

APNA Project Plan for Implementation of the Consensus Model for APRN Regulation: Licensure, Accreditation, Certification and Education**

Issue

APNA has endorsed the Consensus Model for APRN Regulation, which outlines a future plan for advanced practice nursing. The advantage of this model is that it will provide greater consistency in licensure, accreditation, certification and education. This consistency will benefit psychiatric mental health (PMH) nursing and ultimately, the people we serve. Since access to care continues to be a major issue in mental health, and the mental health needs of the public continue to change, PMH nursing must change to meet these needs more effectively. Access to quality care for all people with mental health needs is the underlying principle behind the implementation of the Consensus Model.

Although the Consensus Model presents PMH nursing with a great opportunity to envision the future of PMH advanced practice, moving the profession from the present to the future presents some challenges that are unique to PMH nursing and will need to be addressed as part of the process of implementation of the Model.

PMH needs/assets

Needs:

There are APNA members (and other PMH nurses) who need to be educated about (a) the Model and how it was developed, (b) the degree to which APNA was involved in the development of the Model, (c) the reasons why APNA endorsed the Model and, (d) the implications of the Model for PMH education and patient care.

Although the Consensus Model articulates PMH as a population and indicates that licensure, accreditation, certification and education will address the lifespan, the Model lacks a definition of “lifespan” and has not operationalized “lifespan.” Some of the questions that need to be addressed are:

- What is the definition of “lifespan?”
- What does it mean to educate students along the lifespan?
- How do we educate along the lifespan and maintain quality education and graduate qualified practitioners?
- How does the model of “lifespan” PMH education line up with current certification exams?

Since the Consensus Model is a model of future licensure, accreditation, certification and education, there is a gap between current PMH education, practice, certification and accreditation and the vision outlined in the Consensus Model. There needs to be a plan with recommendations for achieving the vision. Some of the questions that need to be addressed are:

- How do we address the future need for PMH nurses who are specialists in particular areas of PMH nursing (e.g. child, geropsych, substance abuse, or trauma)?

- What is meant by “specialty” for PMH nursing?
- What should be psychiatric mental health core content and core experiences for students in PMH advanced practice programs?
- If nurses are educated in a population and a role, how might a lifespan CNS program be operationalized?
- How do we ensure quality education and consistency in programs without making them “cookie-cutter” programs?

Given the current healthcare environment and the extent to which the population has unmet mental health needs, there is a need to ensure that graduates of advanced practice nurses are a significant member of the mental health workforce in the US. A major question that needs to be answered is:

- How do we ensure that the future vision of PMH education meets the current and changing needs of the population and the health care delivery system?

There are perceived and actual barriers to implementation of the Consensus Model that need to be addressed if implementation is going to be successful. Some of the questions that will need to be addressed are:

- What are current and potential barriers to implementation of the Model?
- What are the risks and benefits of implementation of this new model for PMH nursing practice and education?
- What would facilitate implementation of the Model?
- What is a realistic timeline for implementation of this model in PMH nursing?

Once the questions have been addressed and the task force has formulated recommendations for implementation of the Consensus Model, there may be a need for retooling nursing educators so that faculty criteria related to licensure, accreditation, certification and education can be met. If this is the case, there will need to be a national plan to articulate and address these faculty learning needs.

Assets:

PMH nursing has strong leadership within APNA, ISPN and IntNSA and a strong history in advanced practice nursing.

PMH nurses have a strong commitment to the future of PMH nursing.

Desired results

Goals	Objectives/activities	Responsible person/group	Target date	Status (as of 1.2.10)
To increase awareness and understanding of the Consensus Model	Present an educational webinar on the Consensus Model that will be taped and	Mary Johnson, Edna Hamera, Topsy Staten, with help from APNA	August 1, 2009	Webinar completed and archived on the APNA website

and LACE within PMH nursing.	<p>archived on the APNA website.</p> <p>Post the Consensus Model and FAQs on the APNA website, updating the FAQs as needed.</p>	<p>staff.</p> <p>APNA staff with input from the APNA Board and Edna Hamera</p>	<p>August 1, 2009</p>	<p>Consensus Model and FAQs are posted on the APNA website. FAQs currently being updated.</p>
<p>To develop greater consistency in licensure, accreditation, certification and education (LACE) within PMH nursing.</p>	<p>Appoint two Chairpersons for a task force to identify a plan for implementation of LACE within PMH nursing.</p> <p>Identify a Task Force Steering Committee that will represent APNA and ISPN</p>	<p>APNA Board with support from Nick Croce and APNA staff</p> <p>APNA Board, ISPN Board, Task Force Chairs, with support from Nick Croce and APNA staff.</p>	<p>October 1, 2009</p> <p>Original target date: November 1, 2010</p> <p>Target date revised to February 1, 2010</p>	<p>Barbara Drew and Pat Cunningham were appointed Co-chairs of the task force.</p> <p>The Co-chairs met with the Office of the President for APNA and Nick Croce to identify potential individuals for the Steering Committee. Five of the seats on the Steering Committee will be individuals who represent ISPN. Co-chairs have contacted proposed Steering Committee members have been identified and contacted.</p>
	Appoint other interested	Co-Chairs of task force	Target date revised	In process

	individuals and key stakeholders to the task force.	with support from the Steering Committee, APNA Board and APNA staff.	to March 1, 2010	
	Develop recommendations and a plan for implementation of LACE that will be endorsed by relevant stakeholders within and outside PMH nursing.	LACE Implementation Task Force	To be determined by the Co-chairs and Steering Committee	

Output

The output from the task force will be a paper (or series of papers) that will outline a vision and recommendations for the future of PMH licensure, accreditation, certification and education.

Influential factors

Other organizations are also developing plans for implementation of the Consensus Model. A major risk is that recommendations within and outside PMH nursing will be inconsistent. Another risk is that there will be conflicting voices within PMH nursing.

Assumptions

Before addressing the future, the task force will need to understand current PMH standards, requirements, and practices in relation to licensure, accreditation, certification and education.

Recommendations and an implementation plan will need to be consistent with current PMH Scope and Standards for Advanced Practice Nursing and will need to be sensitive to the history of the development of NP and CNS roles within PMH nursing.

Alignment with the Consensus Model will likely result in changes in one of more aspects of licensure, accreditation, certification and education.

Addressing the challenges and identifying a plan for implementation of the model can occur simultaneously.

**Modified from the W.K. Kellogg Foundation Logic Model Development Guide
<http://www.exinfm.com/training/pdfiles/logicModel.pdf>