



Submit Certificate with Approved Provider Statement

As of January 1, 2021, every approved provider **MUST** be using the updated approved provider statement on all disclosures and certificates. If you have not already submitted, please email a template or sample certificate to be sure everything is current and accurate **on or before December 1, 2020**.

(Name of your approved provider unit) is approved as a provider of nursing continuing professional development by Montana Nurses Association, an accredited approver with distinction by the American Nurses Credentialing Center's Commission on Accreditation.

If you are approved with distinction, you have the option to use the following statement:

(Name of your approved provider unit) is approved with distinction as a provider of nursing continuing professional development by Montana Nurses Association, an accredited approver with distinction by the American Nurses Credentialing Center's Commission on Accreditation.

2021 Virtual Provider Unit Workshops

For the spring virtual provider workshops, we are planning on 2 virtual sessions with a practice exercise for you to complete on your own between sessions 1 and 2. Based on previous feedback, please see the dates/times below:

- Session 1-April 8, 1-3 (MST)
- Session 1-(repeat)-April 23, 1-3 (MST)
- Session 2-April 16, 1-3 (MST)
- Session 2-(repeat)-April 29, 1-3 (MST)

Please email Kristi (kristi@mtnurses.org) with any suggestions for areas of focus for the virtual workshop **on or before December 1, 2020**. And if your provider unit offered any particularly successful activities or learned any great concepts worth sharing, please be sure to let us know as well.

Click link to register: <https://mtnurses.wufoo.com/forms/2021-virtual-provider-workshop-registration/>

Proposed Changes to Montana Board of Nursing CE Rules

The Montana Nurses Association and its Council on Professional Development have submitted proposed changes to the MT Board of Nursing related to continuing education requirements for RNs, LPNs, and APRNs. The intent of the proposed changes is to expand the ways nurses can demonstrate continuing competence for license renewal beyond the traditional 24-contact hour requirement.

The purpose of all state boards of nursing is to protect the public. This occurs through regulation of prelicensure education programs, awarding licenses to those who pass the licensure examination, renewing licenses for qualified individuals, and administering disciplinary action for those who do not adhere to the state’s laws and rules related to safe practice. The license renewal process in most states requires attestation that the nurse has completed continuing education requirements or other evidence of maintenance of competency. Increasingly, states are looking at multiple ways nurses can demonstrate adherence to the rule requirements, as shown in this table.

**State Re-licensure/continuing competence requirements
Per state board of nursing web sites as of 2/16/20**

No requirements or practice - 11	Continuing education and/or academic credit only - 14	
<ul style="list-style-type: none"> • Colorado • Connecticut • Indiana • Maine • Mississippi • Missouri • New York • Oregon (practice hours) • South Dakota (practice hours) • Vermont (practice hours) • Wisconsin 	<ul style="list-style-type: none"> • Alabama • California • Illinois • Kansas • Massachusetts • Michigan • Minnesota 	<ul style="list-style-type: none"> • Montana • Nevada • New Jersey • Ohio • Pennsylvania • Rhode Island • West Virginia
<p align="center">Multiple options, including but not limited to CE/academic credit, certification, presentations, publications, research/QI/EBP projects, refresher courses - 26</p>		
<ul style="list-style-type: none"> • Alaska • Arizona • Arkansas • Delaware • Florida • Georgia • Hawaii • Idaho • Iowa 	<ul style="list-style-type: none"> • Kentucky • Louisiana • Maryland • Nebraska • New Hampshire • New Mexico • North Carolina • North Dakota 	<ul style="list-style-type: none"> • Oklahoma • South Carolina • Tennessee • Texas • Utah • Virginia • Washington • Wyoming • District of Columbia

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Based on this information, the proposal the MT Board of Nursing is now considering includes the following key components:

1. In addition to continuing education, licensees can also provide evidence of professional development through
 - a. Engaging in a professional development accreditation program's outcome-based learning program
 - b. Achieving and/or maintaining certification in a specialty nursing practice area
 - c. Participating in quality improvement or research project in the place of employment
 - d. Publication and/or presentation of nursing and/or healthcare related evidence-based content in a professional development setting (e.g. conference, workshop, peer-reviewed journal)
 - e. Enrollment as a student in a post-licensure nursing or health-related educational program through an accredited college or university
2. Nurses would have the option of using the current 24 contact hour requirement or combining contact hours with one of the above items –
 - a. Completion of an outcome-based educational experience at a level of 3 or higher (ability to apply knowledge and skill), or
 - b. Attaining and/or maintaining certification, or
 - c. 12 contact hours plus evidence from the employer of having participated in at least one quality improvement or research project, or
 - d. 12 contact hours plus evidence of at least one publication or presentation of nursing and/or health related evidence-based content, or
 - e. Earn post-licensure academic credit with 1 semester credit = 15 contact hours; one quarter credit = 12.5 contact hour (this is consistent with current rule)
3. APRNs would still need 12 contact hours of CE in pharmacotherapeutic contact hours

These changes were introduced to board leadership in late summer of 2018. In 2019, the full board agreed to explore the concept and established a task force to complete this work. The task force has met and decided to make a recommendation for adoption of most of the above changes. Unfortunately, COVID-19 has caused the board to pause all agenda items except those that are absolutely necessary. We are hoping that, as soon as possible, this proposal will be approved by the board. At that point, there will be an opportunity for public comment before rules are finalized, so all Montana RNs will have the opportunity to provide input. We will let you know when that public comment window opens and will appreciate your support! For those of you who are approved providers in most of our other states, you already have these options. If any of you have questions, please let Kristi know.

Reflections... and Aspirations

As I approach retirement, I have a unique opportunity to reflect on my journey as a registered nurse and consider aspirations for the future – both for you and for me.

Some of my key “aha” moments in nursing:

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1. Learning to say “yes”. Many opportunities have come my way because I was willing to get involved. This relates to my work with boards of nursing, professional associations, professional publication editors, and accreditation bodies. None of these connections were essential to my career path, but each has enhanced my knowledge, skill, and ability in ways I never could have anticipated. These include the opportunity to travel domestically and internationally, to share my passion for professional development in publications and presentations, and to facilitate updates to board of nursing rules that promote safe nursing practice. Two of the greatest milestones in my career, receiving the ANCC President’s Award and being inducted as a fellow in the American Academy of Nursing, were significantly influenced by my engagement and commitment to the profession.
2. Learning to say “no”. Making purposeful decisions and being comfortable in saying “no” if an opportunity was not right, or timing was not right, helped me prioritize my time, energy, and effort. Maintaining the balance between “work” and the rest of my life has been critical to my ability to be effective in my many personal and professional roles. It is important to learn to say “no” respectfully, but not to offer “excuses”. I’ve learned to be ok with saying “no” to most everyone except my dachshunds 😊
3. Not being satisfied with “no” when “yes” is an option. Keep trying! Two key examples support this perspective. When I wanted to incorporate a nursing business, I was told that the state’s revised code did not allow nurses to form corporations. My response – how do I change the revised code? This has led to lengthy experience in creating innovation and change as well as how and with whom to advocate for the greatest possible benefit. The other experience was when my doctoral program advisor told me that I could not conduct my research with a focus on quality improvement methodology to measure processes and outcomes of continuing nursing education because “we don’t use quality improvement in health care”. I did not realize at the time how prescient I was to push for the ability to follow my plan and my passion. With today’s focus on outcomes in care, as well in professional development, having that knowledge background and research data proved to be fundamental to my ongoing professional role and has resulted in significant measurable changes in how professional development is valued in today’s healthcare system.
4. Learning diplomacy and tact. Early in my career (as a nursing student, no less!) I advocated for change in how faculty supported (or not) nursing students in difficult situations. My passion was strong, but my energy was misdirected. I learned to appreciate and respect “chain of command” for communication and advocacy while keeping the message strong as it moved through proper channels. I was successful in that effort and managed to avoid ending my nursing career before it even began!
5. Being “Gumby”! Remember that little flexible humanoid and his trusty horse, Pokey? Being flexible has been one of the most significant contributors to my many opportunities in nursing. Quite honestly, until about 5 years ago, I really didn’t know what I wanted to be when I “grew up”. I have had experiences in clinical nursing, clinical ethics, academia in undergraduate and

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graduate nursing programs, nursing continuing professional development, accreditation/credentialing, and as a nurse entrepreneur. Being flexible gave me the ability to explore new things, spread my wings, and discover the many creative and innovative ways nursing practice can occur.

6. Building networks. Getting to know people, finding mentors both within and outside of nursing, establishing relationships, and sharing ups and downs of daily life is key to both personal and professional success. I realized on this past birthday how special those connections are when I got e-greetings from colleagues around the country and from abroad. Human connections are incredibly valuable in helping us build our collective strength and wisdom.
7. Sharing the light. This is part of networking, but in a different way. Being a mentor in facilitating the professional growth of others has been one of the most rewarding parts of my work in the past several years. I am proud of my professional accomplishments, but even prouder to see the growth and development of others with whom I have had the privilege to interface. I once had the opportunity to watch the “passing of the torch” ceremony as the Olympic torch passed through my community and was struck by the sense of spirit, energy, and enthusiasm that was generated in that process. So, too, can each of us maintain the light of our own torch, and pass along our light to others.

Which brings me to aspirations! My agenda, at least for the next two years, includes serving on the executive committee and as a commissioner with the American Nurses Credentialing Center’s Commission on Accreditation for Nursing Continuing Professional Development, serving as a member of the accreditation review committee for the Joint Accreditation program, continuing my work on the editorial advisory board and as a peer reviewer for the Journal of Continuing Education in Nursing, working on the professional development associate project and other activities with the Association for Nursing Professional Development, and continuing as co-chair of the Ethics Advisory Committee for Community Based Services in a large Ohio-based healthcare system. (I guess I still don’t really know what “retirement” means!)

For each of you, my hope is that you will continue to learn, grow, and thrive in the field of nursing professional development, as well as in other aspects of your life, both personally and professionally. In NPDP, you have a unique and special opportunity to enhance the professional development of others and nurture them in achievement of their career goals. There’s a bounce-back effect to that – as you share your wisdom and expertise, you benefit from knowing others, sharing strategies to achieve success, and building your own professional portfolio.

It has been a privilege and a joy to work with each and every one of you over these past 9 years at MNA. If you would like to keep in touch, I would love that! My personal email is psd409@gmail.com. I especially appreciate the professional development team at MNA and have so benefited from our work together. Caroline is tireless in her commitment to quality and customer service and has become a strong resource for you, as well as for organizations throughout the U.S. and in Australia. Kristi has quickly, efficiently, and effectively assumed the role of Director of Professional Development, is actively engaged with fellow

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approver unit leaders around the country, and is well prepared to support you in your work. I know that the MNA program will continue to thrive with Kristi's leadership and the expertise of Caroline and our new nurse planner, Megan Hamilton, who will be joining the team in January.

Thank you again for wonderful and fulfilling experiences! I wish each of you well! Pam

References and Resources

Here are some references and resources that you might find helpful in your provider unit work. Please mail us if you have something you would like to share with your colleagues.

DeGarmo, S. (2020). Using ANCC Certification Renewal Criteria as a Roadmap for Career Development and Lifelong Learning, *Journal for Continuing Education in Nursing*, 51 (10), 444-446.
<https://doi.org/10.3928/00220124-20200914-02>

Kinlaw T. (2020). Escape to Create an Interactive and Engaging Learning Experience. *Journal for Continuing Education in Nursing*, 51(11) 493-495. <https://doi.org/10.3928/00220124-20201014-02>

NARS

Important note: Please be sure to have all activities entered and your attestation complete by January 15, 2021. If you have any trouble, please don't hesitate to reach out to MNA.

If you'd like to view our webinar with multiple options of entering data into NARS, view the recording at:
<https://youtu.be/fgrHxCHppO8>

Entering live courses you've recorded and posted in your LMS. If you've created a live webinar or in-person course, recorded that content, and posted it as an enduring activity for learners, these will be two separate entries in NARS. You'll have one entry for the live course (either as a "Course" if it was in-person or as an "Internet Live Course" if it was virtual) and enter the appropriate start/end date of that live activity. Then you'll enter an enduring activity (likely as a "Internet Activity Enduring Material") with the start date being the date it was posted as an enduring activity and the end date being the expiration date of the course. For the enduring course, report the number of learners who completed the course within the calendar year (ending 12/31/2020).

Have something you think would be a good topic for the NARS Corner? Email Kristi

National Professional Development Conference 2021

2021 ANPD Annual Convention **UPDATED** – August 3-6, 2021 – Chicago, IL ([Save the Date – download calendar appointment](#)): Aspire to Inclusivity Live & Virtual Conference

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Find self-study modules for nurse planners at:



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