

# Onward and Upward: Developing a Roadmap for Successful RN Curriculum Transformation

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## Abstract

### Background/Introduction

The new AACN Essentials have provided a catalyst for changing RN curricula. RN completion programs are tasked with making significant curricular changes to utilize a competency-based approach and updating curricula to reflect the new Essentials. Curricular revision for RN programs can be particularly challenging. While RN education is similar to prelicensure BSN education, RN education is also uniquely different, due to focusing upon a student population that has earned RN licensure and are currently employed.

### Purpose

The purpose of the presentation is to describe one program's successful integration of the new Essentials, and providing a sequential pathway of planning activities that can be easily replicated by other programs.

### Methods or Processes/Procedures

Our work is in alignment with the AACN's Essentials (2021) and Guiding Principles for Competency Based Education (2023) and Giddens' (2023) publication regarding the four spheres of care. We will demonstrate points of articulation between these references and our revised RN curriculum.

### Results

This presentation will describe how to use a professional development approach for the faculty team who is charged with designing and implementing new RN curricula, strategies for obtaining feedback data from stakeholders to provide direction for curricular development, and practical advice for integration of the new Essentials into RN curricula. Additionally, this presentation will provide suggestions for evaluation the success of a new competency-based curriculum and ideas for continuous quality improvement of curricula.

### Limitations

Curricular change is only limited by the team's ability to move in a new direction and embrace the change process. This presentation will share strategies for engaging faculty in this transformative RN curricular change process.

### Conclusions/Implications for Practice

Our roadmap for successful RN curricular transformation will serve to simplify the curricular change process and will serve as a useful guide for RN faculty who will lead curricular change in their respective programs.

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## Biography

Dr. Nichols is an Associate Professor and RN BS Program Director at Boise State University School of Nursing. She has been a nurse educator for over 30 years and is a nationally-recognized expert in RN education and online learning. She currently serves as the Director of the National RN Baccalaureate Faculty Forum (NRFF) and served on the NRFF committee that developed the 2022 NRFF Position Statement on Incorporating the Essentials into RN Programs. She enjoys the exploring the challenges presented by the curriculum review and revision process and finding win-win solutions for RN curricular issues.

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