Nursing Curriculum Change

Student’s Name:

Institutional Affiliations:

Due Date:

**Nursing Curriculum Change**

A critical concept in nurse education is developing the most appropriate, up-to-date, and quality nursing curriculum. Richardson et al. (2014) assert that a nursing curriculum is the sum of the formal and informal procedures and content used to impart nursing knowledge and skills in schools. The nursing curriculum is subject to progressive amendment and development to incorporate new research and innovations, address possible weaknesses, and better the effectiveness of nurses. A case scenario is when curriculum developers integrate web-based programs as a means of learning to supplement the traditional classroom learning process. Despite the strategy's effectiveness, the implementation may prove a problem due to a clash with conventional means and general transitional challenges. I will apply Kotter's Change Model to effectively implement a new curriculum as a nurse leader.

Kotter’s Change Model describes an 8-step model to successfully and powerfully implement a change in any organization (Chappell et al., 2016). The steps include creating a sense of urgency, coalition forming, developing change’s vision and communicating it, getting rid of barriers, having short-term goals, developing the desired change, and incorporating it into the organizational culture. Applying Kotter’s Model to implement the change in the curriculum, I will first establish a sense of urgency regarding the need for web programs as a means of teaching nursing. This will be followed by forming a multidisciplinary team mandated to implement the curriculum change, then creating the vision and communicating it to all the stakeholders. All obstacles towards the curriculum change will be eliminated through a collaborative effort in the team to ease the transition. Finally, I will build on the change to establish it as a core culture in teaching nursing.

To effectively handle the curriculum amendment using Kotter's change model, I will apply the definition and communication of vision leadership strategy (Chappell et al., 2016). The strategy entails involving all parties in developing the new curriculum vision, breaking down key concepts for comprehension and review, and finally making everyone in the change process fully aware through effective communication. Definition and communication of vision strategy is a crucial component of Kotter's Change Model, as the model prescribes effective communication, vision definition, and collaborative efforts among all team members for the desired change. The strategy is further vital in my future MSN role as a nurse educator. I will be required to communicate and define goals and objectives to the teaching team, learning nurses, and nursing education policy formulators for comprehension and attaining the desired outcomes.

**References**

Chappell, S., Pescud, M., Waterworth, P., Shilton, T., Roche, D., Ledger, M., ... & Rosenberg, M. (2016). Exploring the process of implementing healthy workplace initiatives: mapping to Kotter's leading change model. *Journal of occupational and environmental medicine*, *58*(10), e341-e348.

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