



# **STRATEGIC PLAN**

**JULY 2025 - JUNE 2028**

# Table of Contents

<b>Messages from the Board</b>	<b>2</b>
<b>Mission, Vision, Values</b>	<b>3</b>
<b>Strategic Plan</b>	<b>4</b>
<b>Initiative #1</b>	<b>5</b>
<b>Initiative #2</b>	<b>6</b>
<b>Initiative #3</b>	<b>7</b>
<b>Initiative #4</b>	<b>8</b>
<b>Initiative #5</b>	<b>9</b>
<b>Contact the Board</b>	<b>10</b>





# Messages from the Board

As the Executive Director of the Minnesota Board of Nursing, I am proud to affirm our unwavering commitment to public protection through the regulation of nursing practice. Guided by our mission, to protect the public's health and safety through effective licensure, education, and discipline, we approach our strategic plan with purpose and integrity.

This plan is both a roadmap and a reflection of our dedication to ensuring that every nurse in Minnesota practices safely, competently, and ethically. By anticipating future challenges, embracing innovation, and strengthening partnerships across the healthcare landscape, we will continue to uphold the highest standards in nursing regulation and safeguard the trust placed in us by the public.

- Caren



**Caren Gaytko, MA, BSN, RN**  
Executive Director



**Dr. Jessica Miehle, DNP, RN, PHN**  
President

It is an honor to introduce this Strategic Plan, which charts our course forward in fulfilling the Board's statutory and ethical obligations to protect the health and safety of Minnesota's public. I am thrilled to work alongside a dedicated team of Board members and staff, all deeply committed to advancing nursing excellence. Together, we are shaping a regulatory framework that is responsive and aligned with the evolving needs of our communities.

We extend our heartfelt appreciation to Minnesota's nurses, whose resilience, compassion, and professionalism form the foundation of public trust in nurses. Your dedication strengthens Minnesota's health and builds healthier futures. The Board's work is inspired and informed by your service. The Strategic Plan reflects our commitment to supporting the nursing profession as it leads in advancing health equity and influences the future of health care.

- Jess

# Mission

The mission of the Minnesota Board of Nursing is to protect the public's health and safety through regulation of nursing education, licensure and practice.



# Vision

The Minnesota Board of Nursing will be a leader in effective nursing regulation by creating, administering and sharing innovative regulatory practices.

# Values

- Trust: integrating the obligation of confidence and authority expected of the Board by the public
- Integrity: enforcing laws and rules ethically
- Responsiveness: taking the initiative to communicate openly
- Accountability: committing to public safety
- Collaboration: pursuing alliances with internal and external stakeholders

# **Minnesota Board of Nursing Strategic Plan**

# STRATEGIC INITIATIVE #1

**Enhance connections with the public to increase understanding of how the Board and the Nurse Practice Act promote safe nursing care.**

## ➡ **Objective 1.1. Implement Board outreach events**

### Activities

- Host bi-annual webinars for new nurse graduates
- Develop webinars, Town Halls, or video series on Scope of Practice FAQs, regulatory updates, or safe nursing practice
- Provide in-person presentations to academic institutions, industry groups, and community organizations

### Responsibility

- Research and Public Relations Director and Staff
- Nursing Practice Committee

## ➡ **Objective 1.2. Maintain Board website**

### Activities

- Updated FAQs and Knowledge Hubs
- Highlight blogs or articles written by Board members or staff
- Post content on Board updates, licensure reminders, tips, and nursing spotlights
- Engage followers with Q&A sessions

### Responsibility

- Research and Public Relations Director and Staff

# STRATEGIC INITIATIVE #2

## Strengthen the Board's capacity for regulatory excellence.

### ➡ **Objective 2.1. Promote collaborative decision-making practices**

#### Activities

- Include a standing agenda item on Board processes evaluation and improvement
- Initiate a quality improvement committee to develop process recommendations and guide future Board education
- Establish a “learning moment” agenda item to highlight learnings and resources
- Encourage peer learning through shared articles, tools, and insights

#### Responsibility

- Executive Director
- Directors
- Board Staff
- Board Members
- Executive Committee

### ➡ **Objective 2.2. Sustain ongoing education and development training for the Board**

#### Activities

- Utilize community partners and experts to discuss current workforce trends and nursing regulation
- Develop an annual education plan agenda

#### Responsibility

- Executive Director
- Directors
- Board President

### ➡ **Objective 2.3. Integrate inclusion and trauma-informed principles into regulatory practices**

#### Activities

- Provide annual inclusivity and trauma-informed care to Board members and staff
- Review Board policies, communications, and processes to ensure equity and cultural responsiveness

#### Responsibility

- Executive Director
- Directors
- Disciplinary Committee

# STRATEGIC INITIATIVE #3

## Promote innovation in nursing education and practice in Minnesota.

### ➡ **Objective 3.1. Increase the pathway opportunities, recruitment strategies, and retention of nurse educators**

#### Activities

- Advocate for nurse educator incentives
- Collaborate with nursing programs and legislators

#### Responsibility

- Education Director and Staff
- Education Committee

### ➡ **Objective 3.2. Facilitate working groups with health systems and nursing programs to explore innovative clinical placements**

#### Activities

- Collaborate with nursing programs, health systems, and other state nursing boards

#### Responsibility

- Education Director and Staff
- Education Committee



# STRATEGIC INITIATIVE #4

## Sustain quality improvements made by the Board.

### ➡ **Objective 4.1. Celebrate Board accomplishments and milestones**

#### Activities

- Establish team-building development annually
- Recognize Board accomplishments

#### Responsibility

- Executive Director
- Directors
- Board President
- Nursing Practice Committee

### ➡ **Objective 4.2. Publish annual report highlighting achievements, metrics, and regulatory updates**

#### Activities

- Keep licensees and public informed of Board data and work

#### Responsibility

- Executive Director
- Directors
- Board Staff

### ➡ **Objective 4.3. Maintain responsiveness in regulation and discipline**

#### Activities

- Support shared initiatives around workforce well-being and recovery programs

#### Responsibility

- Directors
- Board Staff
- Disciplinary Committee

# STRATEGIC INITIATIVE #5

## Support long-term engagement and retention of Board members.

### ➡ **Objective 5.1. Review and update Board member expectations**

#### Activities

- Review Board handbook and resources
- Revise volunteer expectations, if needed
- Analyze time and work data
- Ensure Board posting outlines clear expectations

#### Responsibility

- Executive Director
- Directors
- Board Members
- Executive Committee

### ➡ **Objective 5.2. Updates Board orientation materials and resources**

#### Activities

- Conduct a review of current orientation documents
- Sustain a thorough orientation process for new Board members

#### Responsibility

- Executive Director
- Board Staff
- Board Members
- Executive Committee

### ➡ **Objective 5.3. Address retention of Board members**

#### Activities


- Collect annual feedback from Board members
- Implement recognition programs
- Assess Board processes for efficiency

#### Responsibility

- Executive Director
- Directors
- Board Members
- Executive Committee

# CONTACT THE BOARD

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