



Agenda Item 5.0

Report of the Administrative Committee

BRN Board Meeting | November 14-15, 2022

Administrative Committee
November 14-15, 2022

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Agenda Item 5.1

Executive Officer report

BRN Board Meeting | November 14-15, 2022

BOARD OF REGISTERED NURSING
Agenda Item Summary

AGENDA ITEM: 5.1
DATE: November 14-15, 2022

ACTION REQUESTED: Executive Officer Report

REQUESTED BY: Board

BACKGROUND: Presentation of the Executive Officer Report

NEXT STEP:

PERSON TO CONTACT: Loretta Melby
Executive Officer
California Board of Registered Nursing
Loretta.Melby@dca.ca.gov



Agenda Item 5.2

**Information only: Update on 2018-2021
and 2022-2025 Strategic Plan and goal
progression**

BRN Board Meeting | November 14-15, 2022

BOARD OF REGISTERED NURSING
Agenda Item Summary

AGENDA ITEM: 5.2

DATE: November 14-15, 2022

ACTION REQUESTED: Update on the Board prior Strategic Plan 2018-2021 and the current Strategic Plan 2022 to 2025

REQUESTED BY: Mary Fagan, Vice President

BACKGROUND: For the Strategic Plan for 2018 to 2021, the Board will receive an annual report on the areas in which the Board has not met its goals, if any, at its regularly scheduled meeting in November 2022.

The Board will receive updates on the progress towards the goals identified in the Strategic Plan for 2022 to 2025.

NEXT STEP:

PERSON TO CONTACT: Loretta Melby
Executive Officer
California Board of Registered Nursing
Loretta.Melby@dca.ca.gov



Strategic Plan

2018-2021

Goal Progression

November 2022

GOAL 1: LICENSING

<u>Goal 1: Licensing</u> <i>The Board promotes licensing standards to protect consumers and allow access to the profession.</i>		
1.1	Identify additional staffing needs in technology, call center, and other areas to address staffing shortage resources.	Status MET
Activities		
a.	In Fiscal Year (FY) 2019/2020 with Budget Change Proposal (BCP) 1111-003-BCP-2019-GB, the BRN requested and was subsequently approved for Limited-Term and permanent funded positions to address deficiencies within the Licensing Division, the Enforcement Division, and the Board Operations and Consumer Services Division. Positions were created and staff were hired/trained to improve customer service, reduce processing timeframes, and increase efficiencies.	
b.	In March 2021, the BRN launched a new telephone system that provides a call back feature so that callers do not have to wait on hold without losing their place in the queue. This technology also allows the BRN to use data from the system to identify trends in calls and training needs and best practices of the Public Information Unit (PIU) staff.	
c.	Automated processes throughout the Licensing Division which allowed for the redirection of staffing to areas in which automation was not possible.	
Comment(s): Further advancements will continue the Board’s efforts and successes achieved thus far.		

<u>Goal 1: Licensing</u> <i>The Board promotes licensing standards to protect consumers and allow access to the profession.</i>		
1.2	Provide and use additional technology, informational resources regarding all application process within the call center to keep stakeholders better informed, reduce application timeline, and staff workload.	Status MET
Activities		
a.	The ability to submit applications and pay for services online was expanded to include, but is not limited to, name changes, out of state license verification requests, NCLEX results, and transcripts copies.	
b.	The Department of Consumer Affairs (DCA) License Search Page was updated to include if the licensee was licensed in California by either examination or endorsement which may assist with other states in their verification process.	
c.	A Temporary License (TL) information button was added to the BRN's website which takes potential applicants to the TL page which provides information on how to apply for a TL and other pertinent information.	
d.	Through collaboration with DCA, the BRN launched the Application Status and Details webpage on the BRN's website. This new webpage provides applicants and licensees detailed information and the progression of their initial and renewal applications, including any items that are deficient.	
e.	The BRN expanded its use of the BreEZe system functionality with deficiencies statements being created and new notifications methods via BreEZe and the Application Status and Details page.	
f.	The Licensing Program now sends deficiency notices to applicants via email address, if available, versus the United States Postal Service (USPS). This allows the applicant to receive the notice faster and may be a cost savings.	
g.	<p>The BRN, in collaboration with DCA and the contracted IT vendor, developed a new secure application portal available to Program Directors (PD) of all approved California Nursing Programs. The PD will enter their student's graduation information into the portal. Upon submission by the PD, the verified data will be uploaded into BreEZe and the exam eligibility will be transmitted to Pearson Vue for issuance of the Authorization to Test (ATT). This process eliminates the need for submission and review of individual school transcripts and allows students to schedule their NCLEX date. The sooner a graduate can take the NCLEX after completing a nursing program, in general, results in higher pass rates.</p> <p>In October 2021, the first approved California Nursing Program successfully utilized the new portal and the PD expressed how easy it was to verify, validate, and upload the student's information.</p>	
Comment(s): Prior to BCP 1111-003-BCP-2019-GB, PIU did not reside in the Board Operations and Consumer Services Division as this division was created through this BCP. Although not PIU does not reside in the Licensing Division, PIU staff assist callers with mostly licensing questions. As efforts to reduce processing timeframes continue within the Licensing Division, this will reduce the need for callers to contact the BRN. Additionally, PIU staff are being trained on licensing activities to assist the callers at the initial point of contact to minimize the need for subsequent return calls to the BRN.		

<u>Goal 1: Licensing</u> <i>The Board promotes licensing standards to protect consumers and allow access to the profession.</i>		
1.3	Improve communication with licensees and stakeholders to provide education regarding new applicant and renewal processes to include fingerprinting.	Status MET
Activities		
a.	The Board included fingerprint requirement information in the Fall and Summer 2019 BRN Report publications.	
b.	The Board updated its website to include additional information regarding fingerprint submission for both applicants and licensees.	
Comment(s): The Board will continue the campaigns to educate and inform the applicants and licensees about the fingerprint requirement of registered nurses. The Board could initiate an effort to request the approved California nursing programs ensure students receive information about the fingerprint requirement more than once prior to graduation.		

GOAL 2: ENFORCEMENT

<u>Goal 2: Enforcement</u> <i>The Board protects the health and safety of consumers through the enforcement of the laws and regulations governing the practice of nursing.</i>		
2.1	Develop and implement presentations by staff and/or Board members to better communicate with stakeholders regarding licensing and disciplinary matters.	Status MET
Activities		
a.	A Student/Applicant Enforcement Overview webcast was presented in 2018. To incorporate revisions associated to AB 2138, this webcast was revised and posted to the BRN's website on May 1, 2020.	
b.	The Licensee Enforcement Overview webcast was presented on July 18, 2019.	
c.	Additional presentations have been created and tailored dependent on the organization or facility and the focus of the request.	
Comment(s): These activities are ongoing efforts with stakeholders.		

<u>Goal 2: Enforcement</u> <i>The Board protects the health and safety of consumers through the enforcement of the laws and regulations governing the practice of nursing.</i>		
2.2	Partner with stakeholders to improve outreach, education, training and communication to licensees regarding the enforcement process.	Status MET
Activities		
a.	Created a general "Speaker Request Form" which is accessible on the BRN website.	
b.	In collaboration with the DCA's Office of Public Affairs, updated flyers and brochures and created a video for the Intervention Program.	
c.	A social media campaign was released on BRN social media platforms, including but not limited to, Facebook, Twitter, LinkedIn, providing information about Intervention Program, Intervention Evaluation Committee Recruitment, and Expert Practice Consultant Recruitment.	
d.	BRN management presented to multiple organizations and facilities statewide on all aspects of Enforcement, Intervention and Investigations.	
e.	BRN managers and Maximus staff attended several nurse support groups to serve as resources to group facilitators and attendees regarding Board processes.	
Comment(s): These activities are ongoing efforts with stakeholders.		

<u>Goal 2: Enforcement</u> <i>The Board protects the health and safety of consumers through the enforcement of the laws and regulations governing the practice of nursing.</i>		
2.3	Identify and advocate for additional staffing to meet timeline goals for processing complaints.	Status MET
Activities		
a.	The BRN received new positions through the BCP process in FYs 2016/2017, 2018/2019 and 2019/2020 to address program areas including but not limited to complaint processing.	
b.	The Enforcement Division continues to identify and implement process improvement changes to reduce processing timeframes and increase efficiencies.	
Comment(s): The BRN will continue to hire, develop, and retain staff.		

Goal 2: Enforcement		
The Board protects the health and safety of consumers through the enforcement of the laws and regulations governing the practice of nursing.		
2.4	Involve nursing education consultants earlier during the enforcement process in order to use nursing expertise in assessing a complaint.	Status MET
Activities		
a.	A Nursing Education Consultant (NEC) position was allocated to the Enforcement Division for this purpose; however, this position is vacant. The Enforcement Division has access to the other NECs and Supervising NECs for consultation in accessing a complaint.	
b.	NECs are involved, as appropriate, in the assessment of a complaint as they possess general nursing knowledge.	
Comment(s): The Enforcement Division has adequate resources utilizing the NECs and Expert Practice Consultants for nursing expertise.		

Goal 2: Enforcement		
The Board protects the health and safety of consumers through the enforcement of the laws and regulations governing the practice of nursing.		
2.5	Update the BRN discipline procedures to be understandable, communicate the seriousness and specific guidelines with which substance abuse is disciplined, and emphasize the need for RNs to have, read and understand the Nursing Practice Act especially regarding the duty to be a patient advocate and to follow the Act regarding scope of practice in all patient care settings.	Status MET
Activities		
a.	The Disciplinary Guidelines (DGs) were revised during the 2018-2021 Strategic Plan timeframe; however, have not been officially adopted by the Board or the regulations promulgated.	
b.	To make discipline procedures understandable and available various webinars and outreach efforts have been conducted and videos developed and posted to communicate the seriousness and specific guidelines with which substance abuse is disciplined, and emphasize the need for RNs to have, read and understand the Nursing Practice Act.	
c.	Updated the complaint processes and procedures to improve efficiency and effectiveness to both internal and external stakeholders. For example, making the process of filing a complaint more informative to the complainant and the intake process timelier.	
Comment(s): The official adoption of the DGs is a component of this goal; however, updating the discipline procedures to be understandable, communicating the seriousness and specific guidelines with which substance abuse is disciplined, and emphasizing the need for RNs to have, read and understand the Nursing Practice Act was satisfied with the activities outlined above.		

<u>Goal 2: Enforcement</u> <i>The Board protects the health and safety of consumers through the enforcement of the laws and regulations governing the practice of nursing.</i>		
2.6	Participate in the study due January 1, 2019 pursuant to SB 799 regarding how complaints are reported to the BRN.	Status MET
Activities		
a.	The BRN conducted the research and submitted the SB 799 report to the legislature on or before January 1, 2019.	
Comment(s):		

<u>Goal 2: Enforcement</u> <i>The Board protects the health and safety of consumers through the enforcement of the laws and regulations governing the practice of nursing.</i>		
2.7	Increase awareness of the Intervention Program and behavioral health in order to assist those who have substance abuse and impairment issues to get them back to the workforce sooner and protect the public.	Status MET
Activities		
a.	In collaboration with the DCA's Office of Public Affairs, updated flyers and brochures and created a video for the Intervention Program.	
b.	A social media campaign was released on BRN social media platforms, including but not limited to, Facebook, Twitter, LinkedIn, providing information about the Intervention Program, Intervention Evaluation Committee Recruitment, and Expert Practice Consultant Recruitment.	
c.	Developed and delivered an in-service training of the Intervention Program to all BRN staff.	
Comment(s): These activities are ongoing efforts.		

<u>Goal 2: Enforcement</u> <i>The Board protects the health and safety of consumers through the enforcement of the laws and regulations governing the practice of nursing.</i>		
2.8	Verify terms and conditions of probation orders have been completed and obtain confirmation that rehabilitation has been accomplished to expedite the early termination process for appropriate petitioners.	Status MET
Activities		
a.	Updated the early termination process to eliminate “Discipline Days” which previously mandated that probationers appeared before the Board. The current process when a probationer is compliant is that the early termination is approved and processed in house; however, if there is a violation, the probationer will present their case before an Administrative Law Judge (ALJ). The ALJ will provide the Board with a Proposed Decision which will be voted on by the Board Members.	
Comment(s):		

<u>Goal 2: Enforcement</u> <i>The Board protects the health and safety of consumers through the enforcement of the laws and regulations governing the practice of nursing.</i>		
2.9	Implement processes to shorten the cycle times from investigation to resolution of cases with special focus on prioritized critical cases to minimize patient harm and enhance consumer protection. This may include working with DOI and the AG's offices to shorten their timelines.	Status MET
Activities		
a.	Through the Division of Investigation (DOI) and the BRN pilot program, BRN Investigations now retains some quality of care cases. This pilot is set to end on December 31, 2021. The BRN anticipates this pilot will be extended and may be expanded to include additional case types.	
b.	The BRN, Attorney General Office (AGO), and DOI implemented the electronic transfer of cases to reduce case processing timeframes.	
c.	The Enforcement Division's Discipline Unit updated procedures to include preliminary settlement terms for cases at the time they are transmitted to the AGO which may expedite the settlement negotiations for resolution.	
Comment(s): These activities are ongoing efforts.		

<u>Goal 2: Enforcement</u> <i>The Board protects the health and safety of consumers through the enforcement of the laws and regulations governing the practice of nursing.</i>		
2.10	Review the timelines to reduce term limits for tolled probationers for surrender to resolve the tolled term expeditiously.	Status MET
Activities		
a.	The BRN worked with the AGO to include language in the DGs, to reduce or eliminate prolonged probation for tolled probationers. The DGs have not yet been officially adopted.	
b.	The BRN implemented procedures to conduct 6-month reviews protocols which can result in voluntary surrender actions or petition for early terminations or modifications of probation.	
Comment(s): The official adoption of the DGs is a component of this goal; however, the review of timelines to reduce term limits for tolled probationers for surrender to resolve the tolled term expeditiously was satisfied with the 6-month reviews.		

GOAL 3: CONTINUING EDUCATION

<u>Goal 3: Continuing Education</u> <i>The Board promotes licensing standards to protect consumers and allow access to the profession.</i>		
3.1	Increase RN renewal auditing percentages for increased consumer protection.	Status NOT MET
Activities		
a.	Through the strategic plan timeframe, there were increase in RN audits; however, the increases were not consistent.	
Comment(s): The infrastructure of the Continuing Education Unit continues to be developed with a goal of implementation in 2023. .		

<u>Goal 3: Continuing Education</u> <i>The Board promotes licensing standards to protect consumers and allow access to the profession.</i>		
3.2	Establish a regular schedule of continuing education provider audits to take place for increased consumer protection and comply with the 5 year audit requirement.	Status NOT MET
Activities		
a.	Retained subject matter expert to consult with the design and implementation of the continuing education provided audits process.	
Comment(s): The infrastructure of the Continuing Education Unit continues to be developed with a goal of implementation in 2023. .		

<u>Goal 3: Continuing Education</u> <i>The Board promotes licensing standards to protect consumers and allow access to the profession.</i>		
3.3	Evaluate the quality of existing CE credits being issued by provider by topic to monitor relevancy to the nursing profession.	Status NOT MET
Activities		
a.	The required report was submitted to the Legislature in 2019 and 2020.	
Comment(s): The infrastructure of the Continuing Education Unit continues to be developed with a goal of implementation in 2023. .		

<u>Goal 3: Continuing Education</u> <i>The Board promotes licensing standards to protect consumers and allow access to the profession.</i>		
3.4	Identify and advocate for additional staffing needs in technology, Nursing Education Consultant, and other areas to meet the auditing goals.	Status NOT MET
Activities		
a.	The BRN received new positions through the BCP process in FY 2018/2019 and the infrastructure of the Continuing Education Unit continues to be developed with a goal of implementation in 2023. .	
b.	Researching technology solutions to assist with the continuing education provider and/or RN audit component.	
Comment(s):		

<u>Goal 3: Continuing Education</u> <i>The Board promotes licensing standards to protect consumers and allow access to the profession.</i>		
3.5	Support subcommittee's efforts to work with staff and Board members to analyze and plan the program and provide the required report to the legislature in 2019 and 2020.	Status MET
Activities		
a.	The required report was submitted to the Legislature in 2019 and 2020.	
Comment(s):		

<u>Goal 3: Continuing Education</u> <i>The Board promotes licensing standards to protect consumers and allow access to the profession.</i>		
3.6	Evaluate need for a designated CE unit within the staff organization of the Board. If established, monitor the designated CE unit for consistency, knowledge, and meeting audit goals.	Status MET
Activities		
a.	A designated Continuing Education Unit was established, and the infrastructure is being developed and implemented under the new BRN leadership.	
Comment(s): The BRN will continue to hire, develop, and retain staff.		

<u>Goal 3: Continuing Education</u> <i>The Board promotes licensing standards to protect consumers and allow access to the profession.</i>		
3.7	Explore options for the Board to become a CE provider for information that can only be provided by the BRN such as how discipline occurs; how to access the Intervention Program, understanding the Nursing Practice Act, scope of practice, consequences of violating the act, and substance abuse and impairment.	Status NOT MET
Activities		
a.		
Comment(s):		

GOAL 4: EDUCATIONAL OVERSIGHT

Goal 4: Educational Oversight		
The Board advances higher education standards to increase the quality of education and ensure consumer protection.		
4.1	Produce a report to the stakeholder regarding the future of nursing programs in California regarding the clinical displacements and cost of nursing education to bring awareness and address access.	Status NOT MET
Activities		
a.	The BRN in response to the California State Audit 2019-120 Recommendation 9, will publish a report on its website annually with clinical placement data.	
b.	With enrollment increases and request of new programs, BRN staff inform Board/Committee Members on clinical displacement, the costs of the nursing education, and the impact the request will have on the geographical region of the nursing program.	
Comment(s): This activity is in process and is expected to be completed in 2023.		

Goal 4: Educational Oversight		
The Board advances higher education standards to increase the quality of education and ensure consumer protection.		
4.2	Review existing models in clinical placements to establish a statewide model of best practices.	Status MET
Activities		
a.	The BRN researched the feasibility of a statewide consortium to reduce the possibility of clinical displacement.	
Comment(s):The BRN continues to identify means of reducing clinical displacements; however, based on research best practices suggest regional solutions are more feasible.		

Goal 4: Educational Oversight		
The Board advances higher education standards to increase the quality of education and ensure consumer protection..		
4.3	Encourage every nursing program to belong to an online clinical placement consortium to provide students with consistent expectations of educational opportunities and access to clinical sites.	Status MET
Activities		
a.	The BRN encourages the participation of clinical placement consortium; however, currently there is no mandate for participation nor is an online clinical placement consortium available in every geographical region.	
Comment(s):		

Goal 4: Educational Oversight <i>The Board advances higher education standards to increase the quality of education and ensure consumer protection.</i>		
4.4	Lead what should be taught in nursing programs to fulfil the needs of the community.	Status MET
Activities		
a.	Encouraged nursing programs and clinical partners to create collaborative relationships to provide various learning opportunities for students.	
b.	NECs educate and work with the nursing programs on the various opportunities to obtain clinical placements within communities outside of a hospital setting.	
c.	BRN staff met with nursing leaders to discuss the future of the profession and practice of nursing.	
Comment(s):		

Goal 4: Educational Oversight <i>The Board advances higher education standards to increase the quality of education and ensure consumer protection..</i>		
4.5	Review and evaluate the clinical displacements taking place geographically for access for educational opportunities and to increase quality and access to care for a broader community of consumers.	Status MET
Activities		
a.	With enrollment increases and request of new programs, BRN staff inform Board/Committee Members on clinical displacement, the costs of the nursing education, and the impact the request will have on the geographical region of the nursing program.	
b.	BRN collects and utilizes data which assists in determining if California has the appropriate number of nurses in the future. This includes, but is not limited to, information gained from the 2018 Regional Nursing Summits, the raw data in which the University of California, San Francisco (UCSF) collects on behalf of BRN, and information collected from pre-licensure nursing programs through their “written plan for evaluation of the total program” that includes, among other things, evaluation of the performance of the school’s graduates in meeting community needs.	
c.	The BRN publishes various reports on its website reflecting clinical needs and displacement concerns and it launched the BRN School Survey Interactive Data Portal which displays data about nursing schools programs and their students and faculty.	
Comment(s): DCA’s website contains an Open Data Portal which shows licensing statistics by county as well as an interactive map which displays the distribution of DCA’s active licensee population across all 58 California counties. The map also shows the annual change in the active licensee population from year to year for each of these counites.		

<u>Goal 4: Educational Oversight</u> <i>The Board advances higher education standards to increase the quality of education and ensure consumer protection.</i>		
4.6	Analyze trends in nursing education and practice to best meet the demands of the changing health care environment.	Status MET
Activities		
a.	BRN collects and utilizes data which assists in determining if California has the appropriate number of nurses in the future. This includes, but is not limited to, information gained from the 2018 Regional Nursing Summits, the raw data in which the UCSF collects on behalf of BRN, and information collected from pre-licensure nursing programs through their “written plan for evaluation of the total program” that includes, among other things, evaluation of the performance of the school’s graduates in meeting community needs.	
Comment(s): DCA’s website contains an Open Data Portal which shows licensing statistics by county as well as an interactive map which displays the distribution of DCA’s active licensee population across all 58 California counties. The map also shows the annual change in the active licensee population from year to year for each of these counties.		

GOAL 5: LAWS AND REGULATIONS

<u>Goal 5: Laws and Regulations</u> <i>The Board ensures that statutes, regulations, policies and procedures strengthen and support their mandate and mission.</i>		
5.1	Identify personnel need for hiring a Board legislative analyst position to assist in the promulgation of legislation to amplify the mission of the Board.	Status MET
Activities		
a.	The BRN established a position and hired a full-time permanent Legislative/Regulation Analyst.	
b.	The BRN established a position and hired a full-time permanent Regulation Analyst.	
Comment(s):		

<u>Goal 5: Laws and Regulations</u> <i>The Board ensures that statutes, regulations, policies and procedures strengthen and support their mandate and mission.</i>		
5.2	Identify personnel need for hiring a Board attorney position to draft regulations to proactively educate and engage stakeholders and legislators while maintaining continuity, to protect public safety.	Status MET
Activities		
a.	The BRN works in close partnership with the DCA new Regulation Unit for the development and promulgation of regulations.	
Comment(s): As of November 2, 2021, the Board has four (4) regulatory package at the Office of Administrative Law and several other regulatory packages in various other stages of development.		

<u>Goal 5: Laws and Regulations</u> <i>The Board ensures that statutes, regulations, policies and procedures strengthen and support their mandate and mission.</i>		
5.3	Identify additional staffing needs in technology, call center, and other areas to address staffing shortage resources.	Status MET
Activities		
a.	The BRN is leveraging all available technology to automate processes to reduce processing timeframes, improve customer service and increase efficiencies.	
Comment(s): The BRN will continue to hire, develop, and retain staff.		

Goal 5: Laws and Regulations		
The Board ensures that statutes, regulations, policies and procedures strengthen and support their mandate and mission.		
5.4	Provide consistent education to staff regarding legislation for consistent answers to stakeholder questions.	Status MET
Activities		
a.	The BRN ensures that as laws and regulations are implemented all program areas are informed and trained as appropriate to better serve our internal and external stakeholder.	
b.	Discuss legislative matters during management meetings with the expectation that items discussed are shared with staff and implemented into training as appropriate.	
c.	Implemented quarterly legislative meeting with NECs.	
Comment(s): These activities are ongoing efforts with staff and stakeholders.		

Goal 5: Laws and Regulations		
The Board ensures that statutes, regulations, policies and procedures strengthen and support their mandate and mission.		
5.5	Review relevancy of current laws and regulations to be in line with current consumer needs.	Status MET
Activities		
a.	The BRN utilizes the two Legislative and Regulatory Analyst positions in collaboration with management to identify approaches to meet consumer needs through statute(s) and/or regulation(s).	
Comment(s): These activities are ongoing efforts with staff and stakeholders.		

<u>Goal 5: Laws and Regulations</u> <i>The Board ensures that statutes, regulations, policies and procedures strengthen and support their mandate and mission.</i>		
5.6	Explore legislative solutions for timely responses to subpoenas for records for public protection and to reduce costs of investigations.	Status MET
Activities		
a.	The BRN continues to work with the AGO to respond to subpoenas timely and to receive requested documents timely, with or without a subpoena.	
b.	The BRN continues to identify and implement continuous quality improvements to reduce costs.	
c.	The BRN continues to explore legislative opportunities to strengthen the Board's authority to obtain records.	
d.	Obtained delegative authority from the Director of the Department of Consumer Affairs for the Assistant Executive Officer and Chief of Investigative to sign investigative subpoenas.	
Comment(s): These activities are ongoing efforts.		

GOAL 6: ORGANIZATIONAL DEVELOPMENT

<u>Goal 6: Organizational Development</u> <i>The Board builds an excellent organization through proper Board governance, effective leadership and responsible management.</i>		
6.1	Improve staff and management development and training to improve customer service internally and externally.	Status MET
Activities		
a.	The BRN reinitiated the all staff training presentations by staff.	
b.	The BRN attends training offered through SOLID and outside approved training vendors and on-the-job training.	
c.	Training was conducted for PIU staff on initial review of endorsement applications to assist with callers at the initial point of contact to minimize the need for subsequent calls to the BRN. Future training on additional licensing activities to improve customer service, reduce processing timeframes and increase efficiencies are in development and will be scheduled as appropriate.	
d.	Utilized the daily manager meetings as a forum to collaborate on cross division issues and designed recommendations and implementation strategies.	
Comment(s): These activities are ongoing efforts.		

<u>Goal 6: Organizational Development</u> <i>The Board builds an excellent organization through proper Board governance, effective leadership and responsible management.</i>		
6.2	Analyze, evaluate, and procure as needed additional resources, staff, technology, and training to improve customer service, operations, and communications.	Status Met
Activities		
a.	To improve processing timelines and reduce errors, the BRN, in collaboration with DCA, contracted with a consultant for specific IT and BreEZe system enhancements.	
b.	The BRN volunteered to be the first board within DCA to participate in the DCA Enlighten Licensing Project. This project brings together licensing and IT subject matter experts from DCA boards and bureaus to identify ways to streamline licensing processes, both internally and externally, for greater efficiencies.	
c.	Through collaboration with DCA, the BRN launched the Application Status and Details webpage on the BRN's website. This new webpage provides applicants and licensees detailed information and the progression of their initial and renewal applications, including any items that are deficient.	
d.	The BRN added a TL Information button to the BRN website. The button takes potential applicants to the TL page that provides information on how to apply for a TL and other pertinent information.	
e.	The BRN, in collaboration with DCA and the contracted IT vendor, developed a new secure application portal available to Program Directors (PD) of all approved California Nursing Programs. The PD will enter their student's graduation information into the portal. Upon submission by the PD, the verified data will be uploaded into BreEZe and the exam eligibility will be transmitted to Pearson Vue for issuance of the Authorization to Test. This process eliminates the need for submission and review of individual school transcripts and allows students to schedule their NCLEX date.	
Comment(s):		

<u>Goal 6: Organizational Development</u> <i>The Board builds an excellent organization through proper Board governance, effective leadership and responsible management.</i>		
6.3	Provide leadership training to managers to expand skills and improve performance.	Status MET
Activities		
a.	The BRN conducts daily Executive Management meetings.	
b.	The BRN reinitiated the all staff training presentations by staff.	
c.	The BRN participates in leadership and managerial training opportunities provided by DCA directorate and SOLID.	
Comment(s): These activities are ongoing efforts.		

<u>Goal 6: Organizational Development</u> <i>The Board builds an excellent organization through proper Board governance, effective leadership and responsible management.</i>		
6.4	Evaluate current committee structure to assure that it is meeting current Board’s needs to assume efficiencies and public	Status MET
Activities		
a.	The Board reinitiated the process of annual review of non-statutory advisory committees.	
b.	The Board reinitiated the process of annual review of the charter of the Board’s standing committee structure and composition.	
c.	The Board ensures compliance with all laws and regulations regarding public meetings.	
Comment(s): These activities are ongoing efforts.		

<u>Goal 6: Organizational Development</u> <i>The Board builds an excellent organization through proper Board governance, effective leadership and responsible management.</i>		
6.5	Establish periodic trainings for Board members during meetings to help them better understand Board business processes.	Status MET
Activities		
a.	All Board Members attend DCA’s BMOT training within one (1) year of appointment and one (1) year of reappointment.	
b.	The BRN is reinitiating and redesigning the onboarding of Board Members.	
c.	All Board Members attend all required trainings, including but not limited to, Ethics and Preventing Sexual Harassment.	
Comment(s): These activities are ongoing efforts.		

GOAL 7: COMMUNICATION AND PUBLIC EDUCATION

<u>Goal 7: Communication and Public Education</u> <i>The Board informs consumers, licensees and stakeholders about the practice and regulation of the profession.</i>		
7.1	Improve communication with licensees and stakeholder to provide education regarding new processes and improvements.	Status MET
Activities		
a.	The BRN publishes the BRN Report publication to inspire, education, inform and engage its readers.	
b.	The BRN utilizes its ListServ to send communication to recipients.	
c.	The BRN updates its website regularly and consistently.	
d.	The BRN staff attends and/or presents at seminars and workshops as appropriate.	
e.	The Board and BRN staff collaborate and partners with internal and external stakeholders to foster relationships to advance the profession of nursing.	
f.	The BRN established and enhanced its social media presence to include but not limited to, Facebook, Twitter, and LinkedIn.	
Comment(s): These activities are ongoing efforts.		

<u>Goal 7: Communication and Public Education</u> <i>The Board informs consumers, licensees and stakeholders about the practice and regulation of the profession.</i>		
7.2	Establish a process to collect email addresses and mobile numbers for text messaging from all licensees for better ability to	Status MET
Activities		
a.	The BRN provides opportunities for applicants and licensees to provide their email addresses and mobile numbers on applications, in their BreEZe account and/or if they contact the BRN.	
Comment(s): These activities are ongoing efforts.		

<u>Goal 7: Communication and Public Education</u> <i>The Board informs consumers, licensees and stakeholders about the practice and regulation of the profession.</i>		
7.3	Develop and implement a communication plan for licensees and consumers to improve communication, awareness, transparency,	Status MET
Activities		
a.	The BRN publishes the BRN Report publication to inspire, education, inform and engage its readers.	
b.	The BRN utilizes its ListServ to send communication to recipients.	
c.	The BRN updates the website regularly and consistently.	
d.	The BRN staff attends and/or presents at seminars and workshops as appropriate.	
e.	The Board and BRN staff collaborate and partners with internal and external stakeholders to foster relationships to advance the profession of nursing.	
f.	The BRN established and enhanced its social media presence to include but not limited to, Facebook, Twitter, and LinkedIn.	
Comment(s):		

<u>Goal 7: Communication and Public Education</u> <i>The Board informs consumers, licensees and stakeholders about the practice and regulation of the profession.</i>		
7.4	Improve visibility of the Board in all geographic regions of the State of California to allow consumers better access to the Board and better communication with the Board.	Status MET
Activities		
a.	The Board meetings were being held throughout California; however, with COVID-19, the meetings are now being held in a virtual platform for all to participate in.	
b.	All Board, Committee, and Advisory Meetings are webcasted and currently being held on a virtual platform which allows for greater public participation.	
c.	The email address of the BRN's Executive Team is listed on the website allowing the public direct access to the team and increased communication opportunities.	
Comment(s):		

<u>Goal 7: Communication and Public Education</u> <i>The Board informs consumers, licensees and stakeholders about the practice and regulation of the profession.</i>		
7.5	Increase participation in the nurse week campaign to acknowledge nurse contributions in the State of California.	Status MET
Activities		
a.	Increased our social media campaigns to acknowledge the contributions of nurses in California during nurse week and throughout the year.	
b.	Redesigned the BRN Report with the focus to inspire, engage, inform and educate its reader regarding the profession of nursing. This BRN publication will be released throughout the year and will contain information on nurses' week.	
Comment(s): These activities are ongoing efforts.		

<u>Goal 7: Communication and Public Education</u> <i>The Board informs consumers, licensees and stakeholders about the practice and regulation of the profession.</i>		
7.6	Identify the need for each outreach coordinator to increase the ethnic diversity of the nursing profession.	Status MET
Activities		
a.	Launched a Diversity and Men in Nursing campaign.	
b.	Published “Diversity of California’s Nursing Workforce Chartbook, 2018”	
Comment(s):		



GOAL PROGRESSION 2022 – 2025 STRATEGIC PLAN

(Current as of November 8, 2022)

GOAL 1: LICENSING

<u>Goal 1: Licensing</u>		
The Board promotes licensing standards to protect consumers and support access to the profession for qualified individuals.		
1.1	Reduce license processing times to improve access and customer satisfaction.	
Success Measure(s)		Status
A.	California License by Examination: The license by exam process is reduced to within 2 weeks of graduation in California.	
1. Completed Activities		
a.	Deployed the California Graduate Nursing Program Director Portal to allow Program Directors to electronically submit graduate education data which is then imported to the applicants BreEZe application. (Enlighten Licensing Project (ELP))	
b.	Streamlined application requirements by removing photo requirement. (ELP)	
c.	Licensing staff email deficiency notices to applicants.	
d.	Updated BreEZe to allow the Enforcement Division to place and remove holds. (ELP)	
e.	Eliminated paper application from the BRN website which promotes a more efficient and expeditious application process via BreEZe. (ELP)	
f.	Implemented automatic application closure when no fee is included with the BreEZe application within a set period of time. (ELP)	
2. Ongoing Activities		
a.	Automated email notification with status update details sent to applicants. (ELP)	
B.	Verifications: Process has been automated and reduced to 24 hours for license records in BreEZe/1-2 weeks for license records outside of BreEZe.	
1. Completed Activities		
a.	Effective March 10, 2022, License Verifications are completed through NURSYS®.	
b.	Requests and payment of fees for APRN certification verification and international license verification requests available online.	
c.	Identified streamlined processes allowing documents received via the mail or microfilm to be searchable by staff and attached to the BreEZe record more expeditiously.	
d.	BRN's website was updated to include a statement regarding "Primary Source" data which explains that DCA's License Search reflects the BRN's primary source information.	
e.	BreEZe interface was updated to include, but not limited to, delinquent and 8-year renewal license types allowing these records to be included in the NURSYS® daily interface.	
2. Ongoing Activities		
a.	Automated email notification with status update details sent to applicants. (ELP)	
b.	Working with NCSBN to develop and implement data cleanup process to assist with verifying information prior to BreEZe is accessible through NURSYS®.	

C.	Advanced Practice: Completion of initial review of APRN application within 30 days and review of deficient applications is completed within 30 days of receipt of documents.	
1. Completed Activities		
a.	Executed a contract with National Clearinghouse to improve the transmission and receipt of transcripts.	
b.	Expanded the California Graduate Nursing Program Director Portal to allow Program Directors of Nurse Practitioner (NP) and Certified Nurse Midwife (CNM) programs to electronically submit NP, NP Furnishing, CNM and CNM Furnishing education data which is then imported to the applicants BreEZe application. (ELP)	
c.	Licensing staff email deficiency notices to applicants.	
d.	Identified streamlined processes allowing documents received via the mail or microfilm to be searchable by staff and attached to the BreEZe record more expeditiously.	
e.	Updated BreEZe to allow the Enforcement Division to place and remove holds. (ELP)	
f.	Eliminated paper application from the BRN website which promotes a more efficient and expeditious application process via BreEZe. (ELP)	
g.	Implemented automatic application closure when no fee is included with the BreEZe application within a set period of time. (ELP)	
h.	Executed contract with Parchment to improve the transmission and receipt of transcripts.	
i.	The Board's sunset bill, AB 2684 (Berman, Chapter 413, Statutes of 2022), provided authority to combine the initial Certified Nurse Midwife (CNM) and Nurse Practitioner (NP) license applications with the CNM and NP furnishing number applications.	
2. Ongoing Activities		
a.	Developing an auto issuance of PHN certification for California graduates.	
b.	Automated email notification with status update details sent to applicants. (ELP)	
c.	Combining of CNM and NP license applications with the CNM and NP furnishing number applications.	
D.	Out-of-State License by Examination: Reduce processing time down to 4-8 weeks.	
1. Completed Activities		
a.	Executed a contract with National Clearinghouse to improve the transmission and receipt of transcripts.	
b.	Streamlined application requirements by removing photo requirement. (ELP)	
c.	Identified streamlined processes allowing documents received via the mail to be searchable by staff and attached to the BreEZe record more expeditiously.	
d.	Identified streamlined processes allowing documents received via the mail or microfilm to be searchable by staff and attached to the BreEZe record more expeditiously.	
e.	Licensing staff email deficiency notices to applicants.	
f.	Updated BreEZe to allow the Enforcement Division to place and remove holds. (ELP)	

g.	Eliminated paper application from the BRN website which promotes a more efficient and expeditious application process via BreEZe. (ELP)
i.	Implemented automatic application closure when no fee is included with the BreEZe application within a set period of time. (ELP)
j.	Executed contract with Parchment to improve the transmission and receipt of transcripts.
2. Ongoing Activities	
a.	Automated email notification with status update details sent to applicants. (ELP)
b.	Initial rule making package to add California Code of Regulations (CCR), title, 16, section 1410.5 regarding the requirement for a course in anatomy, physiology, or microbiology with a lab component for endorsement applicants is moving through the BRN approval process.

<u>Goal 1: Licensing</u>	
The Board promotes licensing standards to protect consumers and support access to the profession for qualified individuals.	
1.2	Enhance stakeholder accessibility to and communication with the BRN to improve customer satisfaction.
Success Measure(s)	
A.	Significant reduction of repeat callers (volume cut by 25%).
1. Completed Activities	
a.	Cross trained Public Information Unit staff to perform some licensing activities, including but not limited to endorsement applications, to address the callers at the initial point of contact.
b.	The “Contact Us” page on the BRN website was enhanced to improve ease of completion.
c.	Initiated a protocol for nursing registries, hospitals, and traveling nursing companies to obtain weekly application status(es).
2. Ongoing Activities	
a.	Licensing management and staff started responding to general licensing emails received from external stakeholders and initiated a target date of 1 to 4 business days for responses.

Goal 1: Licensing

The Board promotes licensing standards to protect consumers and support access to the profession for qualified individuals.

1.3 Analyze and ensure fees are reasonable and align with other states/boards to ensure BRN fiscal solvency while ensuring affordability to applicants and licensees.

Success Measure(s)		Status
A.	Identification and implementation of appropriate fees.	
1. Completed Activities		
a.	The Board’s sunset bill, AB 2684 (Berman, Chapter 413, Statutes of 2022), removed the minimum fee range for all licensing fees	
2. Ongoing Activities		
a.	Continued partnership with DCA’s Budget Office to monitor and assess BRN’s fund condition.	
b.	Information and training on fund condition presented to Board by DCA’s Budget Office during quarterly Board meetings.	

Goal 1: Licensing

The Board promotes licensing standards to protect consumers and support access to the profession for qualified individuals.

1.4 Improve the process for licensing by endorsement to make it more timely and cost effective while maintaining low application fees.

Success Measure(s)		Status
A.	Processing times within 4-8 weeks of receipt of all documents.	
1. Completed Activities		
a.	Cross trained Public Information Unit staff to perform some licensing activities, including but not limited to endorsement applications, to address the callers at the initial point of contact.	
b.	Identified streamlined processes allowing documents received via the mail or microfilm to be searchable by staff and attached to the BreEZe record more expeditiously.	
c.	Executed a contract with National Clearinghouse to improve the transmission and receipt of transcripts.	
d.	Streamlined application requirements by removing photo requirement. (ELP)	
e.	Licensing staff email deficiency notices to applicants.	
f.	Updated BreEZe to allow the Enforcement Division to place and remove holds. (ELP)	
g.	Eliminated paper application from the BRN website which promotes a more efficient and expeditious application process via BreEZe. (ELP)	
h.	Implemented automatic application closure when no fee is included with the BreEZe application within a set period of time. (ELP)	
i.	Executed contract with Parchment to improve the transmission and receipt of transcripts.	
2. Ongoing Activities		
a.	Automated email notification with status update details sent to applicants.	
b.	Initial rulemaking package to add CCR, title, 16, section 1410.5 regarding the requirement for a course in anatomy, physiology, or microbiology with a lab component for endorsement applicants is moving through the BRN approval process.	

GOAL 2: ENFORCEMENT

<u>Goal 2: Enforcement</u>		
The Board protects the health and safety of consumers through the enforcement of the laws and regulations governing the practice of nursing.		
2.1	Align the enforcement processing times with the Board’s efforts to ensure safe nurses continue to practice.	
Success Measure(s)		Status
A.	Reduction of processing times with sixty percent (60%) of cases meeting or exceeding the CPEI 540-day goal currently not being met.	
1. Completed Activities		
a.	Eliminated paper case processing in several areas, including but not limited to, electronic complaint processing, electronic investigative cases, transmittals to the Attorney General’s Office and Expert Consultants.	
b.	Executed a Memorandum of Understanding (MOU) between the Superior Court of California, County of Los Angeles and BRN to improve the receipt of court documents.	
2. Ongoing Activities		
a.	Partnered with the Organizational Improvement Office (OIO) to map out the process of the Enforcement Division and the Investigation Section to identify areas in which efficiencies can be achieved.	
b.	Division of Investigation (DOI) pilot continues with renewal steps in process.	
c.	Identify alternative outreach and marketing efforts to grow participation in the Intervention Program.	

<u>Goal 2: Enforcement</u>		
The Board protects the health and safety of consumers through the enforcement of the laws and regulations governing the practice of nursing.		
2.2	Review the Board's approach to discipline to make sure it is evidence-based and effective to protect the public.	
Success Measure(s)		Status
A.	Uniform in our approach, with regards to other healing arts boards.	
1. Completed Activities		
a.	Hired the two vacant Enforcement Deputy Chief positions which allows BRN to begin the process of reviewing the Board's approach to discipline.	
b.	Initiated using BreEZe for assigning and tracking cases for job placement and course assignments for probationers.	
2. Ongoing Activities		
a.	Coordination with DCA for a third-party cost recovery service.	
b.	Realignment of the probation employment approval and modification of employment processes.	

GOAL 3: CONTINUING EDUCATION

<u>Goal 3: Continuing Education</u>		
The Board establishes continuing education standards to ensure ongoing nursing competency and promote public safety.		
3.1	Increase audits of RNs and education providers to ensure compliance with continuing education requirements.	
Success Measure(s)		Status
A.	Complete RN audits per Comprehensive Plan for Approving and Disapproving Continuing Education Opportunities.	
1. Completed Activities		
a.	Hired a Retired Annuitant (RA) Nursing Education Consultant (NEC) to begin streamlining the RN audit process to ensure alignment with the Comprehensive Plan for Approving and Disapproving Continuing Education Opportunities.	
b.	Redirected a staff member who was returned from the contract tracing assignment to work with the RA NEC to streamline the RN audit process and ensure alignment with the Comprehensive Plan for Approving and Disapproving Continuing Education Opportunities.	
2. Ongoing Activities		
a.	Executive Leadership Team continues to look at the organizational structure to ensure optimal effectiveness and efficiency.	
B.	Complete CEP audits per Comprehensive Plan for Approving and Disapproving Continuing Education Opportunities.	
1. Completed Activities		
a.	Hired a Retired Annuitant (RA) Nursing Education Consultant (NEC) to begin streamlining the RN audit process to ensure alignment with the Comprehensive Plan for Approving and Disapproving Continuing Education Opportunities.	
b.	Approval of CCR, title 16, sections 1450 and 1456 by Office of Administrative Law (OAL) on August 12, 2022.	
2. Ongoing Activities		
a.	Executive Leadership Team continues to look at the organizational structure to ensure optimal effectiveness and efficiency.	

Goal 3: Continuing Education

The Board establishes continuing education standards to ensure ongoing nursing competency and promote public safety.

3.2	Analyze, and update if needed, ways to improve the continuing education reporting process to streamline and improve customer service.
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Success Measure(s)		Status
A.	CE reporting consistent with Comprehensive Plan for Approving and Disapproving Continuing Education Opportunities.	
1. Completed Activities		
a.	Hired a RA NEC to begin developing the CEP audit process and ensure alignment with the Comprehensive Plan for Approving and Disapproving Continuing Education Opportunities.	
2. Ongoing Activities		
a.		

GOAL 4: EDUCATIONAL OVERSIGHT

<u>Goal 4: Educational Oversight</u>		
The Board establishes nursing education standards to ensure the quality of education and consumer protection.		
4.1	Align educational oversight activities with national accreditation programs to identify and reduce any redundancies.	
Success Measure(s)		Status
A.	Visits conducted in collaboration with accreditors.	MET
1. Completed Activities		
a.	Conducted the first joint Continuing Approval Visit (CAV) with accreditors to increase efficiencies.	
b.	Implemented new policies and procedures to align with accreditation processes, where appropriate (i.e., allowing nursing programs to submit the accreditors report and supplement any missing information with an addendum thereby minimizing the workload of the Dean or Director).	
c.	Faculty approvals available on the DCA License Search page.	
d.	Data migration of existing faculty approvals completed in August 2022.	
2. Ongoing Activities		
a.	The Board will seek a legislative proposal to create an amended pathway for a RN to obtain faculty approval without the involvement of an academic institution.	

Goal 4: Educational Oversight

The Board establishes nursing education standards to ensure the quality of education and consumer protection.

4.2 Support regional consortiums to promote equitable clinical placements and reduce clinical impactation.

Success Measure(s)		Status
A.	Regional data accessible on website for public and Board use.	
1. Completed Activities		
a.	The Board's sunset bill, AB 2684 (Berman, Chapter 413, Statutes of 2022) prohibits the Board from considering nursing workforce issues, including those identified under BPC section 2717 as factors for purposes of enrollment increase considerations. This conflicts with CSA Audit 2019-120 Recommendation 2 issued to the Board.	
b.	The Board's sunset bill, AB 2684 (Berman, Chapter 413, Statutes of 2022) amended BPC Section 2786 to read: (3)(A) The board shall annually collect, analyze, and report information related to the number of clinical placement slots that are available and the location of those clinical placement slots within the state, including, but not limited to, information concerning the total number of placement slots a clinical facility can accommodate and how many slots the programs that use the facility will need. (B) The board shall utilize data from available regional or individual institution databases. (C) The board shall place the annual report on its internet website.	
2. Ongoing Activities		
a.	The Board will continue implementation activities for amended BPC Section 2786 (3)(A-C).	

4.3 Continue to assess and report on workforce needs and the availability of clinical placement sites to ensure the Board's decisions are evidence-based.

Success Measure(s)		Status
A.	Regional data accessible on website for public and Board use.	
1. Completed Activities		
a.	Nursing Education and Workforce Advisory Committee (NEWAC) restructure approved during the November 2021 Board meeting with the Charter approved during the May 2022 Board meeting.	
b.	The contract for the University of California, San Francisco (UCSF) was extended and updated to include regional analysis as a contract deliverable	
c.	Approval of CCR, title 16, section 1427 by OAL on October 14, 2022.	
2. Ongoing Activities		
a.	In partnership with DCA’s Office of Information Services (OIS) a clinical placement technological tool was developed and is in the testing phase. This tool that will compile and aggregate facility and school specific information and compare data with HCAI’s (formerly OSHPD), list of health care facilities.	

Goal 4: Educational Oversight

The Board establishes nursing education standards to ensure the quality of education and consumer protection.

4.4 Evaluate educational requirements and initiate evidence-based revisions as appropriate.

Success Measure(s)		Status
A.	16 CCR 1426 is current and is evidence based to ensure preparation of the applicant and meet the mission of the Board.	
1. Completed Activities		
a.	Proposed revisions to regulations to add CCR, title 16, section 1410.5 regarding the requirement for a course in anatomy, physiology, or microbiology with a lab component for endorsement applicants is on the agenda for the August 17, 2022, Board meeting	
b.	The Board's request to add language to AB 2684 (Berman, Chapter 413, Statutes of 2022) regarding 500-hour direct patient care requirement was successful. BPC 2756(a)(2) was added to state: An approved school of nursing or nursing program shall meet a minimum of 500 direct patient care clinical hours in a board-approved clinical setting with a minimum of 30 hours of supervised direct patient care clinical hours dedicated to each nursing area specified by the board.	
2. Ongoing Activities		
a.		

GOAL 5: LAWS AND REGULATIONS

<u>Goal 5: Laws and Regulations</u>		
The Board enforces the laws within its purview, establishes regulations and advocates for legislation to effectively carry out its mission.		
5.1	Ensure all stakeholder voices are heard and given equal consideration for better informed policies.	
Success Measure(s)		Status
A.	Increased stakeholder engagements.	
1. Completed Activities		
a.	Reviewed and restructured the membership composition of non-legislative advisory committees to include a public member.	
b.	Held public Interested Parties Meetings to solicit comments on regulatory language that the NPAC was recommending to the Board.	
2. Ongoing Activities		
a.	Continue the WebEx platform for all public meetings to allow for greater public participation.	
b.	DCA and BRN staff, including but not limited to, DCA Regulations Attorney, Board Legal Counsel, Executive Officer, Chief of Legislative Affairs, attend Board meetings, stakeholder meetings and taskforce meetings to provide information.	

<u>Goal 5: Laws and Regulations</u>		
The Board enforces the laws within its purview, establishes regulations and advocates for legislation to effectively carry out its mission.		
5.2	Review statutes and advocate for updates or new statutes as appropriate to ensure they are current and based on evidence and best practices.	
Success Measure(s)		Status
A.	Established policies and procedures with a monitoring and reevaluation component.	
1. Completed Activities		
a.	Hired and initiated the on-boarding of the new Chief of Legislative Affairs to lead this endeavor and the change agent for the organization.	
2. Ongoing Activities		
a.	Enhanced partnership with DCA to include regular meetings on bill impact and implementation plans; identification of outdated statutes requiring repeal; and advocate for updates to existing or new statutes.	
b.	Developing policies and procedures to ensure statutes and regulations are current and based on evidence and best practices.	

Goal 5: Laws and Regulations

The Board enforces the laws within its purview, establishes regulations and advocates for legislation to effectively carry out its mission.

5.3 Review regulations and revise as necessary to ensure currency and alignment with best practices and evidence.

Success Measure(s)		Status
A.	Enhanced regulation process to clear backlogs and prevent future backlogs.	
1. Completed Activities		
a.	Hired and initiated the on-boarding of the new Chief of Legislative Affairs to lead this endeavor and the change agent for the organization.	
b.	Approval of CCR, title 16, section 1480 on December 23, 2021.	
c.	Approval of CCR, title 16, section 1484 on February 8, 2022.	
d.	Approval of CCR, title 16, section 1486 on August 8, 2022.	
e.	Approval of CCR, title 16, sections 1450 and 1456 on August 12, 2022.	
f.	Approval of CCR, title 16, section 1427 on October 14, 2022.	
g.	Approval of CCR, title 16, sections 1423 and 1432 on October 18, 2022.	
2. Ongoing Activities		
a.	The Board is continuing its efforts to address the backlog of regulations along with the current regulation packages.	
b.	Enhanced partnership with DCA to include regular meetings on bill impact and implementation plans; identification of outdated statutes requiring repeal; and advocate for updates to existing or new statutes.	
c.	Developing policies and procedures to enhance bill analyses processes.	
d.	Developing, repairing, and fostering relationships with Legislators, legislative staff, and external stakeholders.	
e.	Established regular meetings with the Board President and/or Chair of the Legislative Committee and Board staff.	
f.	Proposed regulations to implement AB 890 by amending CCR, title 16, section 1480 and 1481 and adding sections 1482.3, 1482.4, and 1487 finished the 45-day public comment period on November 1, 2022. Public comments and proposed responses will be brought before the Board at the November meeting.	
g.	Proposed text to add CCR, title 16, section 1410.5 regarding the requirement for a course in anatomy, physiology or microbiology with a lab component for endorsement applicants was approved by the Board at the August 2022 meeting. Initial package is moving through the approval process.	
h.	Proposed text to add CCR, title 16, section 1419.5 for a retired license category is under development.	

GOAL 6: ORGANIZATIONAL DEVELOPMENT

<u>Goal 6: Organizational Development</u>		
The Board strives to build an excellent organization through effective and responsible Board governance, leadership, management.		
6.1	Assess dialogue with stakeholders to increase transparency.	
Success Measure(s)		Status
A.	Numbers and ratings for customer service survey improved.	
1. Completed Activities		
a.		
2. Ongoing Activities		
a.	Continue media campaign to increase engagement through social media utilizing Facebook, Instagram, and LinkedIn.	
b.	Increase transparency by encouraging individuals to sign up for the BRN ListServ.	

<u>Goal 6: Organizational Development</u>		
The Board strives to build an excellent organization through effective and responsible Board governance, leadership, management.		
6.2	Identify and implement opportunities to improve practices and communication with Board Members to ensure the highest level of meeting preparation and transparency.	
Success Measure(s)		Status
A.	Numbers and ratings for customer service survey improved.	
1. Completed Activities		
a.	Restructured the Committee and Board meeting formats so that the Board meetings focus on decision making and education while the Committee meetings concentrate on the matters being presented to the Committees.	
2. Ongoing Activities		
a.	Identified efficiencies in posting materials in advance of meetings and in formats more accessible to the public.	
b.	Meetings with BRN liaisons and committee chairs are scheduled as appropriate.	

Goal 6: Organizational Development

The Board strives to build an excellent organization through effective and responsible Board governance, leadership, management.

6.3 Provide ongoing continuing education for Board Members to increase their effectiveness in serving as a Board Member.

Success Measure(s)		Status
A.	Provide informational sessions at Board meetings.	ONGOING
1. Completed Activities		
a.	Provided training during the January 13, 2022, Board meeting on how to research a legislative bill using LegInfo.com.	
b.	Presentation on the role and scope of the RN in aesthetic medicine during the May 18-19, 2022, Board meeting.	
c.	Implemented and trained Board Members on new discipline voting platform processes.	
2. Ongoing Activities		
a.	Information and training on fund condition presented to Board by DCA's Budget Office during quarterly Board meetings.	
b.	Information and training on the nursing profession presented to Board during quarterly Board meetings as appropriate.	

GOAL 7: OUTREACH

<u>Goal 7: Outreach</u>		
The Board informs and educates consumers, licensees, and stakeholders about the practice and regulation of the profession.		
7.1	Create, implement, and evaluate a comprehensive outreach plan to build and maintain relationships and support licensees and consumers while carrying out the Board's mission.	
Success Measure(s)		Status
A.	Numbers and ratings for customer service survey improved.	
1. Completed Activities		
a.		
2. Ongoing Activities		
a.	Developing policies and procedures to implement and evaluate a comprehensive outreach plan.	
b.	Identify alternative outreach and marketing efforts to grow participation in the Intervention Program.	
c.	Continue media campaign to increase engagement through social media utilizing Facebook, Instagram, and LinkedIn.	
d.	Increase transparency by encouraging individuals to sign up for the BRN ListServ.	
e.	Collaborate with CDPH to provide outreach and facilitate relationship with CDPH licensees and facilities.	
f.	Collaborate with NCSBN and Executive Officers of Boards of Nursing in all jurisdictions.	
g.	DCA and BRN staff, including but not limited to, Executive Officer, Board Legal Counsel, Assistant Executive Officer, Chief of Legislative Affairs, Chief of Enforcement, Chief of Licensing, NECs, attend Board meetings, stakeholder meetings and taskforce meetings to provide information.	



Agenda Item 5.3

**Information only: Registered Nursing
Fund Condition (presentation by DCA
Budget Office)**

BRN Board Meeting | November 14-15, 2022

BOARD OF REGISTERED NURSING
Agenda Item Summary

AGENDA ITEM: 5.3
DATE: November 14-15, 2022

ACTION REQUESTED: Fund condition report

REQUESTED BY: Board

BACKGROUND: Presentation on the condition of the Board of Registered Nursing Fund

NEXT STEP:

PERSON TO CONTACT: Matthew Yeates
Deputy Chief, Consumer Services and Board Operations Division
California Board of Registered Nursing
Matthew.Yeates@dca.ca.gov

0761 - Board of Registered Nursing Fund Analysis of Fund Condition
(Dollars in Thousands)
2022 Budget Act W- CY FM2 Projection

Prepared on 10/28/22

	Actual 2021-22	CY 2022-23	BY 2023-24	BY +1 2024-25	BY +1 2025-26
BEGINNING BALANCE	\$ 34,853	\$ 55,941	\$ 71,909	\$ 107,382	\$ 111,325
Prior Year Adjustment	\$ 1,340	\$ 0	\$ 0	\$ 0	\$ 0
Adjusted Beginning Balance	\$ 36,193	\$ 55,941	\$ 71,909	\$ 107,382	\$ 111,325
REVENUES, TRANSFERS AND OTHER ADJUSTMENTS					
Revenues					
4121200 - Delinquent fees	\$ 1,065	\$ 895	\$ 1,001	\$ 1,001	\$ 1,001
4127400 - Renewal fees	\$ 47,847	\$ 45,099	\$ 46,859	\$ 46,859	\$ 46,859
4129200 - Other regulatory fees	\$ 2,056	\$ 679	\$ 2,629	\$ 2,629	\$ 2,629
4129400 - Other regulatory licenses and permits	\$ 28,388	\$ 30,415	\$ 19,046	\$ 19,046	\$ 19,046
4143500 - Miscellaneous Services to the Public	\$ 58	\$ 0	\$ 0	\$ 0	\$ 0
4163000 - Income from surplus money investments	\$ 214	\$ 436	\$ 1,140	\$ 1,645	\$ 1,676
4171100 - Other Revenue Cost Recoveries	\$ 2	\$ 0	\$ 0	\$ 0	\$ 0
4171400 - Escheat of unclaimed checks and warrants	\$ 13	\$ 0	\$ 0	\$ 0	\$ 0
4172500 - Miscellaneous revenues	\$ 467	\$ 0	\$ 0	\$ 0	\$ 0
Totals, Revenues	\$ 80,110	\$ 77,524	\$ 70,675	\$ 71,180	\$ 71,211
Loan from the Board of Registered Nursing Fund (0761) to the General Fund (0001) per Item 1111-011-0761, Budget Act of 2020	\$ 0	\$ 0	\$ 30,223	\$ 0	\$ 0
Operating Transfers To General Fund 0001 (AB84)	\$ -2,176	\$ 0	\$ 0	\$ 0	\$ 0
Totals, Transfers and Other Adjustments	\$ -2,176	\$ 0	\$ 30,223	\$ 0	\$ 0
TOTALS, REVENUES, TRANSFERS AND OTHER ADJUSTMENTS	\$ 77,934	\$ 77,524	\$ 100,898	\$ 71,180	\$ 71,211
TOTAL RESOURCES	\$ 114,127	\$ 133,465	\$ 172,807	\$ 178,562	\$ 182,536
Expenditures:					
1111 Department of Consumer Affairs Regulatory Boards, Bureaus, Divisions (State Operations)	\$ 53,189	\$ 56,531	\$ 60,400	\$ 62,212	\$ 64,079
9892 Supplemental Pension Payments (State Operations)	\$ 654	\$ 654	\$ 654	\$ 654	\$ 654
9900 Statewide General Administrative Expenditures (Pro Rata) (State Operations)	\$ 4,343	\$ 4,371	\$ 4,371	\$ 4,371	\$ 4,371
TOTALS, EXPENDITURES AND EXPENDITURE ADJUSTMENTS	\$ 58,186	\$ 61,556	\$ 65,425	\$ 67,237	\$ 69,104
FUND BALANCE					
Reserve for economic uncertainties	\$ 55,941	\$ 71,909	\$ 107,382	\$ 111,325	\$ 113,432
Months in Reserve	10.9	13.2	19.2	19.9	19.7

NOTES:

Assumes workload and revenue projections are realized in BY +1 and ongoing.
Expenditure growth projected at 3% beginning BY +1.



Agenda Item 5.4

**Information only: Update on the Board's sunset bill,
Assembly Bill 2684 (Reg. Sess. 2021-2022)**

BRN Board Meeting | November 14-15, 2022

BOARD OF REGISTERED NURSING
Agenda Item Summary

AGENDA ITEM: 5.4

DATE: November 14-15, 2022

ACTION REQUESTED:	Update on the Board's sunset bill, Assembly Bill 2684 (Reg. Sess. 2021-2022)
REQUESTED BY:	Board
BACKGROUND:	<p>This bill is the sunset bill for the Board, which extends the Board's sunset date to January 1, 2027. It also requires the Board to accept specified information from accreditors; extends statutory state-of-emergency waivers for nursing education programs; establishes a 500-hour minimum direct patient care requirement; codifies the Nursing Education Workforce Advisory Committee; prohibits payments for clinical placements; combines furnishing number applications with other advanced practice applications; removes the Governor's authority to remove board members they did not appoint; requires the Board's Executive Officer to create a uniform method for evaluating requests for changes to nursing education programs; and makes other minor and technical changes.</p>
NEXT STEP:	
PERSON TO CONTACT:	<p>Loretta Melby Executive Officer California Board of Registered Nursing Loretta.Melby@dca.ca.gov</p>



Agenda Item 5.5

**Information only: Discussion of NCLEX pass
rate for academic years 2018/2019
through 2021/2022**

BRN Board Meeting | November 14-15, 2022

BOARD OF REGISTERED NURSING
Agenda Item Summary

AGENDA ITEM: 5.5

DATE: November 14-15, 2022

ACTION REQUESTED: Discussion of NCLEX pass rate for academic years 2018/2019 through 2021/2022

REQUESTED BY: Administrative Committee of the Board

BACKGROUND: [16 CCR 1431](#) establishes a licensing examination pass rate standard. This standard requires nursing programs to maintain a minimum pass rate of seventy-five percent (75%) for first time licensing examination candidates. During the academic years 2019/2020 through 2021/2022 the nursing programs were faced with many challenges while they navigated through the pandemic. The California Board-approved nursing programs have experienced an overall decline of examination pass rates for first time test takers.

NEXT STEP: Continue to monitor.

PERSON TO CONTACT: Loretta Melby
Executive Officer
California Board of Registered Nursing
Loretta.Melby@dca.ca.gov

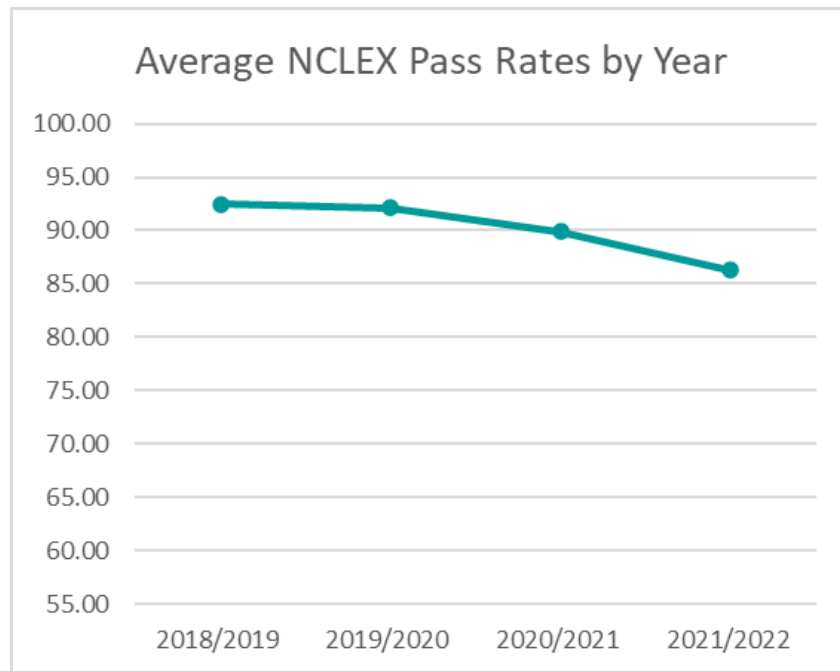
Comparison of NCLEX Pass Rates 2018-2022

November 2022

Due to COVID-19, in the 2020 Spring semester, the Board of Registered Nursing (BRN/Board) and nursing programs had to adapt to the public health crisis. To ensure nursing student preparation and progression, the BRN and nursing programs did the following: transitioned didactic courses to virtual platform(s); clinical rotation performed at non-traditional clinical sites; a Department of Consumer Affairs (DCA) Waiver approving a reduction in direct patient care hours for medical-surgical and geriatrics from 75 to 50 percent if certain conditions were met and automatically reduced direct patient care hours from 75 to 50 percent for obstetrics, pediatrics, and psychiatric mental health.

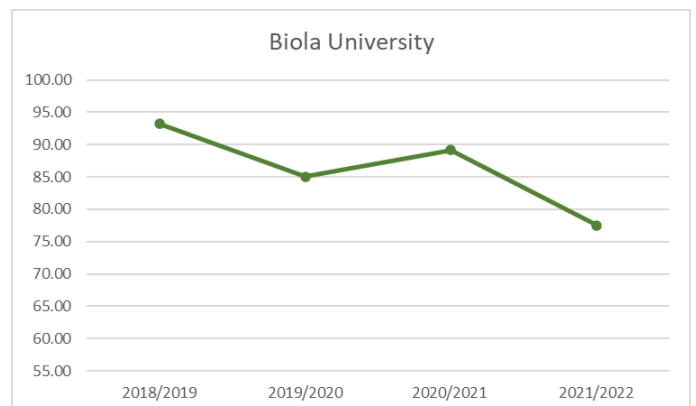
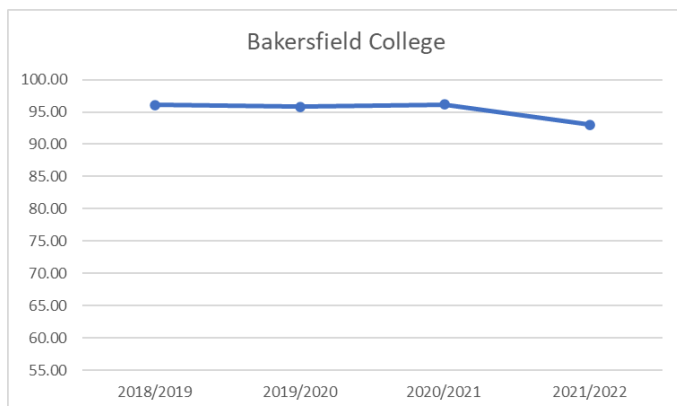
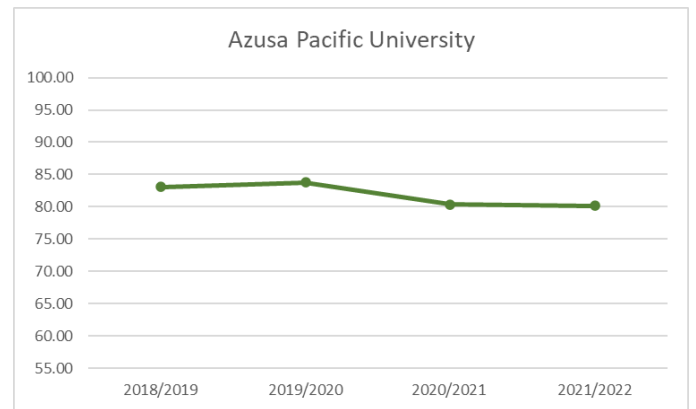
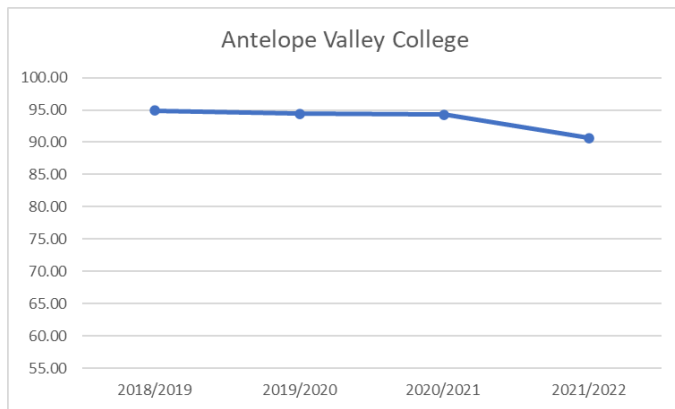
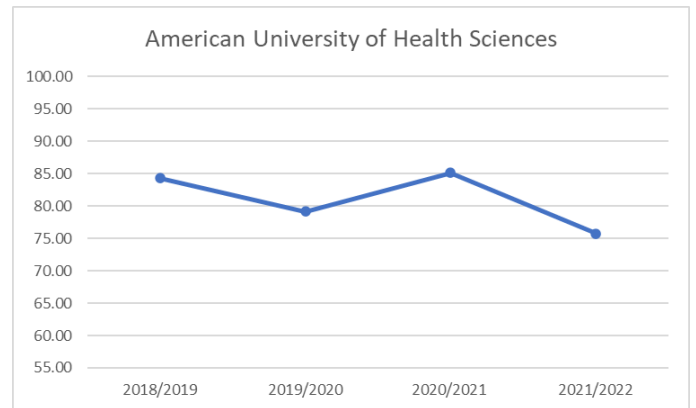
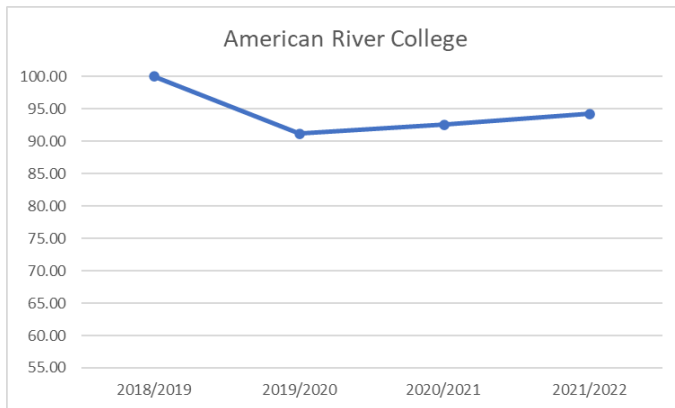
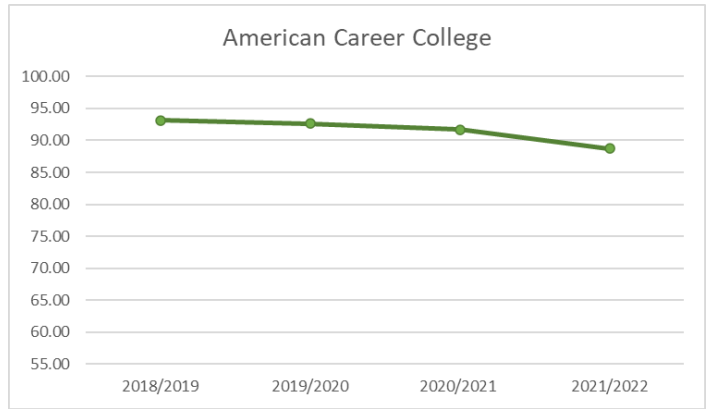
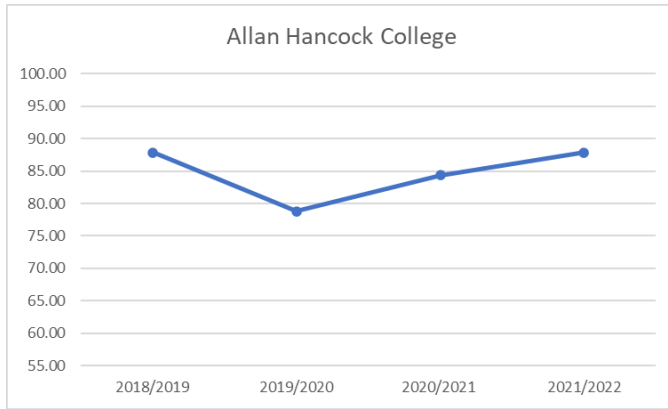
Additionally, on September 29, 2020, Assembly Bill (AB) 2288 (Low, Chapter 282, Statutes of 2020) was signed by Governor Newsom and contained an urgency clause requiring the Executive Officer (EO) to develop a uniform method to ensure consistency of processing the requests of the provisions offered under this statute within 30 days. AB 2288 added section 2786.3 to the Business and Professions Code which authorizes an approved nursing program to submit a request, to a Nursing Education Consultant, to revise certain clinical experience requirements, including reducing the required direct patient hours and using preceptorships without maintaining specified written policies, for enrolled students until the end of the 2020-2021 academic year and whenever the Governor declares a state of emergency in the county where an agency or facility used by the approved nursing program is located.

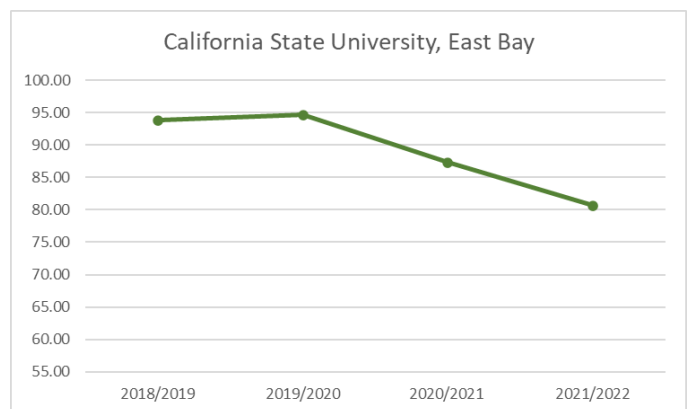
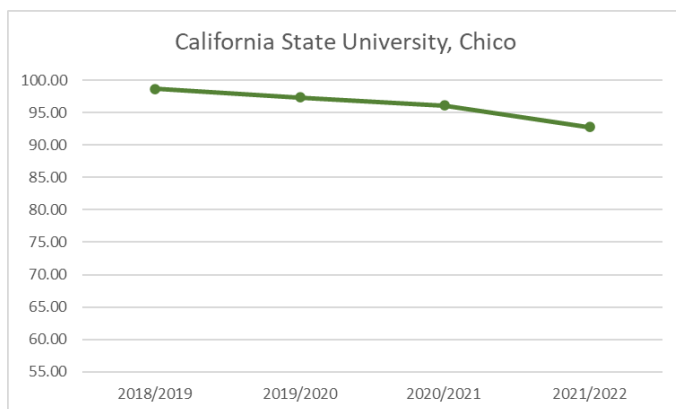
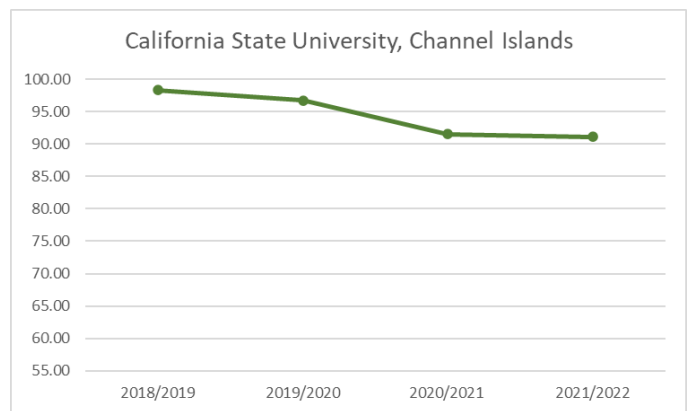
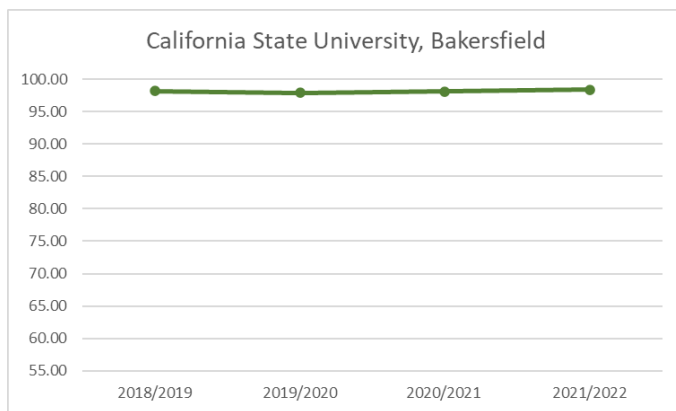
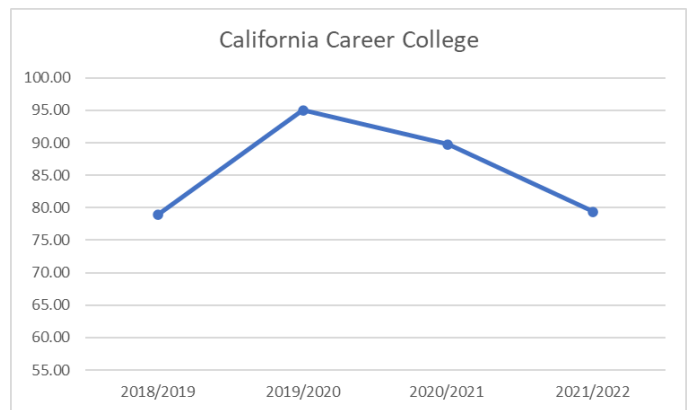
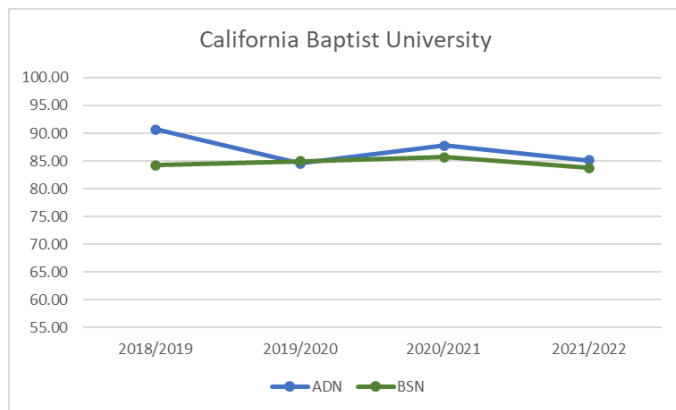
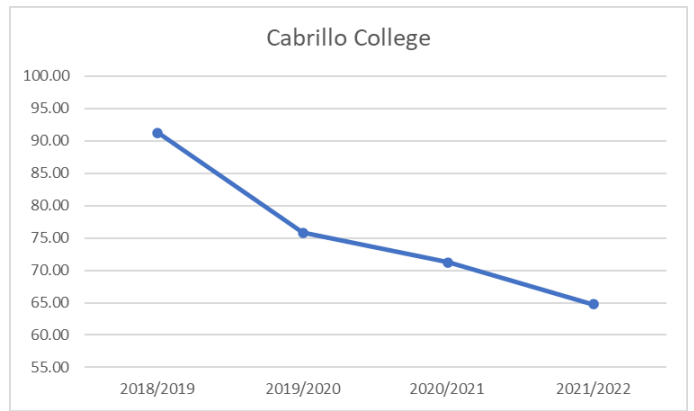
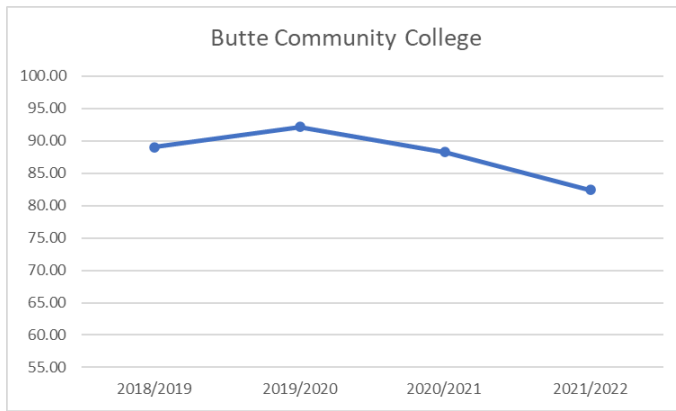
The below chart reflects the average NCLEX pass rates for Board-approved prelicensure nursing programs with two or more NCLEX pass rates.

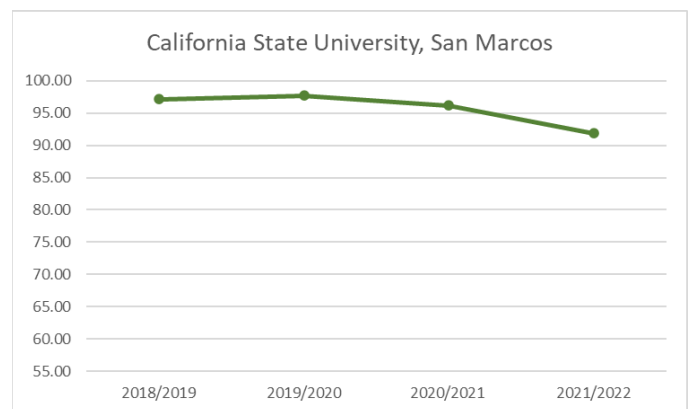
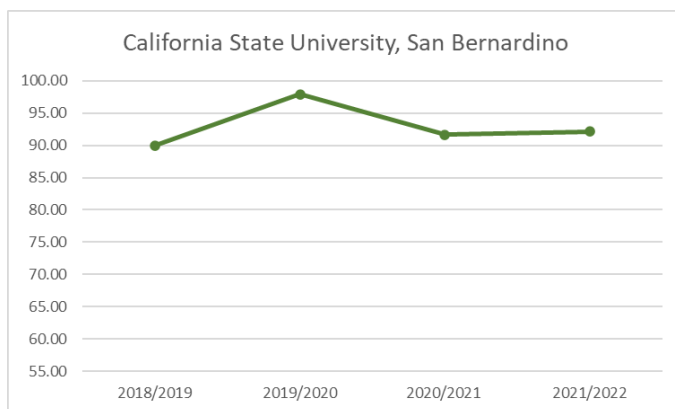
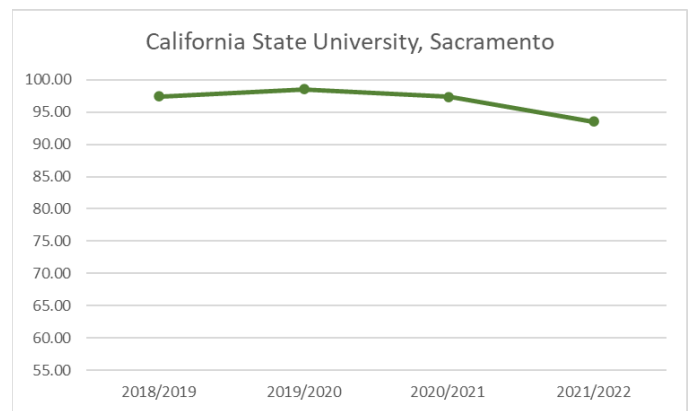
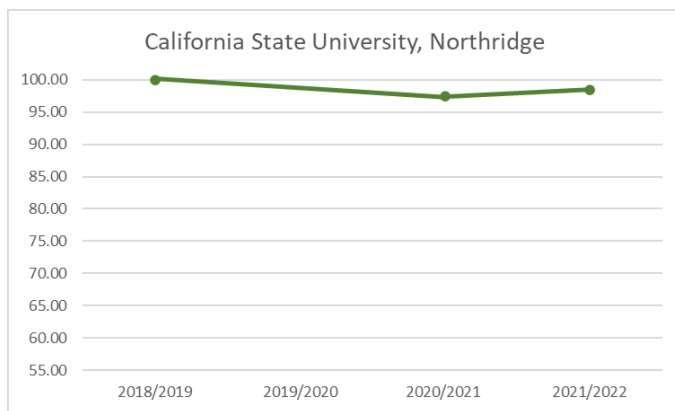
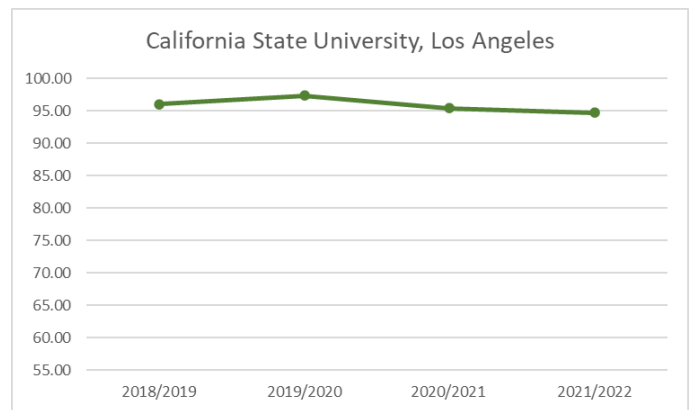
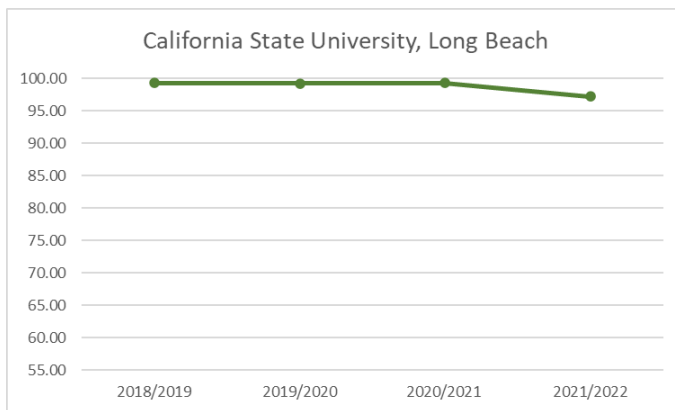
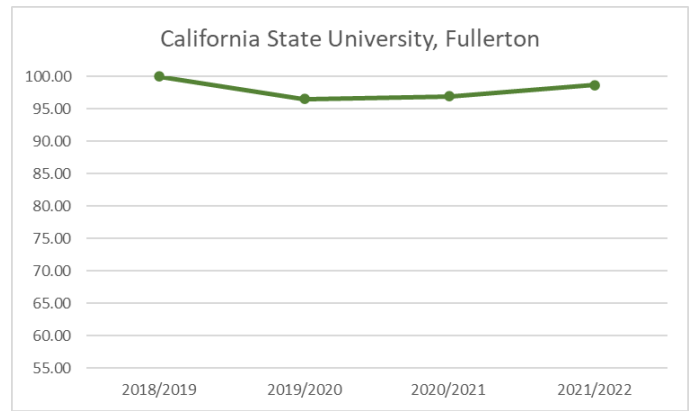
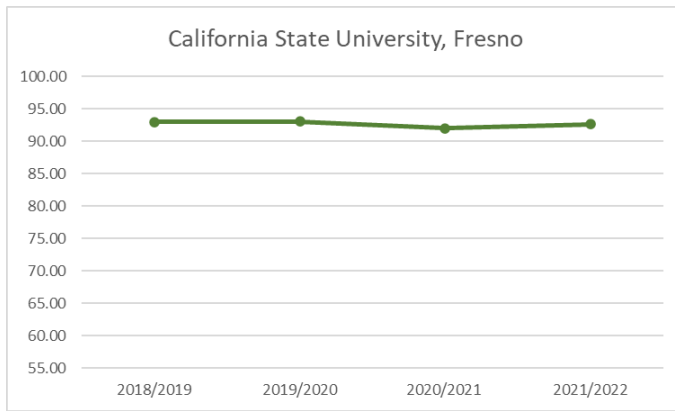


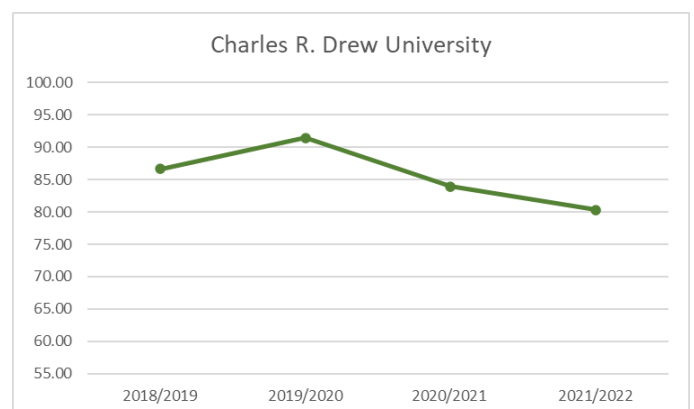
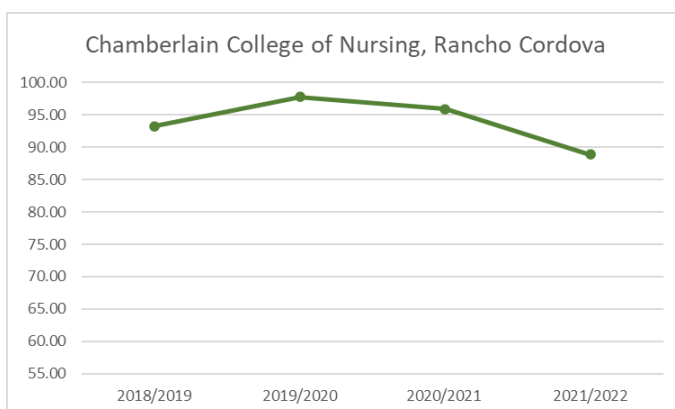
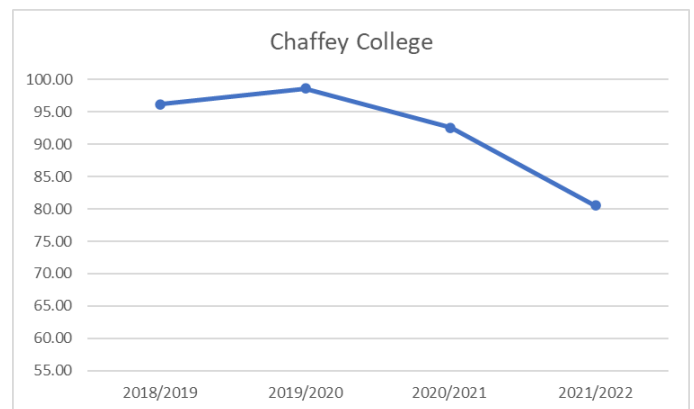
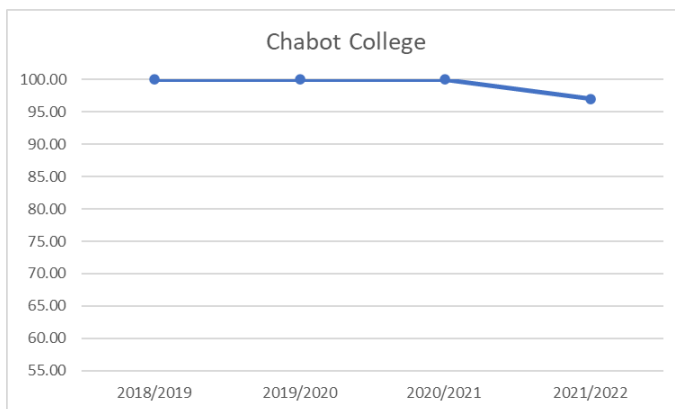
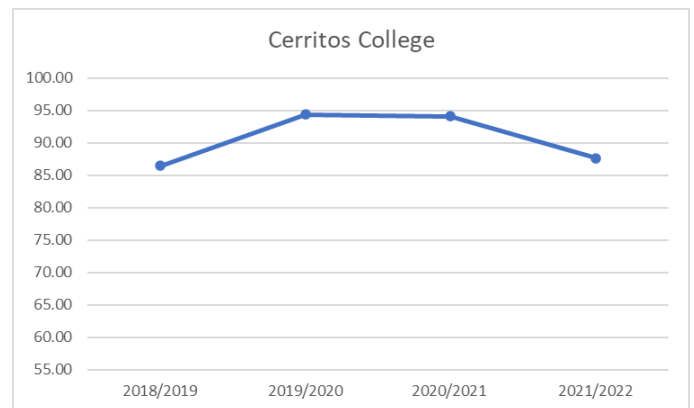
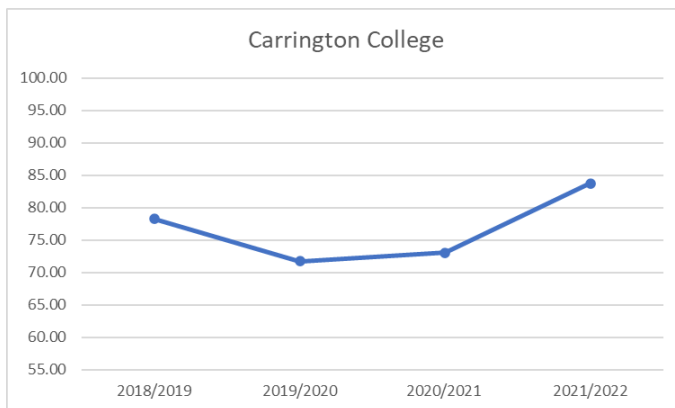
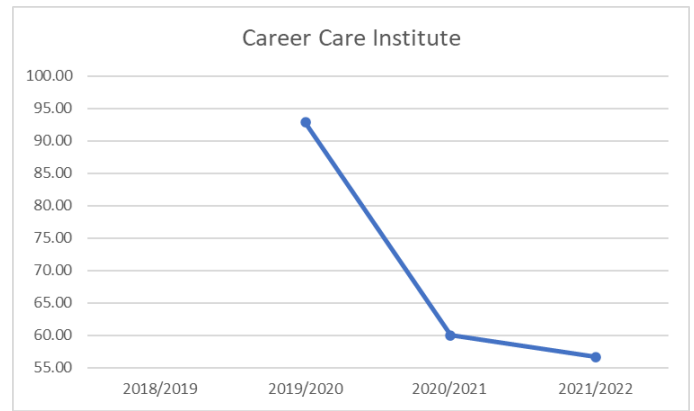
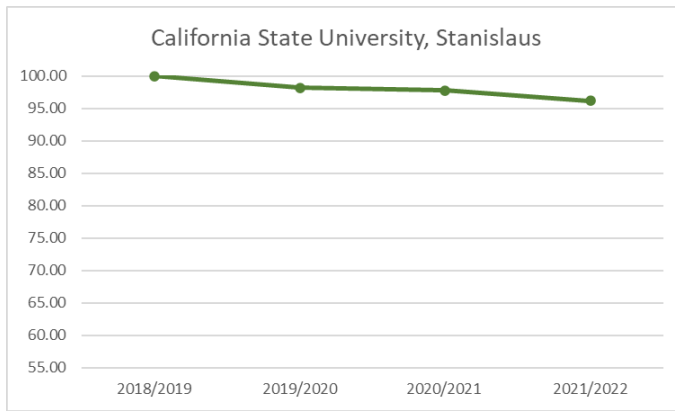
Charts reflecting NCLEX pass rates for individual BRN-approved prelicensure nursing programs are included on pages two (2) through 18. Nursing programs with less than two years of NCLEX pass rates are not included in these charts. Additionally, as mentioned above, pass rates for the 2021-2022 academic year will not be final until October 2022. Academic institutions with more than one BRN-approved prelicensure nursing program are included in one chart. Below is a legend explaining which colors represent the various program types.

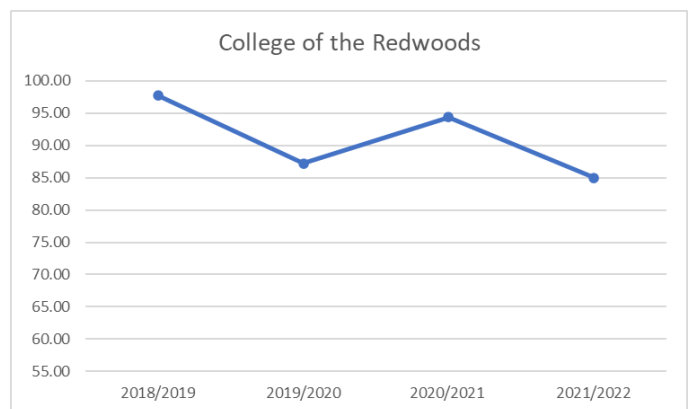
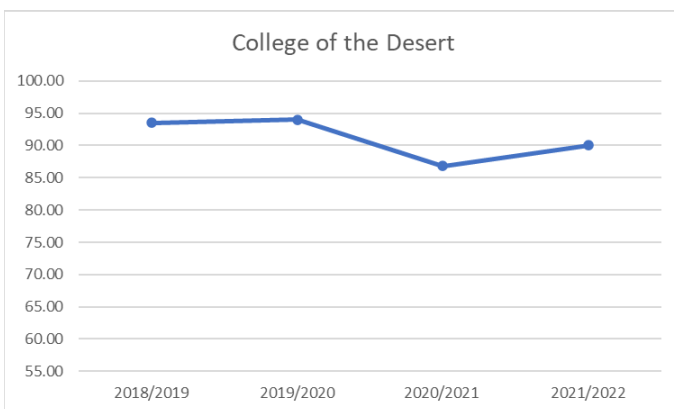
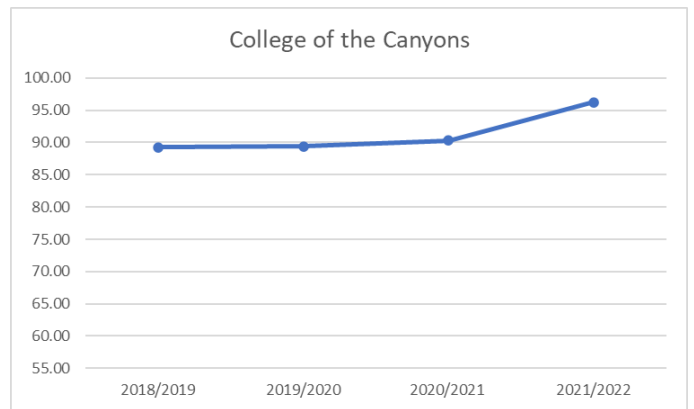
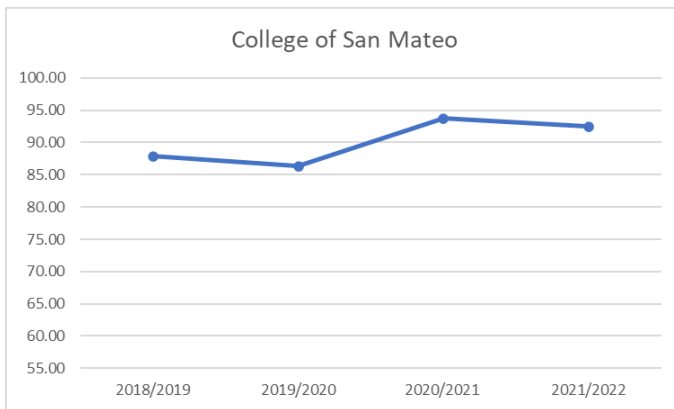
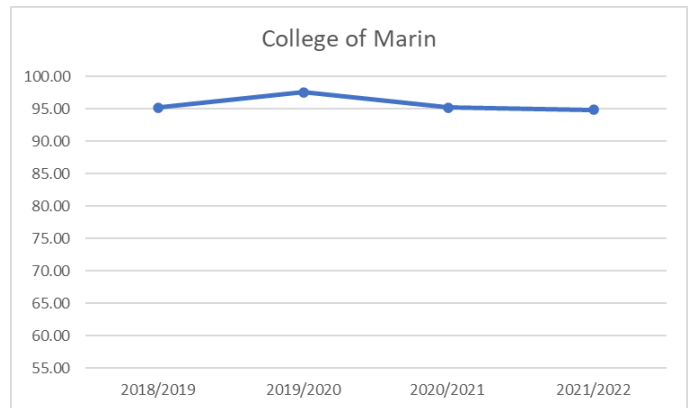
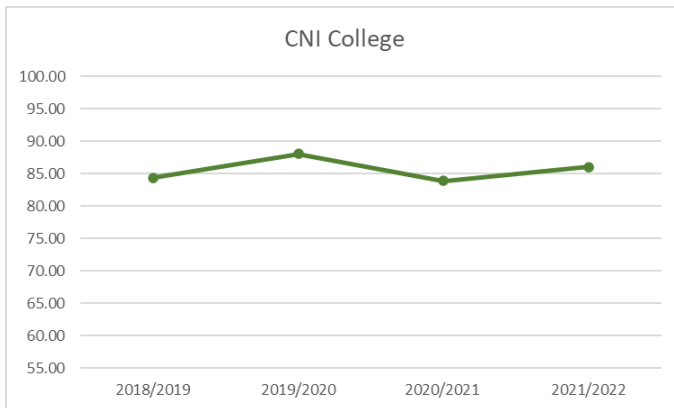
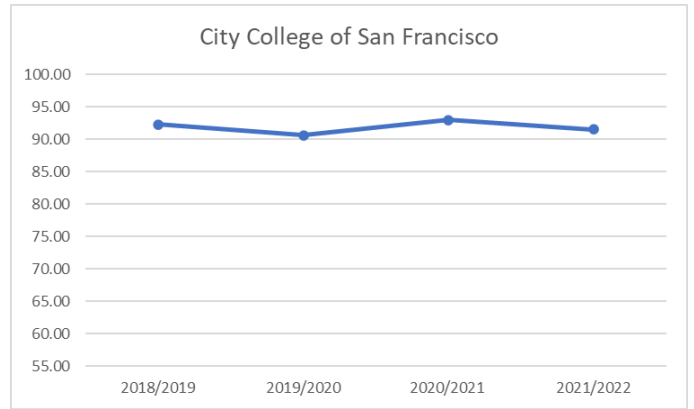
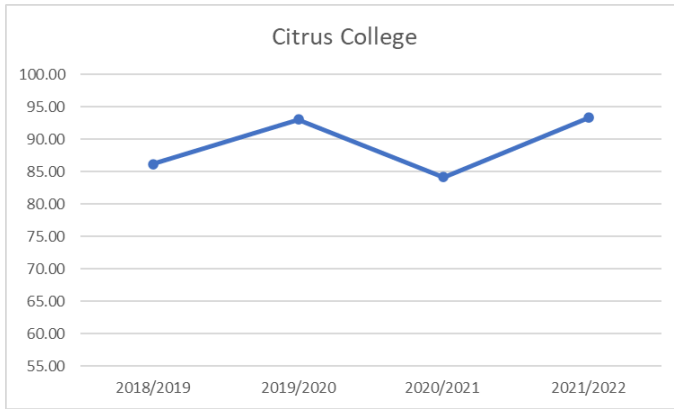
<div></div>	ADN Program
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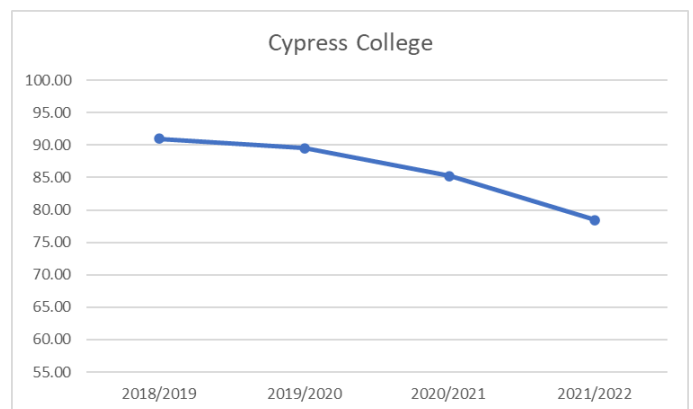
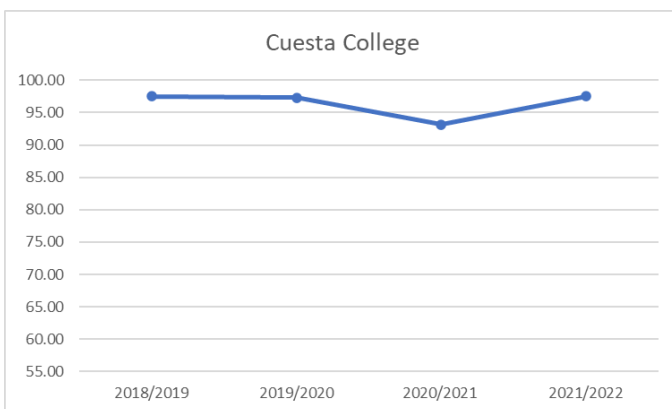
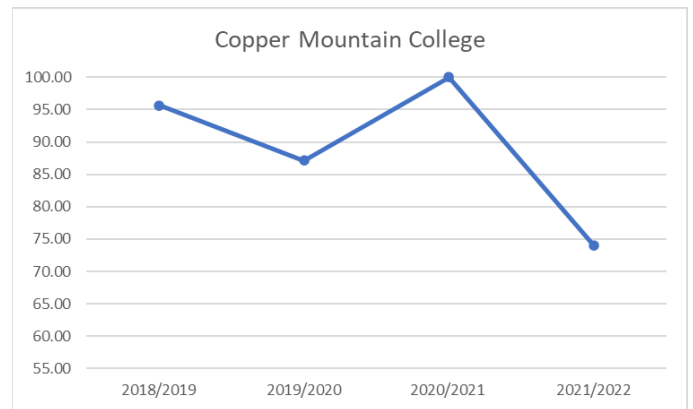
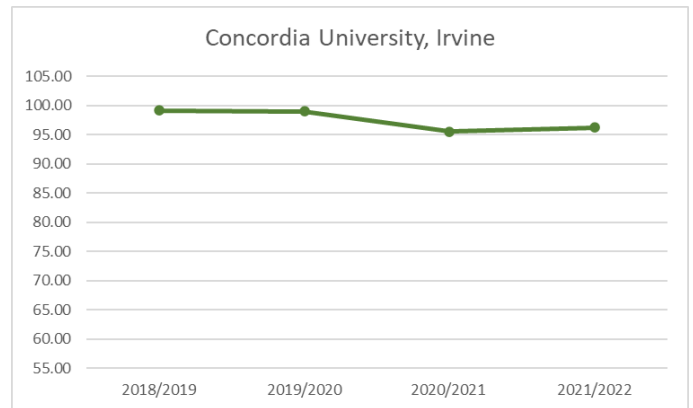
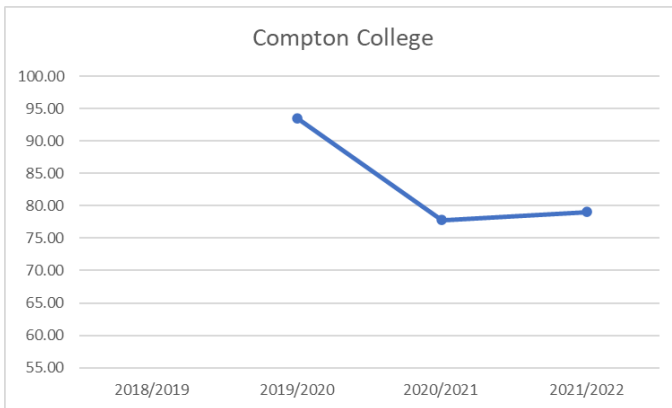
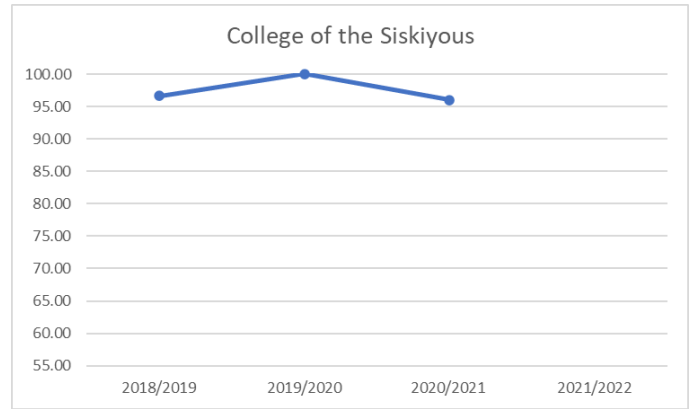
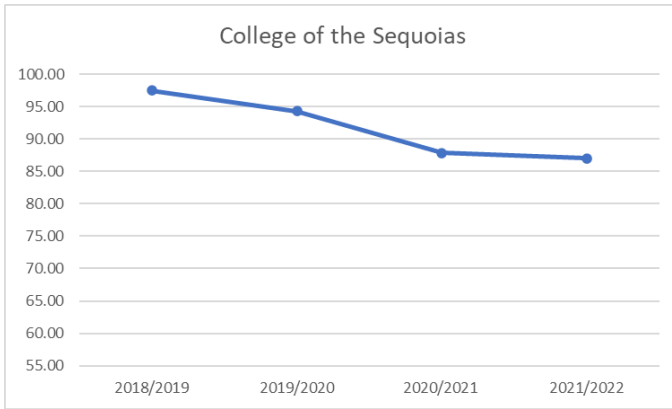


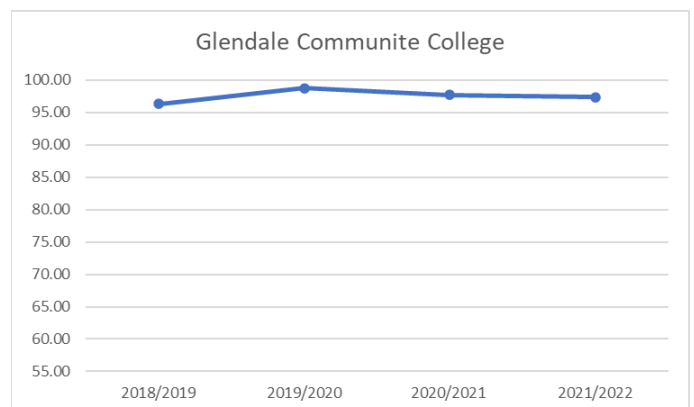
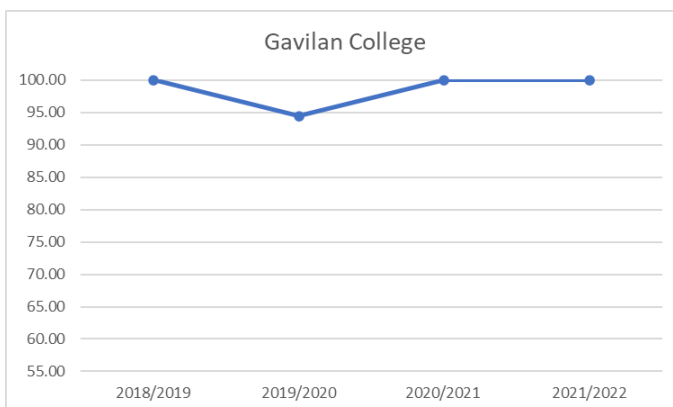
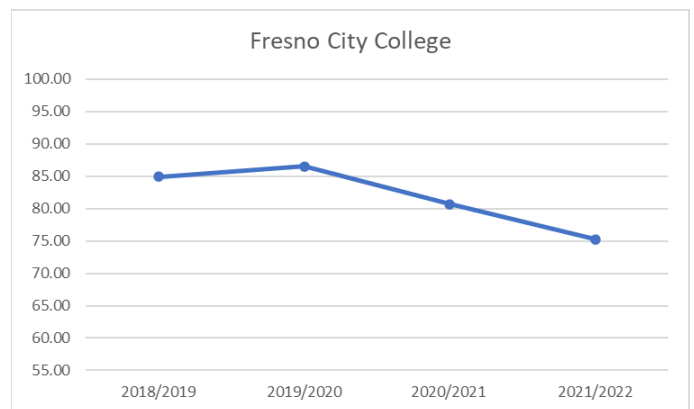
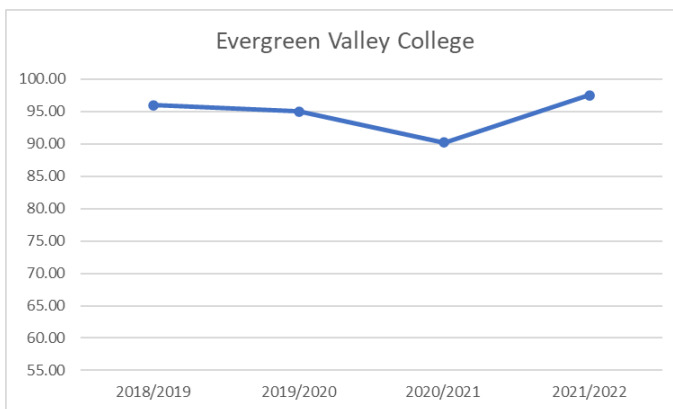
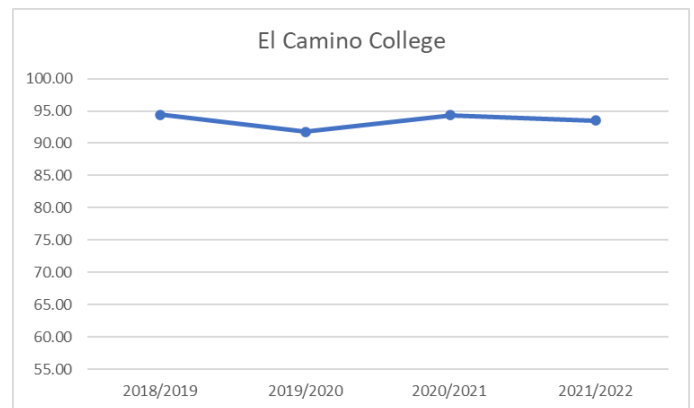
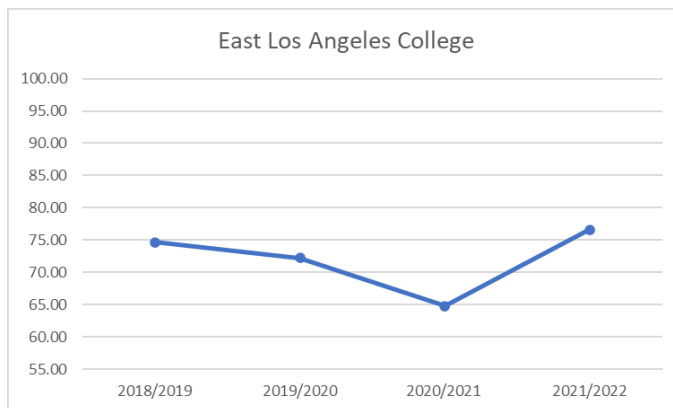
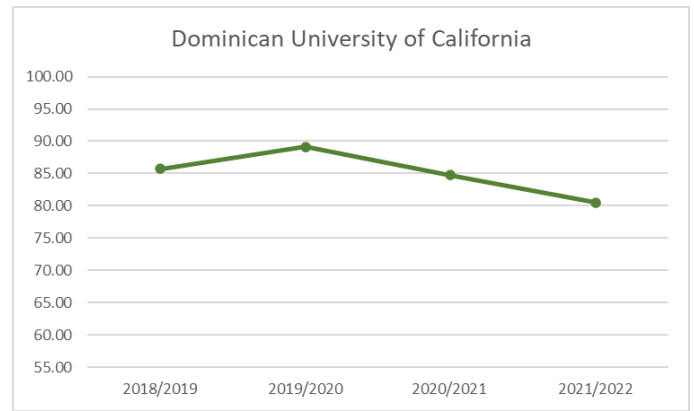
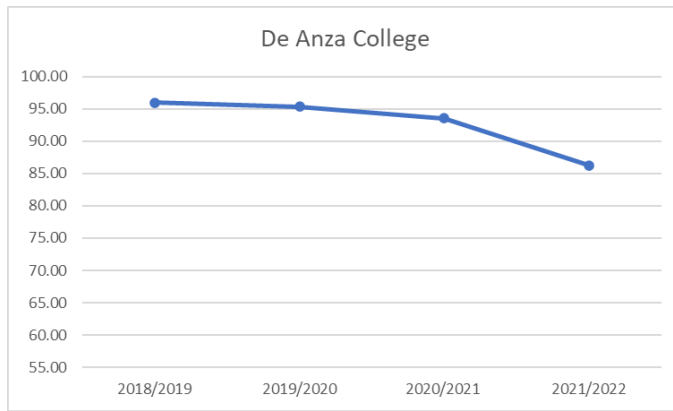


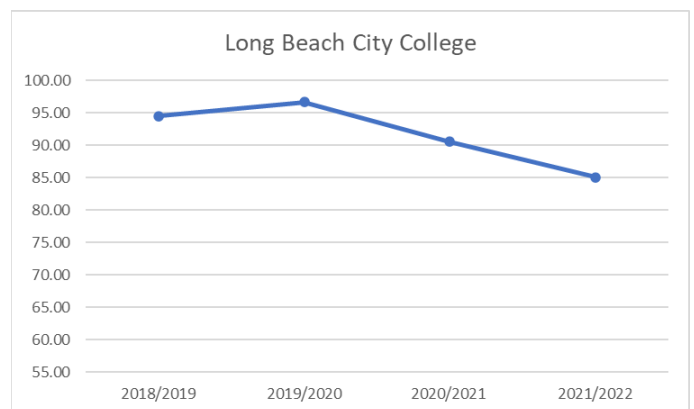
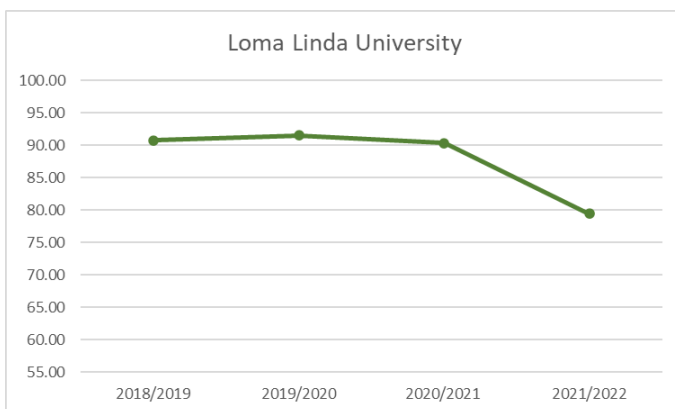
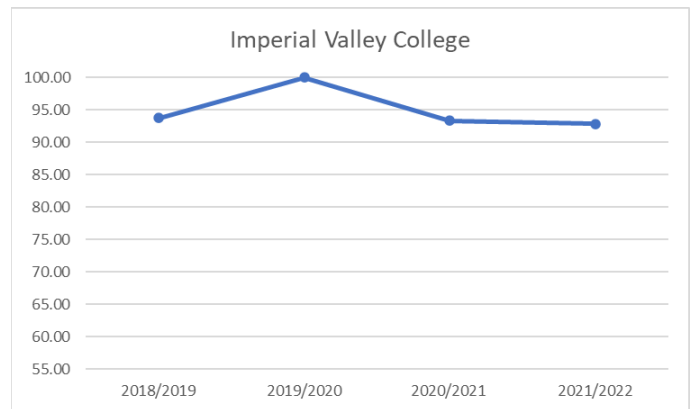
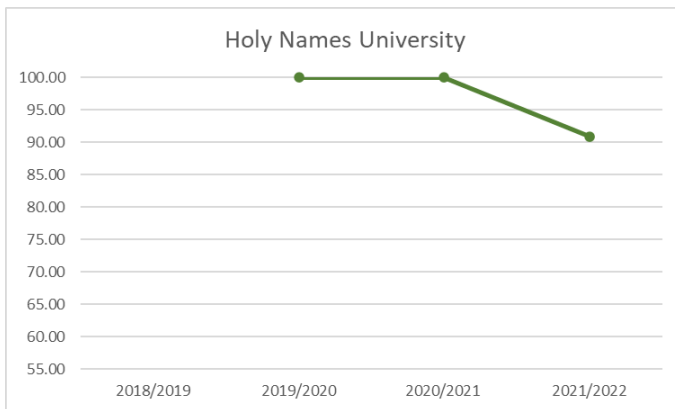
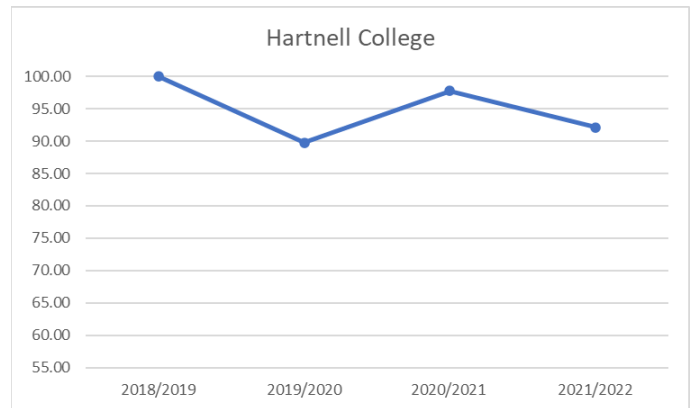
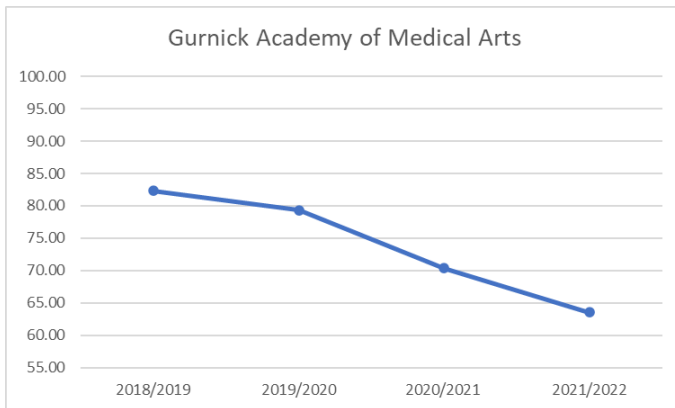
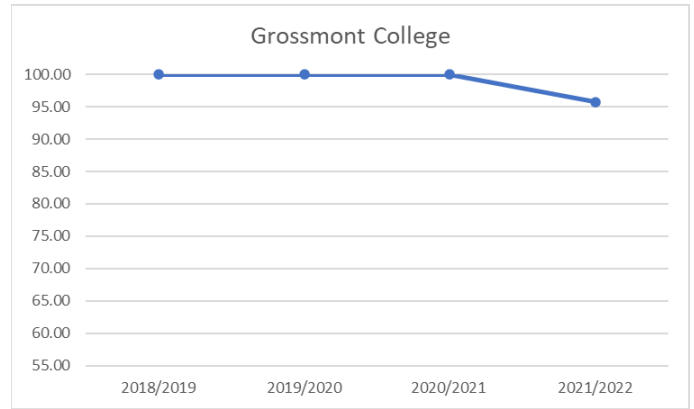
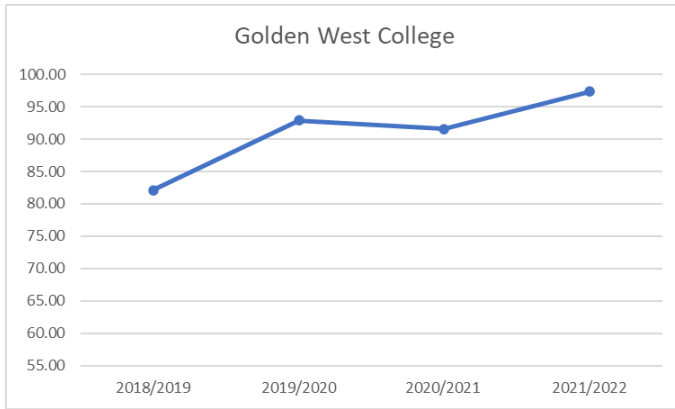


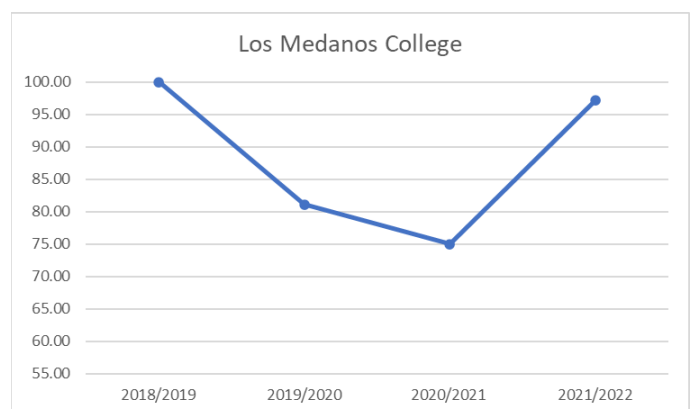
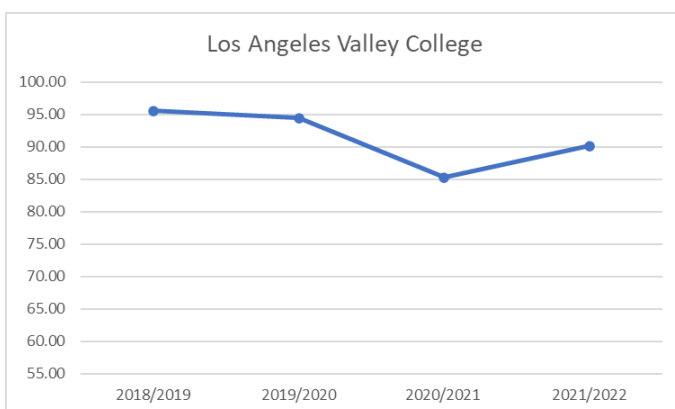
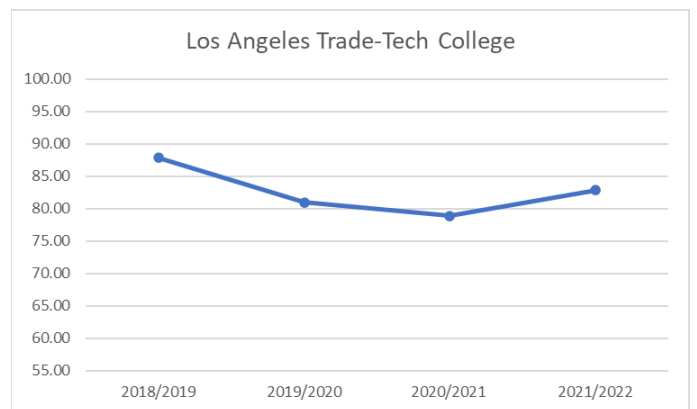
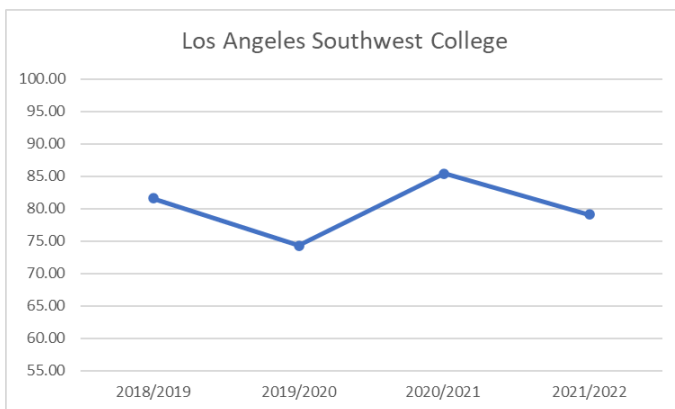
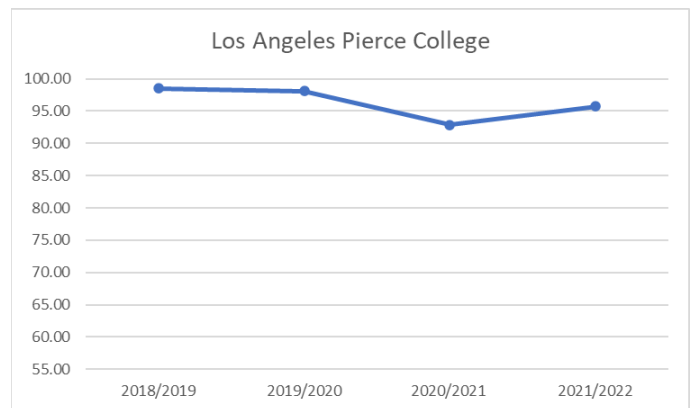
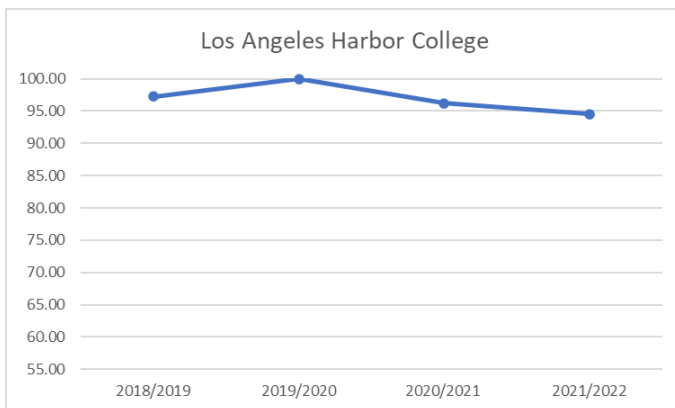
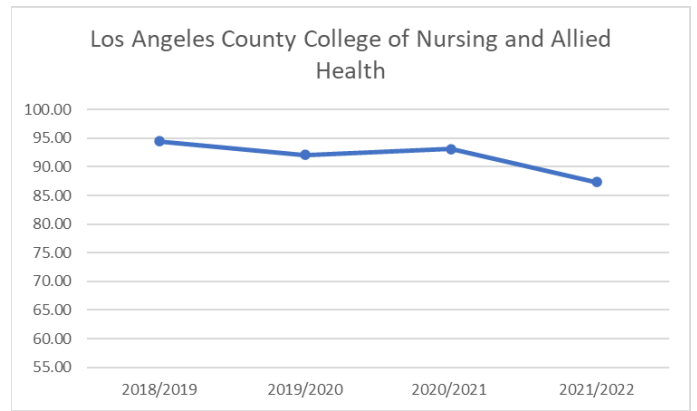
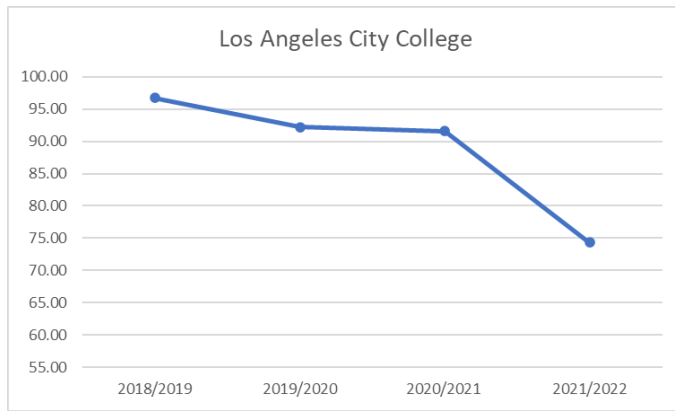


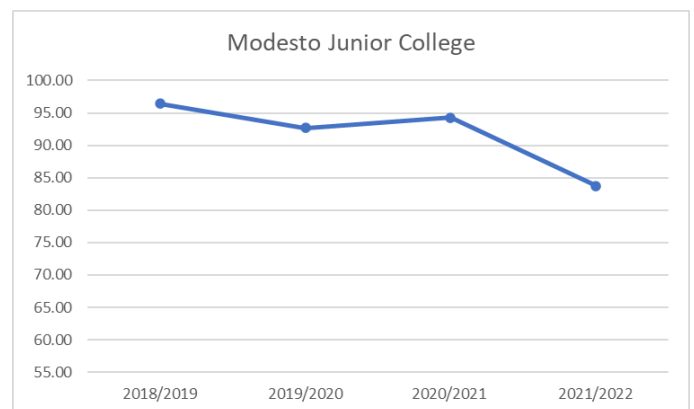
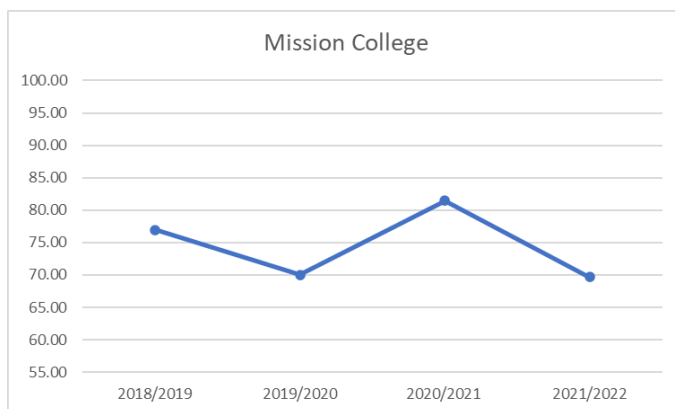
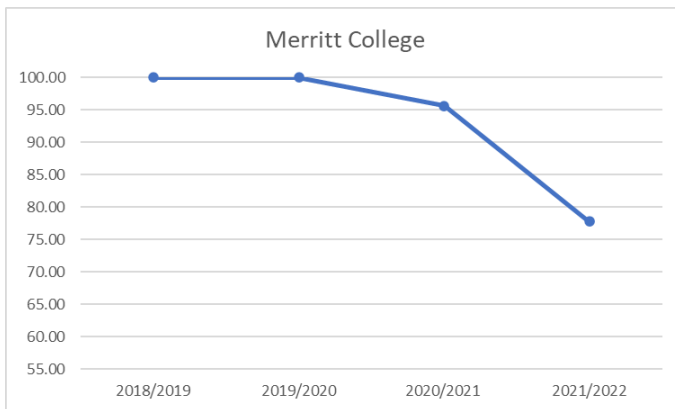
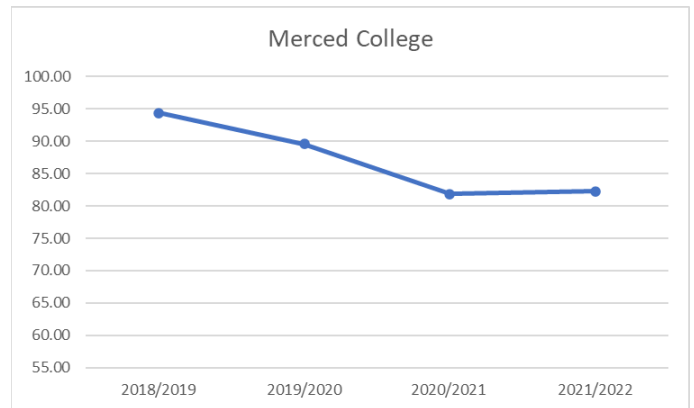
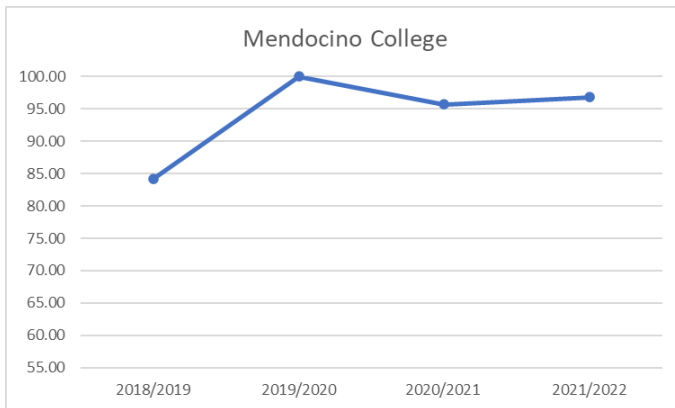
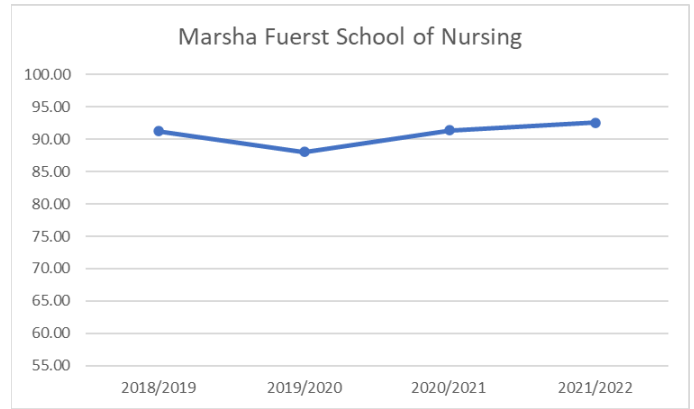
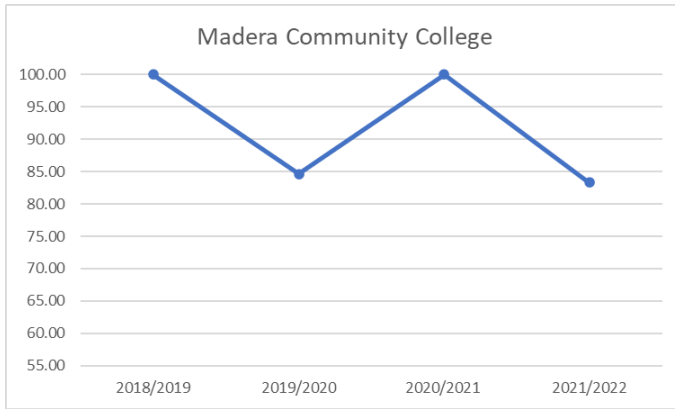


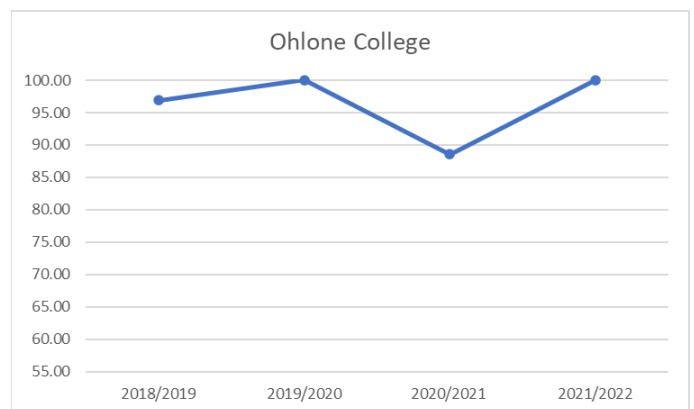
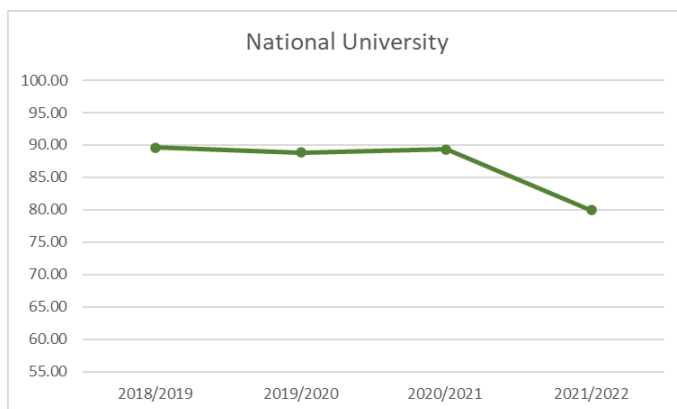
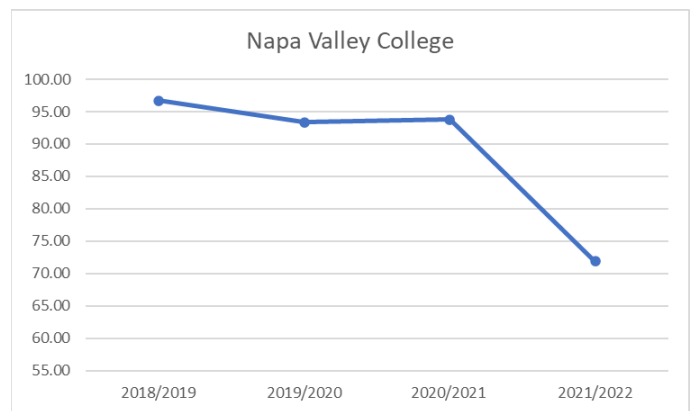
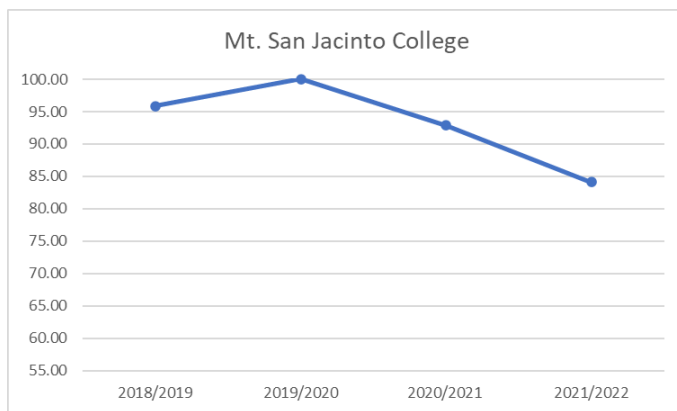
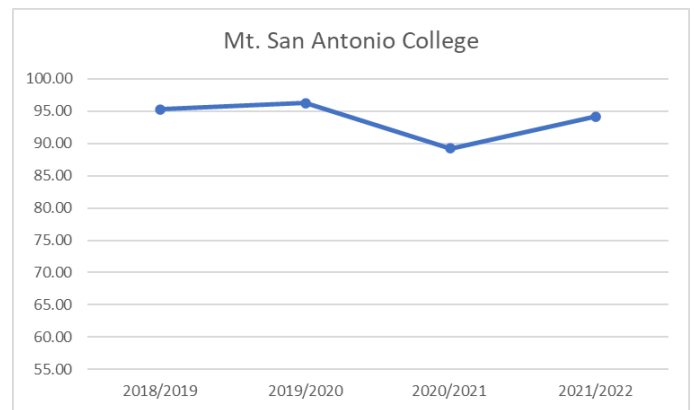
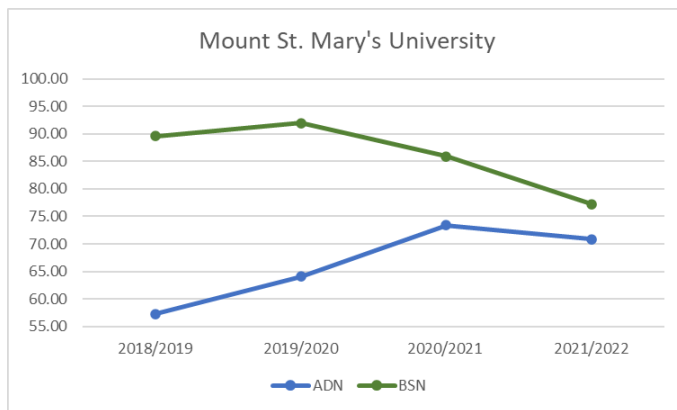
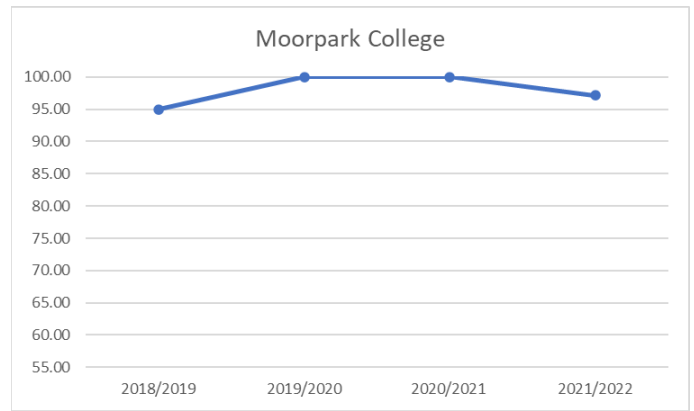
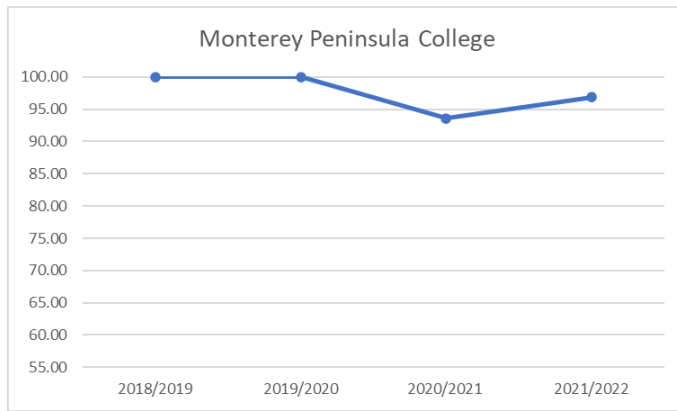


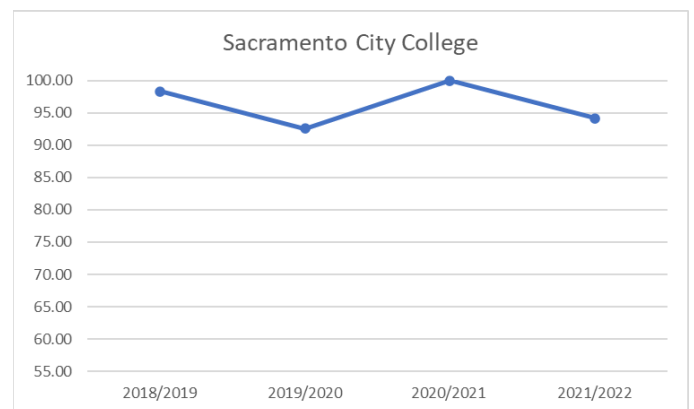
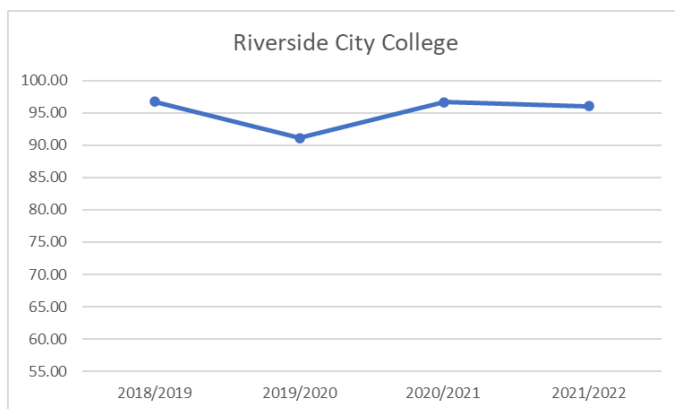
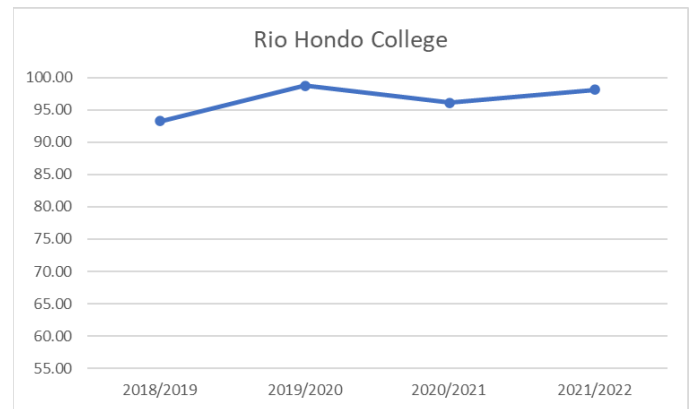
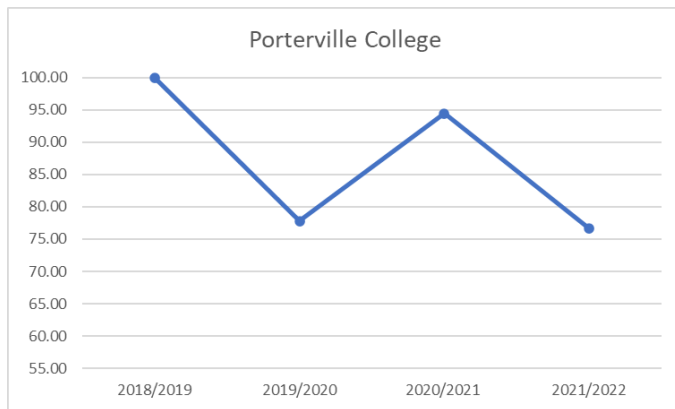
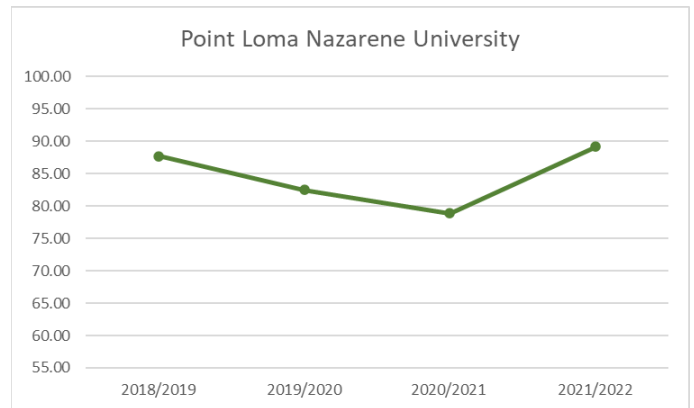
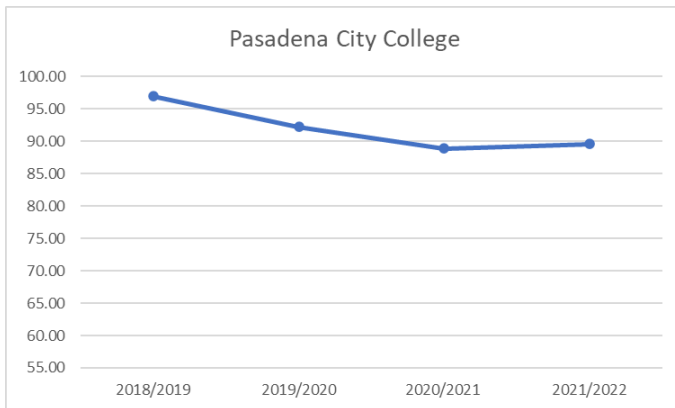
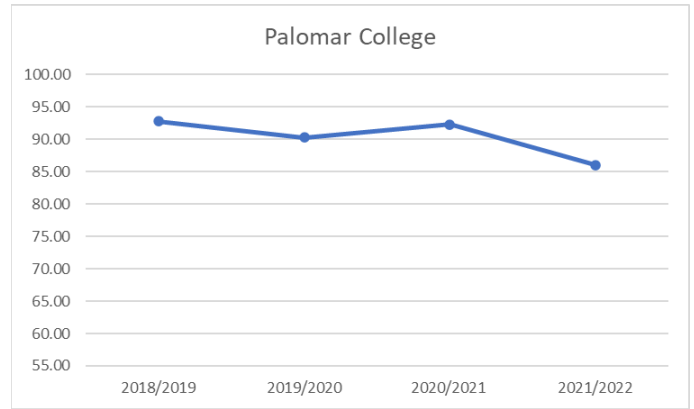
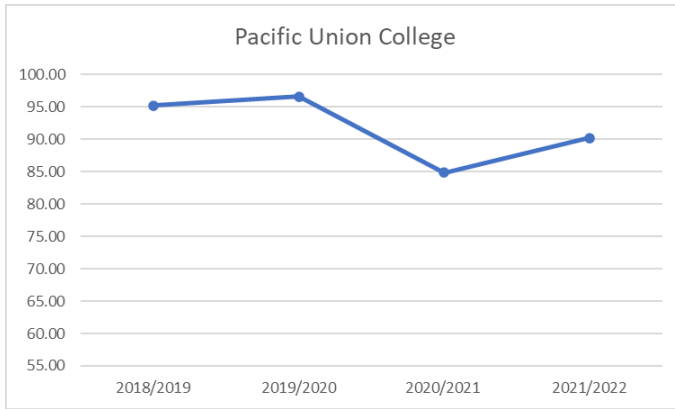


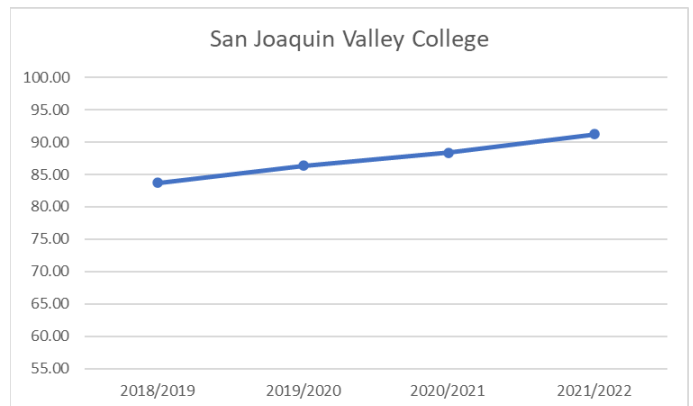
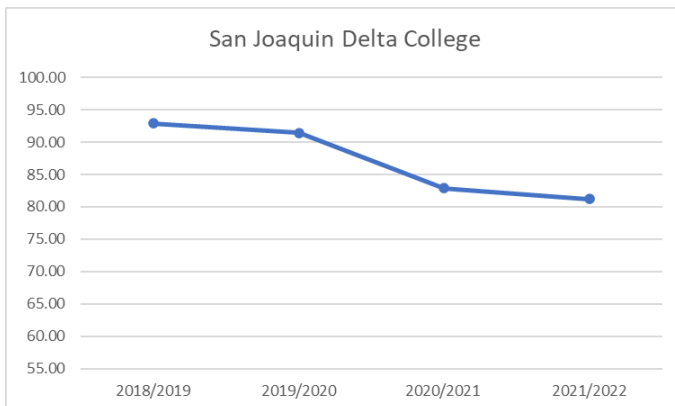
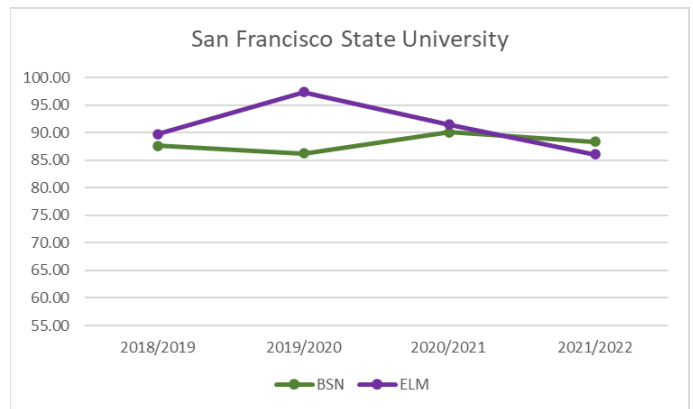
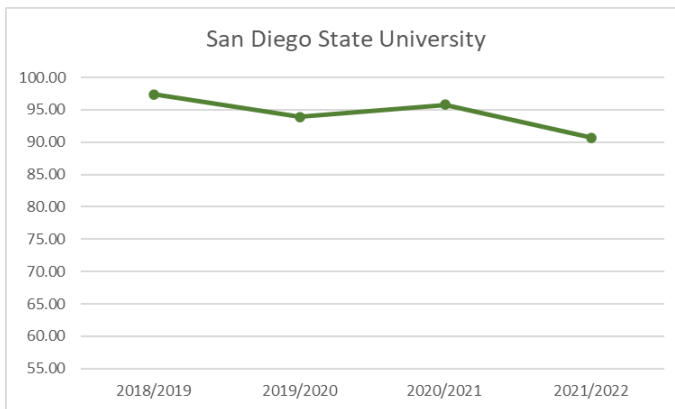
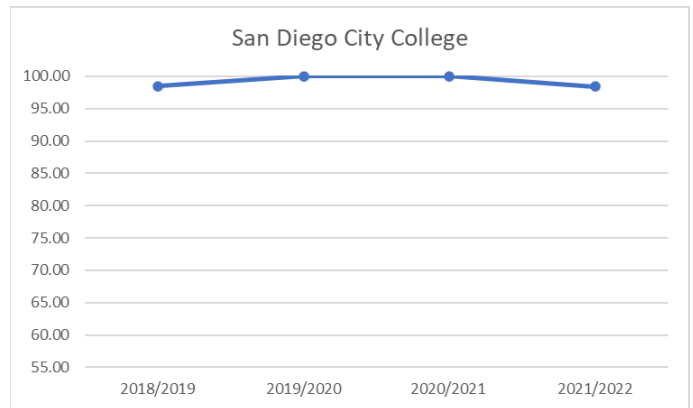
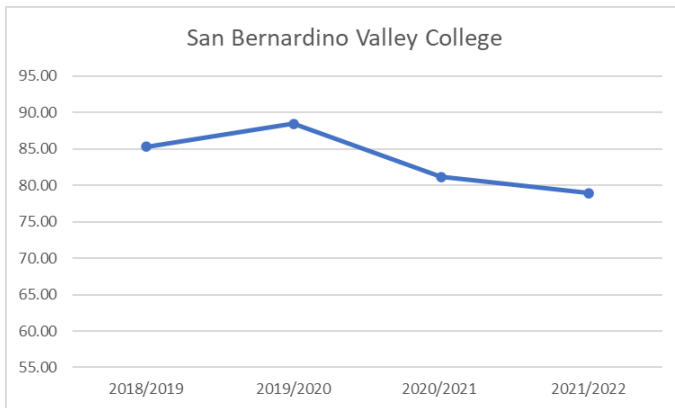
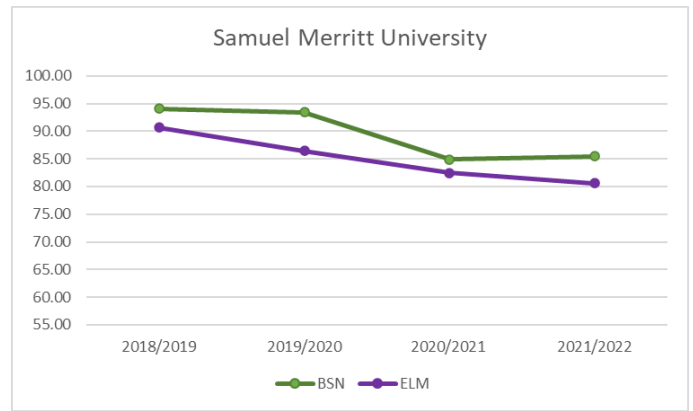
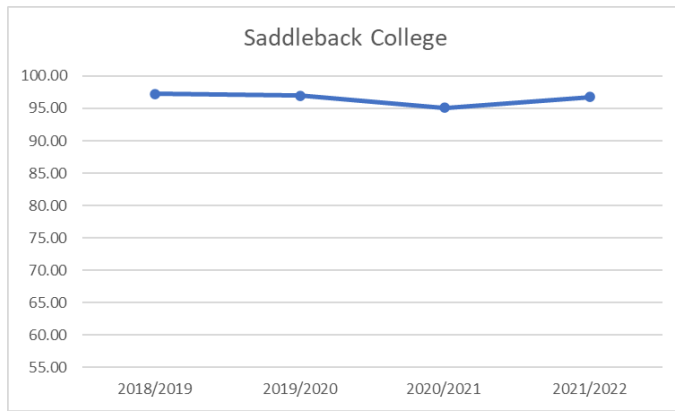


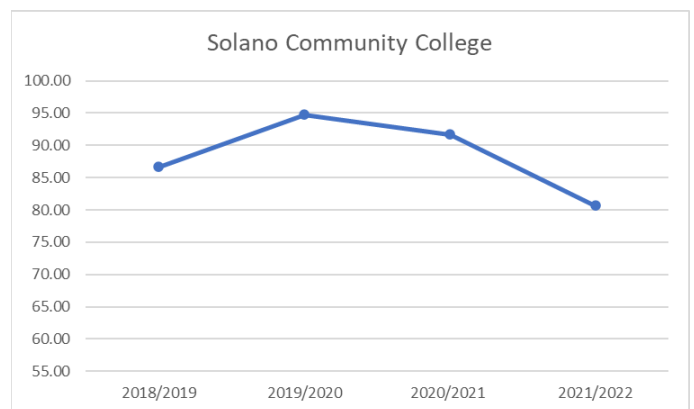
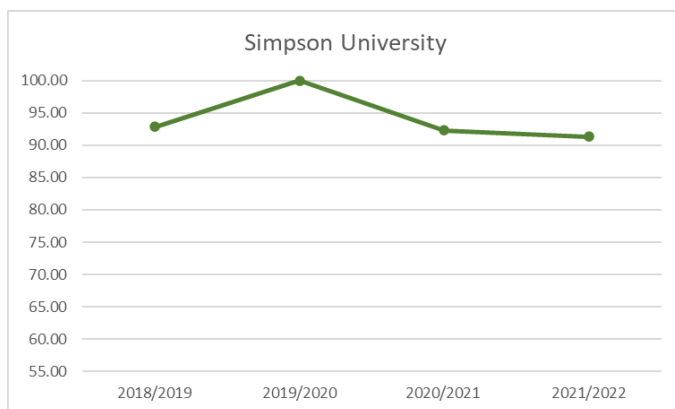
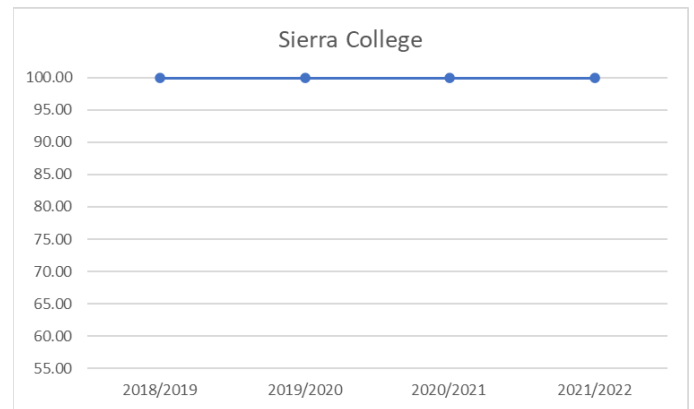
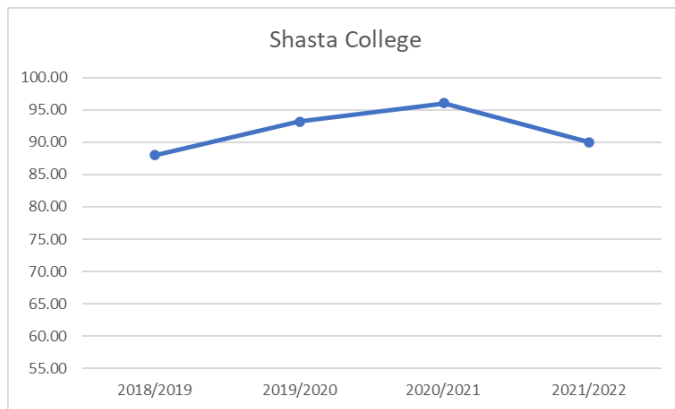
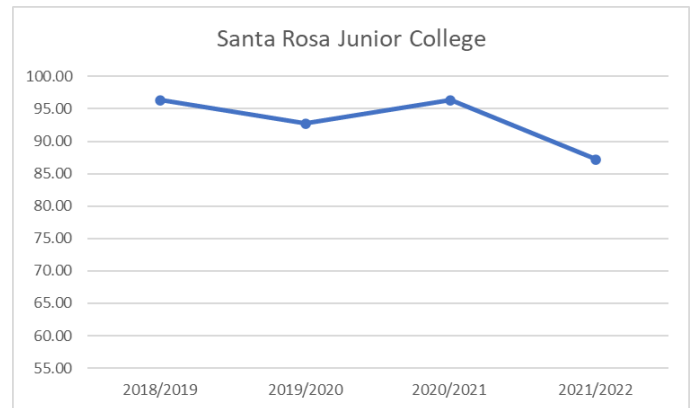
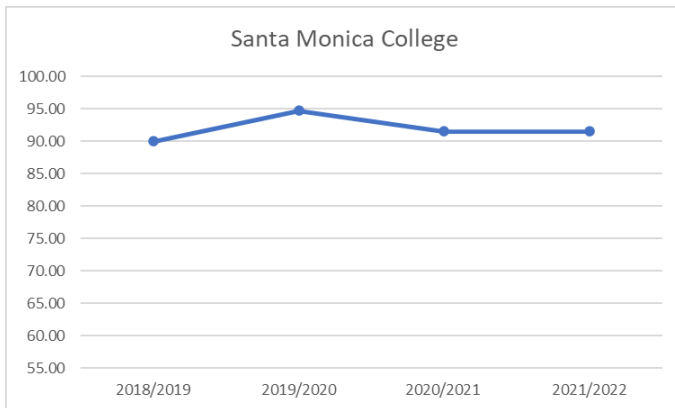
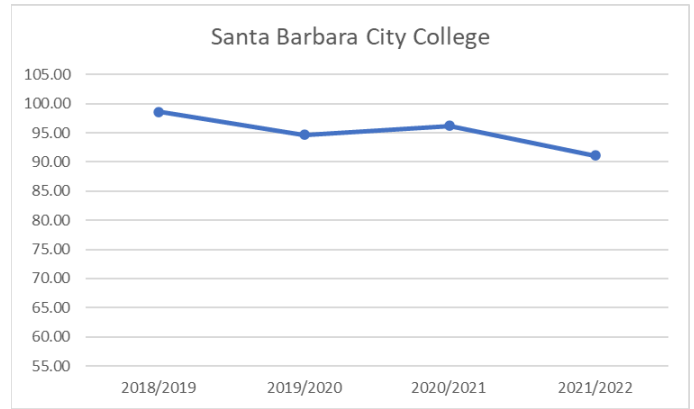
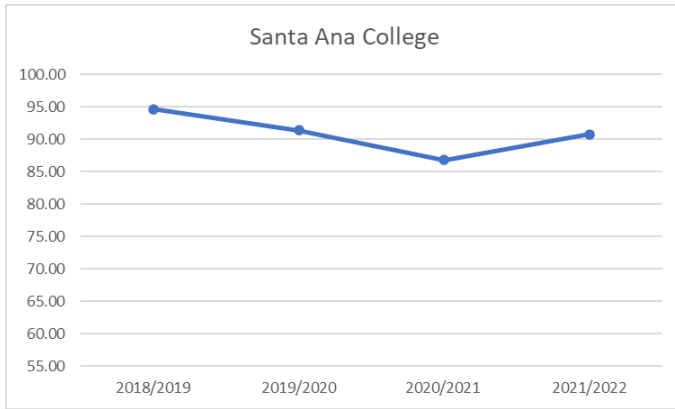


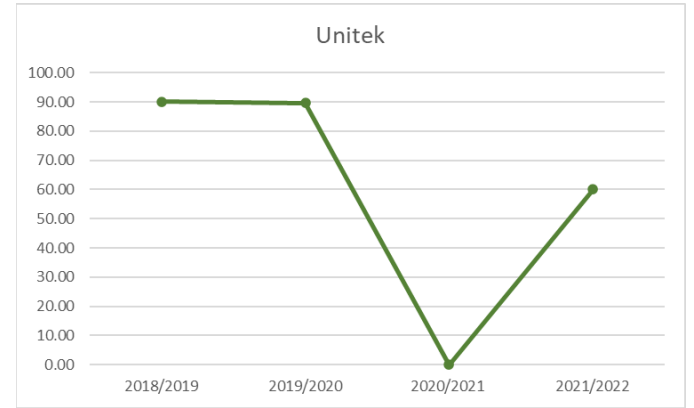
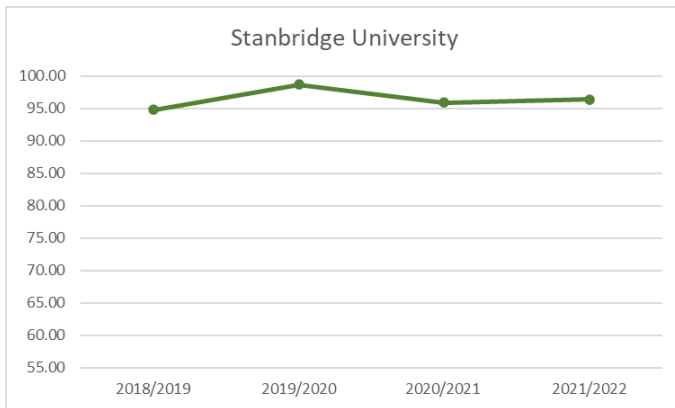
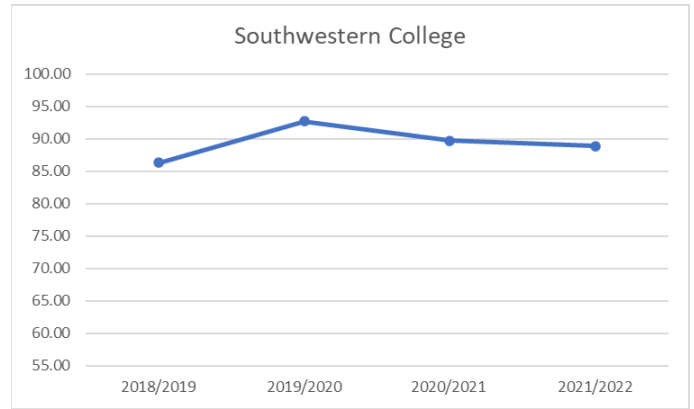
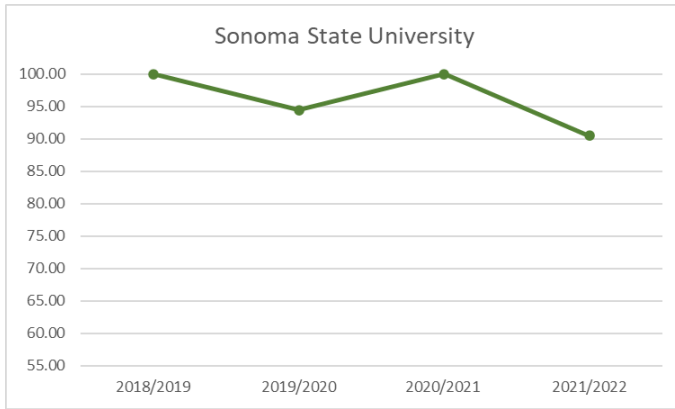












** 2020/2021 Unitek pass rate was zero percent (0%) thus the data range is different than other charts (0-100 rather than 55-100).

