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JORDAN NURSING COUNCIL CONTINUOUS EDUCATION PROVIDER ACCREDITATION

Final Report

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Final Report

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Contents

FOREWORD 1

EXECUTIVE SUMMARY 2

**CURRENT JNC PRACTICES OF CONTINUING NURSING
EDUCATION 3**

ESTABLISHING A CENTER OF EXCELLENCE AT JNC..... 3

THE JOURNEY FOR ANCC ACCREDITATION..... 3

IDENTIFICATION OF TRAINING NEEDS 5

FUTURE PLAN: 5

FOREWORD

The Jordanian Nursing Council (JNC) is an independent agency serving the government of Jordan to improve nursing practice within Jordan. It provides services to nurses of Jordan for improving nursing practice and the healthcare. Unlike professional nursing associations in the United States, the JNC serves nurses without paid or elected membership and operates from a strategic plan associated with the Ministry of Health. The JNC is governed by a Board comprised of 13 representatives of the health care community under the direction of Her Royal Highness Princess Muna Al Hussein and the operations leadership of Secretary General, Da'ad Shokeh.

JNC was always committed to support the growth of professional nurses in Jordan using the highest standards; Provision of quality continuing education is one of the main factors to achieve this goal. Therefore the Center of Excellence/ Provider Unit has been established to enhance the development, delivery, and evaluation of learning activities to support the learning needs necessary for nurses.

We believe that all nurses are motivated and have the ability to learn more in order to contribute to continuous acquisition of knowledge, competencies, and skills needed to managing increasingly complex patients. Using the highest standards, the JNC is committed to supporting the growth of professional nurses in Jordan.

Using standards developed by the ANCC (American Nursing Credentialing Center) in the United States, which are accepted by several other countries, provides the JNC with a structure to plan, implement, and evaluate continuing nursing education. Furthermore, JNC believes that following the ANCC standards enables it to meet customers' rising expectations as well as meeting the demand of Jordanian health institutions. Therefore, JNC sought to apply for accreditation as a provider for continuing nursing education.

EXECUTIVE SUMMARY

There is a need for improving the knowledge and skills of Jordanian nursing staff to provide safe and high quality care for patients. Accordingly, JNC identified this as one of the main issues to be addressed in its three-year strategic plan. There is obvious shortage in specialized nurses who can work in highly specialized health areas in hospitals and deal with complicated cases. Therefore, and as part of our commitment towards the nursing and health communities, and as part of our social responsibility, The JNC decided to search for high standards in continuous nursing education to be adopted as part of our programs.

The JNC submitted a grant request to USAID-SABEQ to apply for ANCC accreditation. The project was approved by SABEQ as a way to develop the skills and capacity of nurses, yielding better care and services provided to patients, and thus advancing Jordanian hospitals in regional and worldwide rankings as healthcare providers. As a result of this collaboration, JNC was able to apply for and obtain the ANCC accreditation.

CURRENT JNC PRACTICES of CONTINUING NURSING EDUCATION

JNC provides a variety of learning activities to promote increased knowledge and new competency within the nursing staff employed in Jordan's hospitals and other healthcare facilities. The primary target audience is Registered Nurses (3 to 4 years schooling) and occasionally Associated Nurse (two years Schooling). Most learning activities are primary presentations with a degree of interaction with the learners.

The provision of quality continuing education using standards developed in the United States and accepted by several other countries provides the JNC with a structure to plan, implement, and evaluate continuing nursing education. Furthermore, the Jordanian Nursing Council Professional Standards, published October 2005, included standards to promote continuing education.

ESTABLISHING A CENTER Of EXCELLENCE At JNC

JNC is the only party in Jordan that provides nationwide programs that meet the ANCC standards. While hospitals provide education for staff, they do not necessarily comply with ANCC guidelines. Currently, JNC has more than 7800 registered member nurses working in different specialties.

The intent is for JNC to role model the provision of quality continuing education, in advance of application for Accredited Approver status, so that each Jordanian facility has the opportunity to deliver the same quality. The focus of continuing nursing education provided by the JNC will remain on systems issues which satisfy the JNC strategic plan. This will support the JNC Professional Standards for accrediting courses.

THE JOURNEY FOR ANCC ACCREDITATION

JNC sent a proposal to SABEQ to fund the ANCC accreditation process. As a result, JNC used consultants to validate interpretation of the ANCC guidelines within the Jordanian nursing environment. On January 11, 2009 till January 15, 2009, ANCC International consultant Julia Aucoin arrived to Jordan to work with Dr. Ahmad Al Khateib, a local consultant from JNC. The two consultants held several meetings and worked together with JNC staff. As a result of these activities, the following progress and accomplishments have been achieved:

- Preparing accredited provider application self-study
- Reviewing policy manual and sample educational files
- Planning for accredited approver application
- Introducing Pathway to Excellence to nursing leaders.

The accredited provider application was submitted to the ANCC on February 1, 2009. A number of structured activities were conducted to follow up the process of accreditation and prepare the required documents such as educational policies and internal producers.

After the preparation process, a site visit by a team from ANCC to make sure that all the required documents and training courses are compliance with the ANCC standards was scheduled to make the final assessment. However, the possibility of doing so by using a teleconference was feasible and approved to replace the site visit. Accordingly, the team from JNC along with participants from different educational activities had a conference call with ANCC evaluators on June 6th, 2009. The purpose of this teleconference was to validate the information provided in the application. .

Based on the ANCC surveyors' recommendations and observations, a teleconference was conducted with ANCC executive office to discuss the final decision. As a result, they officially announced that JNC is granted the accreditation as ANCC provider for Two years starting **August 17, 2009 through August 2011**.

Undoubtedly, achieving this accreditation is an advanced step for JNC to satisfy its strategic plan through demonstrating quality continuous education delivery that will enhance nursing profession, and improve nursing practice, thus improving the quality of patient care.

IDENTIFICATION of TRAINING NEEDS

In order to identify the learning needs for Jordan's nurses, the JNC sent a needs assessment survey to all hospitals in Jordan asking them to identify their high priorities for the coming year. Then, all the identified needs were analyzed and prioritize and accordingly a general training plan was developed to meet these needs.

Furthermore, the training activities are derived from the situational analyses which drive the strategic plan for JNC. Once a course is determined as a priority for development, a nurse meets with a contracted subject matter expert to plan for the training including the identification of training objectives, teaching strategy, delivery methods, and evaluation technique.

FUTURE PLAN:

The provider unit engages in an ongoing evaluation process to analyze its overall effectiveness in fulfilling its beliefs, goals, and functions, and in providing quality continuing nursing education. Plans and goals for the provider unit's future development in continuing nursing education are identified and re-evaluated on a regular basis.

There is a need for establishing a training center where JNC can accommodate all educational activities and can support the educational and learning needs of health institutions. This educational center needs to be fully equipped with state of art technology including simulation labs and computer lab. JNC believes that having such premises will impact the quality of education and training to all nurses in Jordan.

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