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The Wright Tool Kit: QSEN Competency Integration in an On-line RN-to-BSN Program

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Colleges across the nation are working to transform nursing education and to integrate QSEN competencies into program curricula. This paper presentation is a Quality and Safety in Education of Nurses (QSEN) Pilot School contribution resulting in a tool kit developed specifically for faculty of on-line RN-to-BSN programs to integrate QSEN competencies across the curriculum. Strategies to implement system level thinking and to bridge academic-clinical practice gaps in order to promote quality and safety are addressed. An overarching model for this tool kit is The Wright Model for RN-to-BSN to Lead Change and Advance Safe Practice, focusing on the already licensed ADN/Diploma-prepared RN. It guides RNs to critically reason and apply QSEN concepts to practice. Curriculum change is accomplished using Deming's (1986) continuous and rapid cycle Plan, Do, Study and Act Model, an iterative process whereby specific questions are answered to guide curriculum change. Users are directed how to: (1) create a political path to successful QSEN integration, (2) develop faculty in terms of QSEN and on-line teaching competency, (3) facilitate administrative support of QSEN, and 4) collaborate with academic-clinical partners to deliver best and safe practice. A plethora of resources from landmark documents to publications describing best practices and success stories across the nation are provided for the reader's use. A timeline and step-by-step gap analysis offers curriculum crosswalks between feeder schools and practice settings and guiding documents, such as the American Association of Colleges of Nursing Baccalaureate Essentials and accreditation standards of the Commission on Collegiate Nursing Education and the National League for Nursing. The tool kit may help to identify small, moderate, or large gaps in a program curriculum. If a thriving program is producing QSEN-competent graduates, the tool kit can validate the curriculum is current. Where small to large gaps are identified, the tool kit provides strategies that faculty may adopt or adapt, as curriculum delivery is a dynamic, on-going process. Metrics for annual reporting and strategic planning are provided. Pearls of Wisdom are shared for those resistant to curriculum changes specific to QSEN integration.