

Bridge to Canadian Nursing

2022-2026



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MESSAGE FROM THE DIRECTOR

Oki (Blackfoot), Aba wathtech (Îyârhe Nakoda), Danit'ada (Tsuut'ina), Tawnshi (Métis). I welcome you with the Treaty 7 languages.

Thank you for your interest in Mount Royal University's School of Nursing and Midwifery (SoNM).

At no time in our history has midwifery and nursing been more important to sustaining healthy, functioning societies. We are working to decolonize our programs and address structural considerations in our teaching and learning space.

To ensure we practice these considerations, we developed the School of Nursing and Midwifery strategic plan to embed equity, diversity, inclusion and accessibility into the vision, mission and goals, weaving it directly through the core of our work with students, faculty and staff.

As we prepare midwives and nurses that embody our vision, we look to Espoom Tah (helper) and Siksika Elder Roy Bear Chief's words to guide us — "to go forward, we must look back." We endeavour to learn from our history as we create a future that advances health and well-being and values equity, diversity, inclusion and accessibility in our teaching and learning spaces.

To learn more about our programs and practices, please explore our website and reach out if you have ideas you would like to share.

Sokapîi (all is well),

Elizabeth (Liz) Van Den Kerkhof, RN DrPH
Director, School of Nursing and Midwifery



MESSAGE FROM ESPOOM TAH

Oki (hello), Nikso ko waiksi (all my relations)

As the Faculty of Health, Community and Education's (HCE) Espoom Tah (helper), I was happy to contribute to the School of Nursing and Midwifery Strategic Plan.

Early in my career, I was a Nursing Assistant and practiced for about 15 years before I changed careers. I enjoyed my time in the healthcare field. As a bedside nurse, I helped people go from surgery to recovery, to being discharged.

Embedded in healthcare practice is the Blackfoot word Kimma pi pitsin, which means kindness/compassion. The notion being that providing kindness and compassion will help speed up the recovery process. Kindness and compassion will do wonders for people in recovery, and it helps them get home sooner to family and friends.

Kimma pi pitsin is free to give out and doesn't cost anything.

Thank you,

Roy Bear Chief
Espoom Tah (Helper)



STRATEGIC PLANNING COMMITTEE



ROY BEAR CHIEF

Elder Guidance, Espoom Tah (helper), Faculty of HCE

DR. ELIZABETH VAN DEN KERKHOF

Director, School of Nursing and Midwifery (SoNM)

DR. MURRAY HOLTBY

Chair, SoNM

DR. CATHY CARTER-SNELL

Committee Chair, Professor, Bachelor of Nursing (BN),
Scholar in Teaching

MS. BRENDA BLACK

Assistant to the Chair, SoNM

MS. DASHA BOSYY

BN Class of 2021

MS. JOANNE BOUMA

Associate Professor, BN

MS. ASHLEY EMERY

Assistant to the Director, SoNM

STRATEGIC PLANNING COMMITTEE

MS. JOAN HARRIS

Associate Professor, Advanced Studies in Critical Care
Nursing (ACCN)

DR. PATTIE PRYMA

Associate Professor, BN

MS. SABRINA REED

Professor, English

MS. JOCELYN REMPEL

Associate Professor, Chair in Older Adult Health

MS. ROBYN STEWART

Associate Professor, Bridge to Canadian Nursing (BCN)

MS. DANAIET TEAME

Manager, Health Simulation Learning Centre (HSLC)

DR. DEEPALI UPADHAYA

Interim Academic Director, Associate Professor,
Bachelor of Midwifery (BMid)

Thank you to the program Advisory Committees and
community members, as well as the staff, students and
faculty who provided input to the plan.

ABOUT US

Thank you for your interest in and curiosity about this very unique and special nursing education program. The BCN program at Mount Royal University exists to help our nursing colleagues from around the world who want to re-establish their registered nursing practices here in Alberta.

Our program faculty and staff strive to honour the diverse previous life and work experiences of our students while assisting students to understand and actualize the standards and scope of a Canadian registered nurse practice. We believe that in order to accomplish this we need to create safe, ethical and inclusive learning environments wherein each individual feels seen, heard, valued and respected.

To guide the BCN team in meeting our key purpose of assisting internationally educated nurses to obtain license and registration in Alberta, we have developed a specific strategic plan that has a foundation of safety, equity, diversity, and inclusion. The BCN team endeavors to authentically and consistently keep kindness and compassion in the foreground as we speak, act and engage in relationships with each other, students, and community stakeholders.

To learn more about our program, please explore our website and reach out if you have questions or concerns.

I hope to meet and learn with you soon.
Take very good care.

Robyn Stewart RN, MN
Associate Professor
Program Coordinator, BCN Program



Program Accreditation and Approval

The BCN Program is highly experiential and includes clinical practice experience. The BCN Program undergoes regular internal review guided by the Campus Alberta Quality Council and it has been reviewed by the College of Registered Nurses of Alberta Nursing Education Program Approval Committee

Mission

To create and translate knowledge through the provision of nursing education to assist internationally educated nurses (IENs) to practice nursing ethically and competently within the Canadian healthcare system.

Vision

To inspire IENs to make a difference as registered nurses in Canada.

THE FRAMEWORK

The SoNM Strategic Plan is rooted in the Blackfoot story of the spiderweb (Ani to pisi) gifted to us by Elder Roy Bear Chief. Like the spiderweb, we are all connected, and vibrations affect all other strands on the web. It is our duty to respond to the vibrations. Our Faculty of Health, Community and Education website shares the story.

Our five goal areas align with the Faculty strategic plan — engaged learners, scholarship, changemaking, healthy communities and community collaboration.

Program objectives were developed to align with the SoNM goals.

The Truth and Reconciliation Commission's Calls To Action for education and anti-racism are integral and embedded at multiple levels throughout our strategic plan



GOALS AND OBJECTIVES

HCE GOAL: INSPIRE ENGAGED LEARNERS

We focus on relevant and future-looking curricula that use pedagogical and disciplinary research to inform our professional practices and use of high-impact teaching methodologies. We seek to honour the recommendations of the Truth and Reconciliation Commission (TRC) Calls to Action in our programs so our graduates are prepared to enact these calls in their future professions.

SoNM Objectives	BCN Objectives
Respond to TRC Calls To Action and create or update curricula to integrate decolonization, Indigenization and inclusive language	<ul style="list-style-type: none"> • Incorporate Indigenous content, consistent with Mount Royal University's Indigenous strategic direction • Increase engagement with Elders in curriculum and program development • Examine and revise our current philosophical framework, mission and vision to incorporate Indigenous ways of knowing (specifically the four realms- Grandmother Doreen Spence, Saddle Lake First Nation, and Ani to pisi, Elder Roy Bear Chief, Siksika First Nation)
Assess and address curricular and program changes necessary to move towards the goal for equity, diversity, inclusion and accessibility	<ul style="list-style-type: none"> • Evaluate and implement curriculum from an anti-oppressive, anti-racist, equitable, diverse, and inclusive lens using techniques such as, anti-racism audits and engagement with diverse stakeholders
Increase high impact teaching practices, including universal design, differentiated teaching, meta-cognition and simulation	<ul style="list-style-type: none"> • Increase use of active learning methods and other high impact practices <ul style="list-style-type: none"> • Develop a strategy to increase the number of Simulation experiences by two in our program courses • Work with faculty to develop strategies to incorporate use of active learning strategies such as evolving case studies, care planning and concept mapping with emphasis on application and clinical judgement into curriculum
Expand opportunities for interdisciplinary and interprofessional education	<ul style="list-style-type: none"> • Plan to increase the intentional focus on collaboration and interprofessional practice and leadership within the clinical course (five minute reflective papers)

GOALS AND OBJECTIVES

HCE GOAL: INSPIRE ENGAGED LEARNERS CONT.

SoNM Objectives	BCN Objectives
<p>Monitor student selection, retention and success to optimize admission and support strategies</p>	<ul style="list-style-type: none"> • Increase access and or remove barriers to program admission and address program progression issues <ul style="list-style-type: none"> ◦ Explore feasibility to support students in preceptorships and or clinical experiences in rural/remote areas or other urban centres of Alberta. • Analyze program scheduling and impact for student success <ul style="list-style-type: none"> ◦ Identify indicators of program impact and satisfaction to develop a student survey • Support employee workload <ul style="list-style-type: none"> ◦ Analyze staffing for IEN bridging programs across the country ◦ If data supports additional staffing is required, develop a proposal for staffing increase
<p>Explore strategies to increase access to scholarships and bursaries</p>	<ul style="list-style-type: none"> • Continue to resolve issues that students from outside of Calgary face while taking program courses <ul style="list-style-type: none"> ◦ Work with the Office of Advancement to identify potential sources of funds for IEN students, with a particular focus on equity-seeking groups and students in financial need
<p>Meet or exceed health professions practice competencies and accreditation standards</p>	<ul style="list-style-type: none"> • Curriculum revision and accreditation <ul style="list-style-type: none"> ◦ Complete the revision and update of all ten courses. To date the following courses have been refreshed: 3103, 3105, 3211, 3107, and 3221. In progress, 3101, 3219, and 3313. • Explore program accreditation with Canadian Nurses' Association



GOALS AND OBJECTIVES

HCE GOAL: STRENGTHEN SCHOLARSHIP & RESEARCH

We support the scholarship of faculty and students to inspire intellectual curiosity, elevate evidence-based teaching, and inform professional practice and community partnerships.

SoNM Objectives	BCN Objectives
<p>Increase the number of research and scholarship activities that inform teaching, professional practice and community partnerships</p>	<ul style="list-style-type: none"> • Create method to collect publications and external grants over past three years • Strengthen Boyer’s scholarship of application <ul style="list-style-type: none"> • Incorporate Internationally Educated Nursing (IEN) specific research into curriculum where available • Plan to organize a BCN workshop for faculty to share experiences and discuss how current IEN focused research can be implemented in the program curriculum/pedagogy
<p>Encourage the increase in external funding received for scholarship through training and creating connections with stakeholders</p>	<ul style="list-style-type: none"> • Seek support from the HCE Associate Dean, Research Scholarship and Community Engagement to provide training and create connections with internal and external stakeholders • Advocate for additional scholarships for IEN students. (Work with SoNM leadership and external donors)
<p>Embed a culture of inquiry and life-long learning amongst students that embraces critical thinking and reasoning skills</p>	<ul style="list-style-type: none"> • Incorporate Next Generation NCLEX clinical judgment model into curricula, learning activities, and examinations across program courses.



GOALS AND OBJECTIVES

HCE GOAL: ENGAGE WITH CHANGEMAKING

We respect equity, diversity, inclusion and accessibility to support the flourishing of all people. We contribute to Mount Royal's Ashoka designation, connecting and partnering with other Mount Royal teams.

SoNM Objectives	BCN Objectives
<p>Expand opportunities to promote and support equity, diversity, inclusion and accessibility</p>	<ul style="list-style-type: none"> • Optimize care delivery for the older adult population <ul style="list-style-type: none"> ◦ Assess curriculum for opportunities to update and/or add current knowledge about older adults and their care needs ◦ Work with the Chair in Older Adult Health to complete curriculum audit and plan next steps ◦ Integrate into clinical practicum as a five minute reflective paper (possibly include genogram and ecomap)
<p>Expand opportunities to integrate Indigenization and decolonization, anti-racism and SOGIE (sexual orientation, gender identity and gender expression) into curricula</p>	<ul style="list-style-type: none"> • Integrate decolonization, SOGIE awareness and anti-racism into course updates and revisions, including in areas of high impact teaching such as simulation



GOALS AND OBJECTIVES

HCE GOAL: PROMOTE HEALTHY LEARNING COMMUNITY

We value and prioritize the well-being of our faculty, staff and students.

SoNM Objectives	BCN Objectives
<p>Foster a safe and healthy environment that empowers our SoNM community to fulfil our mission and vision</p>	<ul style="list-style-type: none"> • Increase sense of belonging, wellbeing, safety, and increase opportunities to build community for faculty, staff, and students • Audit the current courses to understand where the gaps are in relation to self care content • Working towards an annual BCN learning community/workshop. • Reintroduce the annual BCN curriculum retreat
<p>Analyse and adjust employee and student recruitment, mentorship, and engagement plans as needed to ensure practices are socially accountable and build sustainable and relevant programs</p>	<ul style="list-style-type: none"> • Analyze and adjust strategies to foster equity, diversity and inclusion in employee recruitment strategies and opportunities • Analyze and adjust strategies to foster equity, diversity and inclusion in student opportunities



GOALS AND OBJECTIVES

HCE GOALS: CONNECT WITH EXTERNAL COMMUNITIES

We build meaningful connections with our future employers, practica and clinical agencies, and the communities that support our students.

SoNM Objectives	BCN Objectives
<p>Be socially accountable to the communities we serve through meaningful and inclusive engagement with internal and external stakeholders</p>	<ul style="list-style-type: none"> • Exploring ways to build mentorship (connection) capacity within the program <ul style="list-style-type: none"> ◦ Meet with Alumni relations to discuss developing a formal BCN alumni group and explore opportunities to mentor BCN students
<p>Maintain and enhance the reputation of our programs through a comprehensive program evaluation process</p>	<ul style="list-style-type: none"> • Work with the Program Evaluation Committee to develop innovative ways to increase participation in student, faculty and stakeholder data collection • Engage with stakeholders in curriculum revision and program evaluation <ul style="list-style-type: none"> ◦ Continue to explore strategies for including key stakeholders (students, sessional faculty, advisory committee members and community organizations supporting clinical) in the redevelopment/revision of curriculum





A STEP TOWARDS...



ENVISIONING THE FUTURE

