal and (b.) ongoing program approval based upon monitoring program outcomes and compliance with MSBON rules. (Miss. Code Ann. § 73-15-25).

Objective A. 1. To ensure programs comprehensively cover the knowledge and skills that students will need to be licensed as a License Practical Nurse (LPN)

- o Outcome: Increase in the number of graduates passing the National Council Licensure

Examination (NCLEX) o Outcome: Decrease in overall disciplinary incidents at program level

- o Output: Produce annual data related to program outcomes, which may include retention and graduation rates, faculty turnover, adequate resources, NCLEX pass rates, employer and graduate satisfaction, quality improvement, and program complaint

A. 1.1 Strategy: Approval of Ongoing Programs. It's important that BONs continually monitor programs to ensure they are in compliance with the Nurse Practice Act (NPA) and the administrative rules and are graduating nurses who can practice safely and competently. Additionally, the MSBON will review programs on a continuing basis to ascertain that they are effective in their educational processes, staying current with best practices in education, and providing nurses with the preparation and competencies needed for clinical practice.

- o Output: Review and investigate nursing program complaints and, evaluate for trends; report to nursing programs as is appropriate;
- o Output: Continuing approval strengthens the relationship between the MSBON and programs, helping programs stay in tune with changes in laws and rules
- o Output: MSBON will offer assistance, guidance, and consultation to all programs

Objective A.2: Approval of Initial Programs with evidence-based standards o

Outcome: Increase evidence-based LPN education programs statewide

A.2.1. Strategy: Initial approval of new programs. MSBON's approval is vital in protecting the public because the MSBON's program approval standards are designed to produce safe, competent nursing graduates who are eligible to take the licensing examination. These standards also establish benchmarks for evaluation of new programs before approval.

- o Output: Ensure required resources are available, which include faculty, library material, technology equipment, staff, a learning environment, and an adequate budget. The availability of qualified faculty and program administrators can be difficult because of the faculty shortage, so new programs must provide a plan for recruiting faculty
- o Efficiency: Cost of travel and time spent conducting program approvals

Objective A.3. Hire and retain appropriate staff to manage the LPN Nursing Education Programs Initial & Continuing Program Approvals

- o Outcome: Increased staff retention rate for LPN Nursing Education Programs.
- o Outcome: Improved program quality in terms of curriculum, credentials and licensure requirements

A.3.1. Strategy: Develop a comprehensive staffing plan for positions related to LPN Nursing Education Programs that includes goals, objectives, strategies, and outcome measurements. Reward systems (bonuses, etc.) for staff that demonstrate excellence in their role and expertise.

Provide adequate financial resources to support professional development and continuing education for staff.

- o Output: Improved program quality through better informed staff with enhanced knowledge. o Output Improved compliance of LPN Nursing Education Programs with stringent licensure and certification requirements.
- o Output: Reduced turnover of personnel in critical roles.

GOAL B:

Reduce prevalence of substance abuse among nurses by encouraging reporting and participation into the Board's alternative-to-discipline Mississippi Nurse Voluntary Program (MnVP).

Objective B. 1. The objective is to increase awareness and usage of the Board's alternative-to-discipline Mississippi Nurse Voluntary Program (MnVP) amongst nurses by at least 20%, with the aim of reducing the prevalence of substance abuse amongst the nursing population.

- o Outcome: An increase in reported cases of substance abuse amongst nurses, enabling them to seek professional help and treatment and decreasing the rate of relapse;
- o Outcome: An increased participation in the Board's alternative-to-discipline Mississippi Nurse Voluntary Program (MnVP); o Outcome: Increased reporting of drug use and misuse by nurses, which allows for appropriate interventions;
- o Outcome: Greater awareness and education about addiction, substance abuse, and the available resources to help.

B. 1.1. Strategy: Create and implement an educational campaign to increase awareness of MnVP among nurses in the state of Mississippi. Train staff to provide resources and support to nurses to help them participate in the program. Track and review substance abuse rates among nurses in Mississippi over time to measure reduction.

- o Output: Educational materials and information about the MnVP that are accessible and easily understood by nurses;
- o Output: Trainings delivered to staff to support nurses participating in the MnVP;
- o Output: A tracking system for drug use and misuse amongst nurses in Mississippi; o Output: Periodic reviews of substance abuse rates amongst nurses in Mississippi; o Output: Evaluation of the outcomes and success of the educational campaign.

Objective B.2. Promote early identification of substance abuse.

- o Outcome: Percentage of nurses compared to baseline before implementation of the MnVP program who report or participate in the program.

B. 2.1. Strategy: Develop and launch a targeted media and outreach campaign designed to raise awareness about the MnVP program and the risks of substance abuse. Provide education to nurses on the risks, signs, and symptoms of substance abuse. Increase the accessibility of the MnVP program to nurses. Implement confidential reporting procedures to ensure that nurses feel comfortable participating in the program. Create partnerships with other organizations to leverage resources to support the MnVP program and encourage wider participation.

- o Output: Increased awareness of substance abuse, increased knowledge on signs and symptoms of substance abuse, improved access to the MnVP program, increased confidence in reporting, and increased participation in the MnVP program.

Goal C:

- o Goal C: Ensure compliance with legislative directives that govern the scope of practice for Advanced Practice Registered Nurses (APRNs), in alignment with applicable Federal and State regulations.
- o Strategy: Implement legislative directives related to Advanced Practice Registered Nurses (APRNs) practicing to the full extent of their education and training, in accordance with applicable Federal and State regulations.
- o Outputs:
  - o Revised policies and procedures to reflect legislative changes affecting APRN practice.
  - o Timely communications to stakeholders regarding updates to APRN scope of practice.
  - o Development and dissemination of regulatory guidance and educational resources for APRNs.
  - o Monitoring and reporting mechanisms to track APRN practice under updated regulations.
  - o Ongoing collaboration with relevant agencies and organizations to support consistent application of new legislative requirements.

Goal D:

Utilize nursing workforce data to inform public and private-sector decision-making and increase understanding of the nursing workforce by expanding and improving data collection and dissemination, updating projections of the supply and demand for nurses, and conducting analyses of relevant workforce issues.

Objective D.1. Increase understanding of the nursing workforce by improving and expanding data collection, updating projections of the nursing supply and demand, and conducting regular analyses of relevant workforce issues.

- o Outcome: Increased public and private-sector decision-making based on more and better data about the nursing workforce. Improved understanding of the nursing workforce, its supply and demand, and how to best plan and allocate resources.

D 1.1. Strategy: Collect and analyze data from existing government and professional nursing workforce surveys, reports, and research. Establish or collaborate with stakeholder groups to identify and develop methods for collecting more comprehensive and up-to-date information.

- o Outputs: Updated and expanded datasets on the nursing workforce, updated projections of the nursing supply and demand, and regular research reports on relevant workforce issues.

Objective D 2. Enhanced quality of care for the population as a result of a nursing workforce that more closely aligns with community needs.

- Outcome: Improved understanding of the demographic and professional shifts within the nursing workforce.
- Outcome: Enhanced quality of care for the population through a nursing workforce that is better aligned with community needs.

D 2.1. Strategy:

✦ Invest in nursing education and recruitment programs that broaden access and expand opportunities for all communities.

✦ Develop data-based initiatives to identify and understand the changing workforce.

✦ Enhance the quality and availability of nursing workforce data collection and dissemination.

✦ Foster collaboration between healthcare organizations to share data on the changing workforce.

✦ Explore programs to incentivize nursing professionals from a broad range of communities.

✦ Develop educational and professional development opportunities for current nurses to remain competitive.

  o Output: Increased representation of the population within the nursing workforce.

  o Output: A better understanding of changing trends in the nursing workforce. o Output: Improved access to data related to the nursing workforce. o Output: Increased collaboration between healthcare organizations to discuss data and trends in the nursing workforce.

  o Output: Strengthened educational and professional development opportunities for current nurses.

GOAL E:

Ensure that nurses delivering care through telehealth be held to the same standards as when they are delivering in-person care.

Objective E.1. Develop and implement/enforce standards of care for nurses delivering telehealth services, to ensure that they remain equivalent to those of nurses delivering in-person care. o Outcome: Increased access to telehealth services for patients, with improved quality of care.

- Outcome: Reduced medical errors associated with telehealth services.
- Outcome: Improved patient satisfaction ratings associated with telehealth services.
- Outcome: Improved nurse competencies and confidence when delivering care through telehealth.
- Outcome: Increased transparency of standards related to telehealth services.

Strategy E. 1.1: Establish a cross-sector task force composed of providers, telehealth experts, and administrators to develop and approve standard protocols for telehealth services. Create training and education materials for nurses delivering care through telehealth, to ensure they have the necessary knowledge, skills, and competencies required. Utilize quality assurance metrics to measure outcomes associated with telehealth services, such as patient satisfaction ratings and medical errors. Develop standardized forms and paperwork for telehealth services, to ensure that all nurses delivering care through telehealth adhere to the same protocols. Finally, promote and advocate for data-driven research and policies related to telehealth services, to ensure that policies remain up-to-date and evidence- based.

- Output: Policies and protocols developed for delivering care through telehealth.

- o Output: Educational materials and training for nurses delivering care through telehealth. o Output: Quality assurance metrics to measure outcomes associated with telehealth services.
- o Output: Standardized forms and paperwork for telehealth services. o Output: Data-driven research and policies related to telehealth services.

7. Summary of Five-Year Plan

The Mississippi Board of Nursing (MSBON) is committed to improving the quality of nursing care and the safety of patients in the state over the next five years. To achieve this, the MSBON will prioritize the following five goals: (1) approving the initial and ongoing of Licensed Practical Nursing education programs; (2) reducing prevalence of substance abuse among nurses by encouraging participation in the Board's alternative-to-discipline Mississippi Nurse Voluntary Program (MnVP); (3) Implement, as directed by the legislature, approved provisions that allow Advanced Practice Registered Nurses to practice in accordance with the full scope of their education and training, following any changes to Federal and State regulations regarding their practice.; (4) utilizing nursing workforce data to inform public and private-sector decision- making and increasing understanding of the nursing workforce by expanding and improving data collection and dissemination; and (5) ensuring that nurses delivering care through telehealth be held to the same standards as when they are delivering in-person care. The MSBON will work diligently to achieve these goals which will ultimately support better outcomes for both providers and patients.