



Program Review Quality Assurance Plan

Quality Assurance Plan for: Graduate Nurse Internationally Educated Certificate

Date submitted to SSCPR: October 2016

Date Self-Study Report approved by SSCPR: November 2016

Date of External Review: February 20, 2017

SUMMARY

Summarize what the program has determined - through evidence - about program quality (e.g. strengths, challenges, opportunities for improvement, potential threats, etc.)

The Graduate Nurse Internationally Educated (GNIE) program is a unique certificate program which prepares IEN's to successfully practice professional nursing in Canada. By completing the KPU Program Review process, the GNIE faculty have been given an opportunity to reflect on the many strengths of the program and to evaluate areas to strengthen. The external review team was able to validate the written report and support the recommendations identified by the faculty. This quality assurance plan is a blueprint outlining how the GNIE faculty plan to move forward on the recommendations made. Based on the review, the Graduate Nurse Internationally Educated (GNIE) Program recognizes the significance of the recommendations that have been suggested by the review team. In particular, the necessity of continuing to incorporate evidence based practice into the curriculum in order to ensure that our curriculum remains current. We honor the needs of our students and work hard to provide our students with the available resources to support their learning. It is within our philosophy that our program is aligned with the KPU strategic academic plan. Our goal is to continue to evaluate our program to ensure that our program represents current practice. We have committed to engaging in research by utilizing the expertise of our faculty. Our goal is to analyze our research findings and initiate any changes necessary, as well as validate current practices and curriculum. We recognize that these recommendations are necessary to sustain a program that reflects current nursing practice and that meets the overall needs of our students

QUALITY ASSURANCE GOALS

List the program's Quality Assurance Goals (broad statements about what the program intends to accomplish to ensure program quality). Identify the Recommendation(s) – drawn from the Self-Study Report and External Review Report - each Goal addresses. Provide a brief Rationale for each Goal (see the Quality Assurance Plan Guidelines for instructions). Add or remove rows as necessary.

GOAL 1: The GNIE program will continue to deliver current and relevant curriculum to ensure IENs are prepared to enter the Canadian nursing workforce

RATIONALE FOR THIS GOAL: To ensure graduates of the GNIE program are competent and confident graduate nurses

Recommendation(s) this Goal Addresses	Report (page number)
To ensure the GNIE program remains current and relevant by integrating new evidence into practice. To continue to build IPAC membership. To collaborate with IAP to update the GNIE Program discipline/sector survey annually. To revise the GNIE Program philosophy to ensure alignment with the KPU and FoH Academic and Strategic Plans	Self-Study Report pg 21 and 35

GOAL 2: Students in the GNIE Program will understand the resources available to them during their time at KPU and how to access these resources.

RATIONALE FOR THIS GOAL: To provide GNIE students with an understanding of the resources and supports available to them at KPU.

Recommendation(s) this Goal Addresses	Report (page number)
It is recommended that an orientation for new GNIE students be organized.	Self-Study Report pg 21

GOAL 3: GNIE faculty will begin to develop research related to the education and integration of IENs in Canada

RATIONALE FOR THIS GOAL: To build knowledge related to the teaching and learning of IENs.

Recommendation(s) this Goal Addresses	Report (page number)
The GNIE faculty are experts in the education of IENs. It is recommended that faculty begin to explore possible research ideas related to teaching and learning of IENs	Self-Study Report pg 33

RECOMMENDATIONS THE QUALITY ASSURANCE PLAN DOES NOT ADDRESS

List the Recommendations from the Self-Study and External Review this Plan does not address. Provide a brief explanation why these Recommendations cannot be addressed. Add or remove rows as necessary.

Recommendations	Report (page number)	Explanation
To develop a "Pre-GNIE" program	Self-Study Report Page 13	A Nurse Ready Course has been developed by Professional Studies –Health. This course will fit the needs of IENs who have completed or will be completing their CRNBC competency assessment and require education to close some gaps in their level of competency prior to entering the GNIE program

QUALITY ASSURANCE FIVE-YEAR ACTION PLAN

Describe the Quality Assurance Strategies (specific plans of action) the program must achieve to attain its Goal over the next five year. Detail the steps the program will take to achieve each Strategy.

MONTH/YEAR WHEN THE FIVE-YEAR ACTION PLAN BEGINS: September 2017

STRATEGY 1: To review and update program curriculum as needed based on current practice

GOAL(S) THIS STRATEGY SUPPORTS: The GNIE program will continue to deliver current and relevant curriculum to ensure IENs are prepared to enter the Canadian nursing workforce

RATIONALE FOR THIS STRATEGY: To ensure graduates of the GNIE program are competent and confident graduate nurses.

Steps(s) Required to Achieve this Objective	To be Led by	To Begin on (M/YY)	To be Completed By (M/YY)	Notes
The GNIE program coordinator and program evaluation committee chair will work with IAP to revise the discipline/sector survey annually as necessary	Program Coordinator	Aug 2017	Sept 2018	This will occur annually
The GNIE evaluation committee will review and report back the key findings from the discipline sector survey to the GNIE faculty including curriculum committee members	Evaluation Chair	Nov 2017	Feb 2018	This will occur annually
A working group from the GNIE faculty will continue working to revise the program philosophy to ensure alignment with the KPU and FoH Academic and Strategic Plans	Program Coordinator	Sept 2017	July 2018	This will occur annually
GNIE faculty will inform nursing practice experts within the health authorities of the GNIE IPAC and inquire into possible participation	Program Coordinator	Sept 2017	Sept 2018	This will occur annually
GNIE program coordinator will reach out to GNIE Alumni and invite their participation in IPAC	Program Coordinator	Sept 2017	Sept 2018	This will occur annually
GNIE curriculum members will meet annually to review and update course curriculum as appropriate.	Curriculum Chair	Sept 2017	Sept 2018	This is also done each term as instructors are continually revising their courses with the intent to remain current.

Resource Implications (if applicable)
What are the resources required to achieve this Strategy? Faculty will use their PD time and accountable time
When are these resources required? September 2017
What Faculty and/or Institutional support is required? <i>Click here to enter text.</i>

STRATEGY 2: Organize a thorough orientation of KPU resources for students during the first month of the GNIE program

GOAL(S) THIS STRATEGY SUPPORTS: Students in the GNIE Program will understand the resources available to them during their time at KPU and how to access these resources.

RATIONALE FOR THIS STRATEGY: To provide GNIE students with an understanding of the resources and supports available to them at KPU.

Step(s) Required to Achieve this Objective	To be Led by	To Begin on (M/YY)	To be Completed By (M/YY)	Notes
Schedule an orientation day within the first month of semester one	Program Coordinator	Sept 2017	Feb 2018	This will occur twice a year in September and January. It will continue annually.
Invite representatives from Library, Learning Centre, Financial Awards , Counseling services and KSA to participate and provide tours of their areas if applicable	Program Coordinator	Sept 2017	Feb 2018	This will occur twice a year in September and January. It will continue annually.
Invite faculty teaching in clinical to attend	Program Coordinator	Sept 2017	Feb 2018	Clinical faculty attend the orientation which allows students to meet their clinical instructor and ask questions. This will continue to occur twice a year annually.

Resource Implications (if applicable)
What are the resources required to achieve this Strategy? Representatives from various student services need the time in their schedule to attend orientation. A classroom will be necessary for the orientation.
When are these resources required? September 2017
What Faculty and/or Institutional support is required? Support from various student service areas such as the library, Learning Center, Financial Awards, Counseling

STRATEGY 3: GNIE faculty will identify a potential research question related to teaching and learning of IENs

GOAL(S) THIS STRATEGY SUPPORTS: GNIE faculty will begin to explore possible research ideas related to teaching and learning of IENs in BC

RATIONALE FOR THIS STRATEGY: To build knowledge related to the teaching and learning of IENs.

Step(s) Required to Achieve this Goal/Objective	To be Led by	To Begin on (M/YY)	To be Completed By (M/YY)	Notes
Form a faculty working group and explore ideas for research topics	Evaluation Committee Chair	Jan 2018	March 2018	Ensure faculty are committed long-term
Narrow research topics and develop at least on research question/hypothesis	Evaluation Committee Chair	March 2018	May 2018	
Present research question/hypothesis to the FoH Research and Scholarship committee	Evaluation Committee Chair	May 2018	June 2018	Ensure we are added to the May or June agenda for this committee
Working group to connect with Stephanie Chu to explore possible avenues for funding	Evaluation Committee Chair	June 2018	Sept 2018	

Resource Implications (if applicable)
What are the resources required to achieve this Strategy? Faculty to use PD and accountable time
When are these resources required? September 2018
What Faculty and/or Institutional support is required? Support from GNIE faculty, Evaluation Committee, FoH Research and Scholarship Committee Administration

STRATEGY 4: GNIE faculty will take the identified research question(s) and conduct an appropriate level and type of inquiry

GOAL(S) THIS STRATEGY SUPPORTS: GNIE faculty will conduct research related to teaching and learning of IENs in BC

RATIONALE FOR THIS STRATEGY: To build knowledge related to the teaching and learning of IENs.

Action(s) Required to Achieve this Goal/Objective	To be Led by	To Begin on (M/YY)	To be Completed By (M/YY)	Notes
Establish a commitment from faculty who will participate in the research – Research Team	Program Coordinator	Sept 2018	Oct 2018	Ideas have been circulating regarding research topics. One particular topic involves the correlation between assessment results and student success
Establish lead(s) for the research project	Research Team	Sept 2018	Oct 2018	Consider having younger faculty as lead and more experienced faculty as mentors and support
Complete a literature review	Research Team	Nov 2018	Dec 2018	Will meet with librarian for support
Determine methodology to be used	Research Team	Jan 2019	March 2019	
Connect with KPU Office of Research and Scholarship	Research Team	Jan 2019	March 2019	
Write the research proposal	Research Team	March 2019	June 2019	Will identify one or two individuals from FoH Research and Scholarship committee who would be willing to support this.
Apply for research funding	Research Lead(s)	June 2019	Sept 2019	Work with Stephanie Chu and KPU Office of Research and Scholarship to accomplish
Conduct research	Research Team	Sept 2019	Sept 2020	

Resource Implications (if applicable)
What are the resources required to achieve this Strategy? Faculty will use PD and accountable time. Will connect with the Office of Research and scholarship for guidance and support. Will also connect with FoH Research and Scholarship Committee as needed. Library resources for literature review will be required.
When are these resources required? September 2018
What Faculty and/or Institutional support is required? Support from GNIE faculty, FoH Research and Scholarship Committee, KPU Office of Research and Scholarship

STRATEGY 5: Disseminate findings related to research question/hypothesis

GOAL(S) THIS OBJECTIVE SUPPORTS: GNIE faculty will conduct research related to teaching and learning of IENs in BC

RATIONALE FOR THIS OBJECTIVE: To share knowledge related to the teaching and learning of IENs.

Action(s) Required to Achieve this Goal/Objective	To be Led by	To Begin on (M/YY)	To be Completed By (M/YY)	Notes
Plan to disseminate research findings with others in BC who educate/employ IENs	Research Lead/Program Coordinator	Sept 2020	Dec 2020	Share research findings with other IEN educators in BC
Plan to disseminate research findings nationally through the National IEN Conference	Research Lead/Program Coordinator	Jan 2021	Sept 2021	Faculty to present findings at Partners in Education and Integration of IENs National Conference Spring of 2021

PLAN APPROVED BY:

Dr. Salvador Ferreras

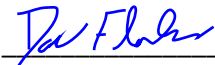
Provost's Name

Dr. David Florkowski

Dean's Name



Provost's Signature



Dean's Signature

September 6, 2017

Date

September 6, 2017

Date