September 15, 2025

Secretary Adam Proffitt
Director of the Budget
Division of the Budget
900 SW Jackson, Suite 504N
Landon State Office Building
Topeka, Ks. 66612

Dear Secretary Proffitt,

As Executive Administrator of the Kansas State Board of Nursing, I hereby submit for your consideration the budget document for Fiscal Years 2026 and 2027. It has been prepared in accordance with the instructions provided. To the best of my knowledge and belief, the information and explanation included in this budget request are correct and complete. A copy of the KSBN 2025-2028 strategic plan is included in this narrative.

My staff and I are prepared to provide any additional information which you or our budget analyst may require.

Sincerely,

Carol Moreland msn,ea

Carol Moreland, MSN, RN
Executive Administrator

Kansas State Board of Nursing
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Agency Mission
The mission of the Board of Nursing is to protect and promote the welfare of the people of Kansas.

Agency Vision
To uphold the highest standards and secure public trust.

Statutory History
The first Nurse Practice Act was passed in 1913 and has been amended several times. An amendment in 1978 provided for the registration of Advanced Registered Nurse Practitioners. KSA 65-1113, as amended, provides statutory authority for the regulation of the nursing profession. The law governing the regulation of mental health technicians (KSA 65-4201) was originally passed in 1973. Registered Nurse Anesthetist must be authorized to practice nurse anesthesia as established by KSA 65-1154 in 1986. KAR 60-11-104a as amended in 1999 has given Advance Practice Registered Nurses statutory authority to prescribe controlled medications. The membership and duties of the Board of Nursing are provided in KSA 74-1106, as amended. In April 2018 the Legislature passed HB 2496 which allows Kansas to join the Nurse Licensure Compact (NLC) and issue multi-state RN and LPN licenses. A multi-state license would allow an RN or LPN to practice in all states that are part of the NLC. This was implemented on July 1, 2019. S Sub for HB 2279 was passed by the Legislature in 2022 session that includes changes to Advanced Practice Registered Nurse's practice and licensure requirements. In 2025 Legislative session Sub for Senate Bill 67 amended K.S.A. 65-1158 to include prescriptive authority to the scope of practice for Registered Nurse Anesthetists in Kansas.

Agency Goals for FY 2026:

1. Develop strategic plan for 2025 – 2028

2. Implement pay ranges for staff to aid in retention and recruiting competency

3. Continuing evaluation of information technology usage and cybersecurity of agency

4. Continue to develop succession plans for Board Officers and leadership positions in the agency

Agency Goals for FY 2027:

1. Continue to evaluate information technology usage and cybersecurity of agency

2. Continue to monitor financial stability of the agency

3. Continue to evaluate performance outcomes that match strategic plan

Program Goals and Performance Measures

Licensure:

1. Provide licenses and license renewals to eligible practical nurses, registered nurses, advanced practice registered nurses, registered nurse anesthetists, and mental health technicians
2. Issue a license to practice or authorization to practice within 3 business days after receipt of all required information 95% of the time
3. Enter information into the licensing software with 95% accuracy.

Performance measures for Licensure: 95% of licensure applications will be processed within 3 business days after receipt of all required information and entered accurately into the licensing database

Measure	FY21 (Actual)	FY 22 (Actual)	FY 23 (Actual)	FY 24 (Actual)	FY 25 (Actual)	FY 26 (Estimate)	FY 27 (Estimate)
Percentage of renewal licensure applications processed within 3 business days after receipt of required information (*new for FY18*)	100%	100%	100%	100%	100%	95%	95%

Percentage of initial through examination licensure applications processed within 3 business days after receipt of required information *(new for FY18)*	99.8%	99.8%	100%	100%	99%	95%	95%
Percentage of reinstatement licensure applications processed within 3 business days after receipt of required information *(new for FY18)*	100%	100%	100%	100%	100%	95%	95%
Percentage of endorsement licensure applications processed within 3 business days after receipt of required information *(new for FY18)*	100%	99.8%	100%	100%`	95%	95%	95%
Percentage of advanced practice licensure applications processed within 3 business days after receipt of required information *(new for FY18)*	100%	100%	100%	100%	100%	95%	95%
Percentage of licensure application information entered accurately into licensing software	99.9%	99.9%	100%	99.9%	99%	95%	95%

Education:

1. Review and approve continuing education providers and programs that meet the Board's rules and regulations
2. Oversee the nursing programs, which includes surveying each nursing program once every 5-10 years
3. Receive an annual report from each nursing program by June 30, 2025 (as per regulation)
4. Receive an annual report from each continuing education provider by July 31, 2025 (as per regulation)

5. Ensure continuing nursing provider submit five-year renewals as per schedule
6. Review single nursing continuing education provider applications within 2 weeks of date received in the agency

Performance measures for Education:
- 100% of the nursing programs will be surveyed as per schedule
- 100% of the nursing programs will submit an annual report
- 80% of long-term continuing nursing education providers submit an annual report
- 80% of long-term continuing nursing education providers submit five-year renewals as per schedule
- 80% of single nursing continuing education provider applications are reviewed within 2 weeks of the date received in agency

Measure	FY21 (Actual)	FY 22 (Actual)	FY 23 (Actual)	FY 24 (Actual)	FY 25 (Actual)	FY 26 (Estimate)	FY 27 (Estimate)
Percentage of nursing programs surveyed per schedule	87.5% (*see note below*)	94%	100%	100%	100%	95%	95%
Percentage of nursing programs submitting an annual report as per regulation	100%	97%	100%	100%	100%	100%	100%

Note:
FY 21: A survey from one nursing program was delayed per the Board's request to gather more information to aid in decision making.

Measure	FY21 (Actual)	FY 22 (Actual)	FY 23 (Actual)	FY 24 (Actual)	FY 25 (Actual)	FY 26 (Estimate)	FY 27 (Estimate)
Percentage of long-term continuing nursing education providers submitting an annual report as per regulation	92%	79.5%	84%	81%	83%	80%	80%

Percentage of long-term continuing nursing education providers submitting five-year renewals as per schedule *(new for FY19 & unable to gather data as there was not a consistent five-year renewal schedule the agency and providers were following – this has been resolved)*	100%	85%	87%	85%	88%	80%	80%
Percentage of applications for single nursing continuing education providers reviewed within 2 weeks of receiving *(new for FY19)*	100%	100%	100%	100%	100%	90%	90%

Investigative:

1. Review of complaints received in the agency for possible violations of the Nurse Practice Act and assign a priority within 2 weeks of date received
2. Review applications with legal history before license is granted
3. Investigate possible violations of the Nurse Practice Act in a timely manner and present them to the Board

Performance measures for Investigative:
- Professional staff will review 90% of complaints received in agency within 2 weeks of the date received in agency
- 60% of investigations will be completed within 9 months of opening the case
- Number of unlicensed individuals practicing nursing will decrease

Measure	FY21 (Actual)	FY 22 (Actual)	FY 23 (Actual)	FY 24 (Actual)	FY 25 (Actual)	FY 26 (Estimate)	FY 27 (Estimate)
Number of complaints received in agency and reviewed by Professional Staff *(new for FY 20)*	419	513	641	766	714	750	775
Cases opened related to drug diversion, impairment *(new for FY 25)*		137	165	112	101	115	125
Cases opened related to abuse allegations *(new for FY 25)*		15	29	49	48	50	55
Percentage of complaints received are sworn *(new for FY 25)*		25%	20%	20%	21%	22%	25%
Number of applications with legal history reviewed	1908	1,902	1,548	1,368	1,607	1,650	1,700
Percentage of complaints received in the agency that are reviewed by Professional Staff within 2 weeks of date received	7%	91.9%	95%	96%	74%	90%	90%
Number of investigations opened	597	715	690	638	458	500	525
Percentage of investigations completed within 9 months of opening the case (this timeline is being researched for national benchmarks and will be discussed with our Board)	29.2%	48%	53% *(below benchmark, but showing improvement)*	93%	89%	90%	90%
Number of nurses practicing without a current nursing license	44	121	48	100	85	75	75
Number of individuals presenting themselves as a nurse but no nursing license (imposter)	1	5	3	5	4	4	3

Number of CNE audits (*new for FY 25*)		18	50	69	56	50	55

Discipline:

1. Discipline licensees who violate the Nurse Practice Act via initial orders, consent orders, evidentiary hearings, denied licenses, revoked licenses, limited and/or suspended licenses or diversion agreements

Performance measures for Discipline:
- Licensees who violate the Nurse Practice Act are disciplined via initial orders, consent orders, evidentiary hearings, denied licenses, revoked licenses, limited and/or suspended licenses or diversion agreements

Measure	FY21 (Actual)	FY 22 (Actual)	FY 23 (Actual)	FY 24 (Actual)	FY 25 (Actual)	FY 26 (Estimate)	FY 27 (Estimate)
Number of initial orders, consent orders and evidentiary hearings (*new for FY20)*	29	18	14	24	104		
Number of summary preceding orders (*separated out starting with FY 26)*						60	60
Number of Consent Agreements and Final Orders (*separated out starting with FY 26)*						30	30
Number of Evidentiary Hearings (*separated out starting with FY 26)*						5	5
Number of denied licenses	6	10	3	10	7		
Number of applications denied						7	7
Number of Reinstatements denied from Revoked License						7	7

Number of revoked licenses	8	7	18	6	3	10	10
Number of limited and/or suspended licenses	27	31	18	13	28	35	35
Number of Diversion agreements	20	13	5	1	0	0	0
Total fines deposited in general fund for violations of Nurse Practice Act	$17,546	$2,000	$6,500	$3,900	$25,883	$26,000	$26,000

Note:

FY 21: The number of hearings were affected by COVID-19, which impacted the number of denied, revoked, limited and/or suspended licenses. We had an open position of one Disciplinary Counsel from July until November 2020, so that also impacted the number of disciplinary proceedings.

Board and Committee members:

1. Board and committee members are oriented to their roles and responsibilities

Performance measures for Objective 6:
- 100% of Board members and committee members are oriented to their roles and responsibilities

Measure	FY21 (Actual)	FY 22 (Actual)	FY 23 (Actual)	FY 24 (Actual)	FY 25 (Actual)	FY 26 (Estimate)	FY 27 (Estimate)
Percentage of new Board members oriented to their role and responsibilities	100%	No new Board members	100%	100%	100%	100%	100%
Percentage of new committee members oriented to their role and responsibilities	100%	100%	100%	100%	100%	100%	100%

Percentage of Board members who attend annual KOMA training	100%	100%	100%	100%	100%	100%	100%

Explanation of receipts estimates

The Board of Nursing receives revenues from four resources:
1. Clerical services and issuing certificates (verifications, name changes, etc.)
2. Other Services (continuing nurse education annual fees and nursing programs annual fees)
3. License Personal Services (Licensure fees for initial license, renewals, reinstatements, etc.)

Receipts	FY21 (actual)	FY 22 (Actual)	FY 23 (Actual)	FY 24 (Actual)	FY 25 (Actual)	FY 26 (Estimate)	FY 27 (Estimate)
420400 Clerical Services	$18,149	$22,553	$24,858	$17,600	$13,746	$12,000	$11,000
420990 Other Services	$23,470	$24,540	$25,255	$19,940	$26,460	$28,000	$28,000
421100 License Personal Service	$3,389,419	$3,722,021	$3,507,885	$3,367,488	$3,542,696	$3,700,000	$3,800,000
SUBTOTAL	**$3,431,038**	**$3,769,114**	**$3,525,191**	**$3,405,028**	**$3,582,902**	**$3,740,000**	**$3,839,000**
SGF Transfer Out	$100,000	$100,000	$100,000	$100,000	$100,000	$100.000	$100,000
TOTAL	**$3,331,038**	**$3,669,114**	**$3,425,191**	**$3,305,028**	**$3,482,902**	**$3,6400,000**	**$3,739,000**

OVERVIEW OF AGENCY BUDGET AT EACH BUDGET LEVEL

Overview of Current Year:

The Board of Nursing will continue to meet the four basic functions: licensure, approval of nursing schools and continuing education providers, discipline of nurses (which includes investigation and the hearing process) and updating statutes and regulations. On July 1, 2019, we implemented the Nurse Licensure Compact (NLC). A Registered Nurse (RN) or Licensed Practical Nurse (LPN) wanting a multistate

nursing license must obtain it in their state of residence. Currently, forty-three jurisdictions have implemented the NLC. We increased licensure fees for RNs and LPNs on July 1, 2019, in anticipation of the revenue loss and we will continue to lose revenue when more states join the NLC as we lose renewals from nurses that reside in the new states that join the NLC. Our agency continues to utilize a hybrid staffing option for 70% of our staff, to aid in retention and recruitment of competent staff to fulfill our mission of public protection. We continue to enhance our online services and expand the electronic storage of agency records. The Board and agency staff continue to focus on customer service.

FY 26: The base budget request is $4,247,433 ($3,897,433 from the fee fund + $350,000 from the fingerprint fund).

FY 27: The base budget request is $4,347,433 ($3,997,433 from the fee fund + $350,000 from the fingerprint fund).

Object Code 51000: Salaries and Wages
There are presently 27 FTE positions allocated to the agency which provide for licensure, regulation of nursing education and continuing nursing education, investigation of complaints, and discipline of nurses and mental health technicians who violate the Nurse Practice Act. The Executive Administrator heads the agency with the assistance of one Director of Operations, one Nursing Education Compliance Officer, one Practice Specialist, one Education Specialist, a Licensing Supervisor, two Assistant Attorney Generals, eight investigators and office support staff. There are 11 Board members who receive a daily compensation and reimbursement of travel expenses. The Board of Nursing meets four times yearly for three days to make decisions and to set direction for the staff. In FY 25 some positions were not staffed at times throughout the year, due to resignations. Some of our positions are very difficult to fill with qualified, competent applicants.

FY 26: The base budget request for salaries and wages is $2,380,836 for 27 FTE positions (all positions funded) and 11 Board members. The increase is due to the increase in the cost of benefits and the pay plan approved in the 2025 Legislative session.

FY 27: The base budget request for salaries and wages is $2,400,272 for 27 FTE positions (all positions funded) and 11 Board members. The increase is due to the increase in the cost of benefits. A change package was added to include $43,195 for the 2026 pay plan.

Object Code 52000-52900: Contractual Services

Expenditures in this category include office rent and professional services (which includes the peer assistance program, hearings conducted by a hearing officer in the Office of Administrative Hearings, and legal counsel through Attorney General's office). Other costs in contractual services include communications, rental of copy machines, maintenance of software programs, and costs associated with our data center.

FY 26: Budget request is $1,762,412. This includes the normal increase in the cost of software maintenance and services to support our customers.

KSBN recognizes that the System Automation MyLicense Office (MLO) licensing system will reach end of life in June 2027. To ensure continuity, KSBN plans to migrate to System Automation Evoke, aligning licensing with the Evoke Investigative and Discipline platform currently in development with the goal of creating a unified regulatory suite.

As part of this transition, KSBN acknowledges the normal rise in software costs due to technology advances, inflation, and compliance requirements. Maintaining a modern system ensures services remain efficient, secure, and responsive to the needs of the nursing profession.

Guided by the Board's 2025-2028 Strategic Plan and Three-Year IT Plan, KSBN is planning a phased upgrade approach building on existing Evoke technology rather than replacing the entire system.

Upon completion, KSBN will have a modern, secure, hosted and user-friendly platform that supports all licensing and regulatory functions, allowing resources to focus on public protection and safe, competent nursing practice.

Cybersecurity continues to be a top priority. In partnership with the Kansas Information Security Office (KISO), KSBN is strengthening policies, solutions, and risk strategies to safeguard sensitive data, ensure compliance, and maintain stakeholder trust in a secure digital environment.

FY 27: Budget request is $1,845,519. This includes the normal increase in the cost of software maintenance and services to support our customers.

Object Code 53000-53900: Commodities

The major portion of the requests from commodities is for stationery, supplies, and food for Board members and staff involved with the Board meetings. Since there is no longer a cafeteria in the Landon Building, where the Board meeting is held, the Board requested food be available so the lunch break would be shorter, so the Board meeting can end by mid-afternoon at the latest. Some Board members travel longer distances than others. It is also estimated the cost of gasoline can increase due to the travel of staff for Board functions.

FY 26: Budget request is $18,500

FY 27: Budget request is $16,000

Object Code 54000: Capital Outlay

Capital outlay reflects the technology plan for laptop replacements. Laptops with docking stations have taken the place of most desktop computers. This enables staff who work hybrid to take the laptop assigned to them home or bring it to the office. The decision was made to replace the iPads for the 11 Board members with laptops. The learning curve is less steep with laptops for most of the Board members and allows for a standard platform for security and IT support. Since all computers will be laptops, it is mandatory we have some extra laptops stored within our agency to replace a laptop that breaks or malfunctions. Annual license costs for software is included within capital outlay**.**

FY 26: The budget request is $85,685. This includes the normal costs increase expected with our primary and secondary data centers. In quarter 4 of 2022, KSBN migrated its data infrastructure services into multiple geographically separated data center locations. In quarter 4 of 2022, KSBN migrated its collocated facilities to support the mission-critical operations as KSBN's business operations evolves. One is located in a state-of-the-art, Tier III grade, high-security underground facility located within a 125 feet underground solid limestone mine. The secondary data center is geographically separated in a data center that is constructed to eliminate the threats of withstanding a direct hit from an F5 tornado and within 12" thick double steel reinforced concrete bunker walls meet FEMA Zone 4 rated and Seismic 2 rated earthquake standards.

FY 27: The budget request is $85,642. This request includes the normal cost increases expected with the maintenance of our laptops for staff and Board members and the operation of our data centers.

Number of Licensees

Year	SS RN	MS RN	SS LPN	MS LPN	APRN	LMHT	Total
FY 2009	41,706		9,788		3,200	149	54,843
FY 2010	43,326		9,921		3,398	116	56,761
FY 2011	45,535		10,417		3,646	119	59,717
FY 2012	47,225		10,491		3865	120	61,701
FY 2013	49,844		10,574		4116	88	64,622
FY 2014	48,844		10,574		4544	87	64,049
FY 2015	51,740		10,631		4766	66	67,203
FY 2016	53,017		10,312		5167	73	68,569
FY 2017	56,393		10,386		5,362	60	72,201
FY 2018	58,624		10,550		5,414	69	74,657
FY 2019	58,801		10,410		6,401	62	75,683
FY 2020	51,844	5,864	9,824	591	6,956	63	75,142
FY 2021	50,912	9,711	10,036	1,090	7798	70	79,617
FY 2022	39,169	13,617	7,738	1,655	8,247	57	70,483
FY 2023	37,269	15,010	7,281	1,848	8,679	27	70,124
FY 2024	34,325	18,564	6,828	2,384	9,623	38	71,811
FY 2025	32,994	21,367	6,577	2,659	10,722	33	74,352

SS = Single state license   MS = Multi-state license

Estimated Number of Renewal Licenses

Year	RN	LPN	APRN	LMHT	Total
FY 2012	22,768	5,209	1,823	120	29,920
FY 2013	23,613	5,246	1,933	-	30,792
FY 2014	24,922	5,287	2,058	87	32,354
FY 2015	24,422	5,287	2,272	-	31,981
FY 2016	25,870	5,316	2,383	73	33,642
FY 2017	26,509	5,156	2,584	-	34,249
FY 2018	28,197	5,197	2,681	69	36,140
FY 2019	29,312	5,275	2,707	-	37,294
FY 2020	26,660	4,963	3,201	69	34,893
FY 2021	27,400	4,800	3,478	-	35,678
FY 2022	28,961	5,063	3,749	70	37,843
FY 2023	26,393	4,697	4,124	-	35,214
FY 2024	26,140	4,565	4,340	37	35,082
FY 2025	26,466	4,608	4,811	-	35,885
FY 2026	27,180	4,618	5,361	33	37,192

FY 2020 & 2021 estimated number of renewal licenses reflect the loss of RNs and LPNs who reside in states that are part of the NLC – they will not be renewing their RN or LPN license in Kansas

IT Strategic Action	Objective	Risk and Dependencies	KPI and Metrics	3-Year Strategic Roadmap		
				2024	2025	2026
Business Application Modernization – Phase 2: Coordinated Licensure Information System	Infrastructure Modernization, Application Modernization, Continuous Improvement of Customer Experience, Cybersecurity, Digitization or Process Improvement, IT Skill Enhancement	Potential multiple vendors; Internal Resources; Training Funding, Funding	Centralized repository for investigative and discipline cases; Deployment of mobile responsive online services; Case Management and MyLicense verifications.	�▬		
Develop succession plans for key KSBN staff	Cybersecurity, IT Skill Enhancement	Funding, Staffing Retention and Expertise	Training plan for IT staff; staff expertise & retention	▬▬▬		
Ensure effective methods for consumer feedback to the Board	Continuous Improvement of Customer Experience, Promotion of Agency Services, Other	Internal Resource Availability, Funding	"High quality, clear, accurate, current communication that includes effective methods to give feedback to the Board; Expand digital communication."	▬▬▬▬		
Expand digital forms of communication. Create online videos	Continuous Improvement of Customer Experience, Statutory or Regulatory or Policy Compliance, Promotion of Agency Services, Other	Staffing Retention and Expertise	high quality, clear, accurate, current communication that includes effective methods to give feedback to the Board; Expand digital forms of communication.	▬		
Hybrid Work Structures & Deploy and update any technologies where needed	Infrastructure Modernization, Digitization or Process Improvement, Statutory or Regulatory or Policy Compliance, IT Skill Enhancement, Other	Schedule, Internal Resources, Funding, State Policy Reviews	Laptops Deployed	▬▬		

Board of Nursing

IT Strategic Action	Objective	Risk and Dependencies	KPI and Metrics	3-Year Strategic Roadmap		
				2024	2025	2026
Infrastructure Modernization - Maintain infrastructure.	Infrastructure Modernization	Potential multiple vendors, Internal Resources, Training Funding, Funding	Speed of change to technology infrastructure	███████████	███████████	
KSBN Information Security Program	Cybersecurity, Statutory or Regulatory or Policy Compliance, Quality Assurance or Audit, IT Skill Enhancement	Schedule, Internal Resources, State Policy Reviews, KISO Staffing Retention and Expertise	Updated KSBN Information Security Posture and Policies; align with the KISO "Whole-of-State" approach	███████████	███████████	
Maintain Quality Customer Service – Audit accuracy and timeframes	Continuous Improvement of Customer Experience, Statutory or Regulatory or Policy Compliance, Quality Assurance or Audit	Internal Resource Availability, Funding	application submission to full licensure efficiency	███████████	███████████	
Migrate eForms Solution to New Platform	Continuous Improvement of Customer Experience, Statutory or Regulatory or Policy Compliance	Funding and User Acceptance	Migrate software; develop the digital eForms.		████████	
Monitor fiscal impact of Nurse Licensure Compact (NLC) implementation.	Statutory or Regulatory or Policy Compliance, Quality Assurance or Audit	Agency budget potentially impacted by reduction in active Kansas nurse licenses	Agency budget potentially impacted by reduction in active Kansas nurse licenses	███████████	███████████	

Board of Nursing

IT Strategic Action	Objective	Risk and Dependencies	KPI and Metrics	3-Year Strategic Roadmap		
				2024	2025	2026
Paper-to-Digital Initiative	Continuous Improvement of Customer Experience, Digitization or Process Improvement, Statutory or Regulatory or Policy Compliance, Quality Assurance or Audit, Other	Funding; BTCO's Staffing & Storage Availability; User Acceptance.	Digitization of Investigative & Disciplinary records; 1.42 million pages representing appx. 27,100 records converted to electronic files.	▉		
Upgrade Document Management System (DMS)	Continuous Improvement of Customer Experience, Statutory or Regulatory or Policy Compliance	Funding and User Acceptance	Upgrade software version; import the digital storage of agency records.	▉	▉	
Upgrade KSBN board meeting technology (BMT) video cameras & board member laptops	Continuous Improvement of Customer Experience, Digitization or Process Improvement, Other	Schedule, Internal Resources; State Meeting Rooms Network and AV Limitations	Laptops Procured	▉		

Strategic
Plan

JULY 1, 2025- JUNE 30, 2028

Kansas State Board of Nursing

Mission/Vision/Values

Mission

The mission of the Board of Nursing is to protect and promote the welfare of the people of Kansas.

Vision

To uphold the highest standards and secure the public trust

Core Values

· Integrity – We act with honesty, sincerity, and fairness

· Transparency – We promote open and effective communication through the ongoing interchange of ideas and information

· Respect – We understand each individual has an important role to play in achieving our goals

· Collaboration – We recognize the value of involving key stakeholders in the decision-making process

· Growth – We support continuous learning to advance individual and organizational development

Priority #1

Promoting Nursing and Allied Health Standards; safe nursing through education, licensure, and regulation

Strategic Objectives

1. **Enhance collaborative relationships with other nursing and health-related organizations and other state agencies in Kansas**

Outcome Measures

a. Strategically identify, strengthen, and prioritize partnerships in nursing regulation

b. Communicate updates and changes and share reliable and valid data re: nursing licensure and education from KSBN to other nursing and health-related recipients of data

c. Establish links on the website to the KSBN newsletter, updates, and proposed changes to regulations and Nurse Licensure Compact (NLC) information

d. Develop methods and metrics in which information about the agency could be marketed to consumers, which will increase stakeholder knowledge of the board's work and positive impact on the citizens of Kansas

e. Provide outreach education to the Kansas Hospital Association and its members regarding licensure, discipline, and other nursing-related regulatory topics as requested

f. Expand engagement efforts: legislative, public/private, key systems, and the administration

g. Communication and education re: e-Notify

2. Systematic evaluation of advanced practice nursing

Outcome Measures
a. Continue with the five-year review of advanced practice statutes and regulations
b. Review and monitor statutory changes for advanced practice nurses in Kansas
c. Monitor the progress of the APRN consensus model and national progress of the APRN compact, and report back annually to the board or when changes occur
d. Develop methodologies for Kansas APRN scope-of-practice questions

3. Retain independent status of the Board of Nursing

Outcome Measures
a. Monitor legislation introduced during the legislative session
b. Monitor performance metrics for the agency and adjust processes as needed to improve outcomes
c. Promote the agency to consumers and key stakeholders
d. Explore software or web-based services that could provide dashboard-style metrics regarding agency performance

4. Legislative Engagement

Outcome Measures
a. Develop a legislative agenda
b. Pursue strategic engagement through key partnerships and education campaign
c. Consider structure and staffing to support these efforts

Priority #2

Fiscal and Human Resource Responsibilities

Strategic Objective

Develop succession plans for key board members and ensure orientation occurs for all board members that includes information about the responsibilities of serving as a board member to strengthen board governance and operations

Outcome Measures

a. Identify key board member positions that require a succession plan (officers and committee chairs)

b. Develop succession plans for key board member positions identified

c. Develop succession planning at the board and staff level

d. Consider utilization of committees for pipelining

e. Build stronger understanding and relationship with Governor's Appointments Office

f. Develop onboarding process for board members

  • Complete orientation for each new board member before their first board meeting

  • Assign a board member mentor to each new board member

  • Offer the option of observing in the agency for board members

  • Develop an orientation evaluation that can be distributed to board members immediately after orientation, at six months, and one year

g. Provide additional training for board members regarding board meeting information technology resources (perhaps a follow-up orientation meeting after the first board/ committee meeting)

h. Enhance and maximize effectiveness of committee and board meetings

Priority #3

Enhance Services

Strategic Objectives

1. **Review and adjust areas within the licensing department that can be altered or changed to maximize the performance of staff and to increase efficiency**

   Outcome Measures:

   a. Monitor the trend of performance metrics of the licensing department and identify factors that may be affecting changes in the metrics

   b. Develop and offer a customer service survey that ss available for election completion and submission. Monitor results and identify areas in which the staff can make changes and increase efficiency

2. **To increase communication between departments within the agency so that the application/licensure process remains seamless**

   Outcome Measures:

   a. Add communication among departments within the agency as a standing agenda   item on Leadership Team meetings

   b. Ensure all departments within the agency are consulted before changes are made to understand the impact on all departments

3. **Review disciplinary outcomes as determined by the Investigative Committee/Board   against violations alleged to develop Sanction Reference Guide.**

   Outcome Measures:

   a. Trend disciplinary outcomes as determined by the Investigative Committee/Board   against violations alleged

   b. Research the practice of other BONs nationally as to their practice with sanction reference guides

4. **The Investigative division staff will work collectively with agency IT, general counsel and Executive Administrator to enhance means to respond to practice related inquiries.**

Outcome Measures:

a. Record and trend the practice related inquiries the agency receives

b. Provide education via newsletter and website with answers to common questions by identifying the reference in the Kansas Nursing Practice Act

c. Standing agenda item on Practice Committee quarterly meetings to review the common questions and trends identified

d. Research the process for other BONs in responding to practice related inquiries

Enhance transparency and understanding of nursing education data by developing and disseminating accessible, evident-based insights and key outcome indicators that inform KSBN stakeholders and support improved educational outcomes and decision-making over the next three years.

Outcome measures:

Launch an online dashboard of nursing education data by 4th quarter of year 1 to promote easy access to key data

Conduct 3 – 4 stakeholder webinars/workshops (at least annually) focused on interpreting and applying the education data to assist with informed decision making

Publish an enhanced annual nursing education outcomes report with trend analysis, starting in Year 1 and track views/downloads year-over-year

6. **Evaluate and address the implications of the Nurse Licensure compact on nursing education by analyzing workforce mobility trends and preparing nursing graduates for multistate practice readiness over next 3 years.**
Outcome measures:

    a. Develop and launch an annual survey by end of Year 1 to assess recent graduates' awareness of multistate licensure opportunities and responsibilities

    b. Offer an annual opportunity for nursing faculty on the implications of the NLC and strategies for preparing students for multistate practice.

Enhance services by offering quarterly education to long term CNE providers and IV Therapy providers to increase their knowledge on statutes and regulations and promote compliance

Outcome Measures:

Conduct a survey annually of the long term CNE providers and IV Therapy providers to understand their learning needs

Trend the compliance with the requirements of 5-year renewal for long term CNE providers to assist in identifying educational needs

Trend the compliance with the requirement of submission of an annual report and submitting an annual fee to assist in identifying educational needs

Caring for others
is an expression of
what it means to be
fully human.

To learn from the Past,
Think of the Future.

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