

Steps for Implementation of NIC/NOC in an Educational Setting

These steps are provided to assist individuals to implement NIC or NOC (or both) in an educational setting. More implementation assistance is available in the chapters in the NIC and NOC classification books.

A. Establish organizational commitment

- Identify the key person responsible for implementation (e.g. head of curriculum committee).
- Create an implementation task force with representatives from key areas.
- Provide NIC/NOC materials to all members of the task force.
- Purchase and distribute copies of the NIC/NOC books.
- Circulate readings about NIC and NOC and *The NIC/NOC Letter* to faculty. Show the NIC video at a faculty meeting.
- Have key persons sign up and take the Center's web course: *NIC/NOC 101: The Basics*
- Review the CD-Rom that links diagnoses with outcomes and interventions and assists with building care plans
- Have members of the task force and other key individuals begin to use the NIC/NOC language in every day discussion.
- Have key individuals from the task force sign onto the Center for Nursing Classification & Clinical Effectiveness' List Serv.

B. Prepare an implementation plan

- Write specific goals to be accomplished.
- Do a force field analysis to determine driving and restraining forces.
- Determine if an in-house evaluation will be done and the nature of the evaluation.
- Determine the extent to which NIC/NOC is to be implemented; for example, in graduate as well as undergraduate programs, in philosophy statements, in process recordings, care plans, case studies, in orientation for new faculty
- Prioritize the implementation efforts.
- Develop a written timeline for implementation.
- Create work groups of faculty and perhaps students to review NIC interventions and activities and/or NOC outcomes, indicators and measurement scales; determine where these will be taught in the curriculum, how they relate to current materials, and develop or redesign any needed forms.
- Identify which of NIC interventions/ NOC outcomes should be taught at the graduate level and at the undergraduate level. Identify which interventions/outcomes should be taught in which courses.
- Distribute the drafts of decisions to other faculty for evaluation and feedback.
- Encourage the development of a *NIC/NOC champion* in each department or course group.
- Keep other key decision makers informed of your plans.
- Identify learning needs of faculty and plan ways to address these.

C. Carry out the implementation plan

- Revise the syllabi; order the NIC/NOC books; ask library to order books.
- Provide time for discussion and feedback in course groups.
- Implement NIC/NOC one course at a time and obtain feedback from both faculty and students.
- Update course content as needed.
- Determine impact on and implications for supporting courses and prerequisites and restructure these as needed.
- Report progress on implementation regularly at faculty meetings.
- Collect post-implementation evaluation data and make changes in curriculum as needed.
- Identify key markers to use for ongoing evaluation and continue to monitor and maintain the system.