

CNO *Best Practice* Checklist to Support Academic Progression

Future of Nursing Report & Academic Progression	Yes	No
Getting to a shared vision for organizational commitment:		
Activities held to discuss & promote IOM recommendations		
Senior Leadership discussions to support recommendations including HR dept.		
Organizational Board discussions & support of recommendations		
Discussions with foundation staff for support of nursing education		
Nursing leadership & staff discussions to support recommendations		
Recommendations included in strategic plan for nursing		
Nurses in organization participate in IOM activities at state or regional basis		
Getting to 80% BSN or higher:		
Have you assessed the educational readiness of your organization using a survey?		
Is assessment of educational status of nurses completed on all units?		
Is percent of BSN nurses at or above 43% (2012 Wisconsin level)?		
Is there a clearly articulated plan in place to achieve 80% by 2020? (i.e. Magnet Status)		
Does the plan include forecasting recruitment needs based on future retirements and other program/staffing needs?		
Do new hires have a clearly articulated timeframe to complete BSN?		
Does your organization collaborate with school(s) of nursing for BSN completion and/or BSN recruitment? Is there a push/pull strategy or partnerships in place?		
Does the organization accommodate on-site BSN completion classes?		
Are tuition reimbursement policies in place to support academic progression?		
Are additional scholarships available to support academic progression?		
Are flexible scheduling policies in place to support academic progression?		
Are on-site education fairs held to support academic progression?		
Are there residency programs in place to support transition to practice?		
Are preceptor programs in place to support a culture of academic learning?		
Are mentorship programs in place to support progression, retention?		
Do clinical ladder & career development program policies support academic progression?		
Does the annual report to board & senior leadership provide focus on achievement of educational outcomes? (i.e. BSN%)		
Do you provide recognition/celebration programs for degree completion?		
Other- Beyond the Baccalaureate		
Joint faculty positions		
Succession planning for advanced practice & leadership		
APRN Scope of Practice		
Leadership development opportunities		
Nurses on governing boards		
Diversity recruitment plan in place		
Access to doctoral programs		
Other:		