

Supplemental Files Table 2

**Table 2. Survey Question 2. What are strategies to adopting and/or implementing ANA's Nursing Scope and Standards of Practice?**

<b>Theme (bolded) Subtheme n (%)</b>	<b>Respondent Quotations</b>
<b>Communication/Dissemination</b> 425 (30.2)	
Make Accessible/ Available 115 (27.1)	<ul style="list-style-type: none"> <li>▪ <i>"Reaching out to employers to make this document readily available..."</i></li> <li>▪ <i>"Ensure all state licensure boards send it or make it available electronically when a nurse obtains his or her initial license or renews an existing license..."</i></li> <li>▪ <i>"If information is so important to practice and should be used widely, then disseminate to all nurses free"</i></li> <li>▪ <i>"Make it free and have access through every state board of nursing website"</i></li> </ul>
Publicize 73 (17.2)	<ul style="list-style-type: none"> <li>▪ <i>"Publicly promote at the national and local level in all forms of media"</i></li> <li>▪ <i>"A campaign to make nurses [sic] aware of this document and its impact on practice [sic]"</i></li> <li>▪ <i>"Publications of the ANA and others should show how it can be integrated with practice"</i></li> </ul>
Use Technology 67 (15.8)	<ul style="list-style-type: none"> <li>▪ <i>"Short videos highlighting standards and scope of practice"</i></li> <li>▪ <i>"Webinar by ANA to discuss and explain document and how to apply"</i></li> <li>▪ <i>"Short, concise informational podcasts..."</i></li> </ul>
Forums 53 (12.4)	<ul style="list-style-type: none"> <li>▪ <i>"By meeting and discussing them at our Nursing Forums"</i></li> <li>▪ <i>"Perhaps every meeting, class, etc could start out with a point on the Scope of Practice with short review/discussion of the scope of practice"</i></li> <li>▪ <i>"Ensuring that practice council leaders (clinical nurses or clinical nurse specialists) are aware and incorporating the scope and standards of practice into clinical care discussions. Nurse leaders holding discussions about (or including) [sic] foundational documents."</i></li> </ul>
Language 52 (12.2)	<ul style="list-style-type: none"> <li>▪ <i>"Develop plain language voice/approach to expressing scope and standards"</i></li> <li>▪ <i>"Break it into sections, simplify and communicate short, focused information on each section one at a time"</i></li> <li>▪ <i>"Condensing or simplifying the wording to make it easier to understand"</i></li> </ul>

<p>Advertise 43 (10.1)</p>	<ul style="list-style-type: none"> <li>▪ <i>“I believe there should be more advertisement to not only nurses but the public on expectations of their nursing care”</i></li> <li>▪ <i>“Introduce this as a positive movement for the profession. - Introduce on a national level using social media. -Get politicians behind it as well as well known activists; not just nurses.”</i></li> <li>▪ <i>“Perhaps if you timed the official release during Nurses Week using a commercial when attention is given to nursing...”</i></li> </ul>
<p>Social Networks 22 (5.2)</p>	<ul style="list-style-type: none"> <li>▪ <i>“More use of social networking including Linked In as this is where many nurses in independent practice go to”</i></li> <li>▪ <i>“I also feel it is my obligation as a member of ANA to share the information with my colleagues as many are not members of ANA”</i></li> <li>▪ <i>“Perhaps 'book clubs' could be developed both face-to-face and through social media on how people interpret and use the information in both the Scope and Standards of Practice and the Code of Ethics”</i></li> </ul>
<p style="text-align: center;"><b>Educate</b> 350 (24.9)</p>	
<p>School of Nursing Curriculum 115 (32.9)</p>	<ul style="list-style-type: none"> <li>▪ <i>“Educators in nursing programs need to explain it in detail and make it understandable and real to new nurses”</i></li> <li>▪ <i>“Encourage all level nursing education programs to introduce and educate nursing students re: need, use and importance of the ANA's nursing scope and standards of practice”</i></li> <li>▪ <i>“We require all nursing students to purchase the materials and require students to read and reflect on the standards. In addition, there is the expectation that all major papers will incorporate the standards and the ethics documents in their work. The documents are required reading in all nursing courses in the curriculum.”</i></li> </ul>
<p>Methods 69 (19.7)</p>	<ul style="list-style-type: none"> <li>▪ <i>“Develop an App that educates the standards and is easily accessible to nurses”</i></li> <li>▪ <i>“Publications of the ANA and others should show how it can be integrated with practice. Maybe the ANA could create a tool kit for implementation with practical examples to help nurses at all levels integrate the S&amp;S into practice.”</i></li> <li>▪ <i>“Including them in professional practice committee discussions. Asking managers to take a particular practice standard and focusing on it for part of a staff meeting. Collect stories from nurses, providers, and patients/families that illustrate how standards are implemented.”</i></li> </ul>

	<ul style="list-style-type: none"> <li>▪ <i>“A "how-to" document describing benefits of adoption and suggestions related to needed structures, processes to obtain the outcome of adoption of scope and standards”</i></li> </ul>
Continuing Education 68 (19.4)	<ul style="list-style-type: none"> <li>▪ <i>“Additional education through CE to demonstrate applicability and importance of implementing Standards of Practice to practicing RN/BSN”</i></li> <li>▪ <i>“Ensure that all institutions using nursing services incorporate the standards as part of their orientation and recurrent inservices”</i></li> <li>▪ <i>“Should be part of the mandatory education and reviewed as quarterly update so that nurses are aware of the expectation for professional practice addressing independent and dependent nursing roles”</i></li> </ul>
Professional Development 49 (14.0)	<ul style="list-style-type: none"> <li>▪ <i>“Build curriculum and outcome measures (both in academia and in practice settings) against the scope/standards”</i></li> <li>▪ <i>“Guide front-line nurses in a study of the Scope and Standards document with facilitated discussion about application to daily practice”</i></li> <li>▪ <i>“Used to frame professional expectations for professional development opportunities (EBP; dissemination; peer review)”</i></li> </ul>
Education 26 (7.4)	<ul style="list-style-type: none"> <li>▪ <i>“Educate nurses regarding the benefits of adopting the document”</i></li> <li>▪ <i>“Education discussing real life situations”</i></li> <li>▪ <i>“Education, link specific statements with education that is rolled out”</i></li> </ul>
Role Development 23 (6.6)	<ul style="list-style-type: none"> <li>▪ <i>“I always discuss the ANA NS&amp;SP as a guiding source of evidence for nursing practice and advocate to consistently take advantage of opportunities to continually improve nursing practice and patient outcomes on topics within our nursing scope of practice”</i></li> <li>▪ <i>“I utilize it as basis for decisions/behavior while precepting. I back up a work colleague who uses it to teach decision-making for new -hire nurses.”</i></li> <li>▪ <i>“Leadership needs to refer to the document when discussing nursing roles within their organizations”</i></li> </ul>
<b>Demonstration</b> 255 (18.1)	
Leadership 119 (46.7)	<ul style="list-style-type: none"> <li>▪ <i>“Top down - bottom up approach. Involving politcal [sic], and industry leaders early and encourage [sic] their commitment to adoption along the way.”</i></li> <li>▪ <i>“Having informed management and hospital board members willing to support and implement the ANA's nursing scope and standards of practice”</i></li> <li>▪ <i>“The nurese [sic] leaders must network with other nurse leaders for the purpose of building a large volume of potential strategies that can be shared with a group of bedside nurses that</i></li> </ul>

	<p><i>are interested in making changes from the nursing perspective. Nurses need encouragement and real support to feel comfortable and empowered to implement nurse driven standards of practice. They require the partnership of interdisciplinary teams that will stand by them during the implementation and beyond. ”</i></p> <ul style="list-style-type: none"> <li>▪ <i>“Use the Scope and Standards in leadership and Council meetings to define and solve practice issues”</i></li> </ul>
Case Studies 38 (18.1)	<ul style="list-style-type: none"> <li>▪ <i>“Accessible workbooks/ guides with case and practice examples of application of scope/standards, drawing from a variety of settings and practice levels (novice to expert) ”</i></li> <li>▪ <i>“Case studies showing how it can be seen and work in many situations”</i></li> <li>▪ <i>“Perhaps utilizing interesting case studies would increase the integration of the S&amp;S into daily practice”</i></li> </ul>
Outcomes 41 (16.1)	<ul style="list-style-type: none"> <li>▪ <i>“Articulate the impact on patient outcomes. Tangible benefit is important that can be directly tied to the scope and standards. ”</i></li> <li>▪ <i>“Build curriculum and outcome measures (both in academia and in practice settings) against the scope/standards”</i></li> <li>▪ <i>“Integrate into quality process and performance improvement plans as it relates to nursing”</i></li> <li>▪ <i>“Showing administration how positively implementation impacts their bottomline [sic]”</i></li> </ul>
Evidence-Based 29 (11.4)	<ul style="list-style-type: none"> <li>▪ <i>“Have one unit implement assessment strategies or quality strategies. the other will do what they are currently doing Look at the data afterward to see if patients have different outcomes from the care based on scope and standards and not”</i></li> <li>▪ <i>“Providing evidence that enhanced nursing scope has a positive outcome on the care of patients”</i></li> <li>▪ <i>“Providing evidence-bases reasoning”</i></li> </ul>
Transformative Practice 28 (11.0)	<ul style="list-style-type: none"> <li>▪ <i>“The ANA standards form the framework for the professional development model”</i></li> <li>▪ <i>“Leadership which supports nurses as changes to practice are implemented - change 1 standard at a time - multiple changes in short span create confusion”</i></li> <li>▪ <i>“The organizations employing nurses would need to be deliberate [sic] in using and implementing the scope and practices into the practice of the nurse ”</i></li> </ul>
<p style="text-align: center;"><b>Organizational Framework</b> 224 (15.9)</p>	
Job Description/ Performance Review	<ul style="list-style-type: none"> <li>▪ <i>“Incorporate as part of the expectations of the job description for nurses at all levels”</i></li> <li>▪ <i>“Incorporating into job descriptions and appraisals and annual competency reviews”</i></li> </ul>

67 (29.9)	<ul style="list-style-type: none"> <li>▪ <i>“We have included the Scope and Standards of Practice in all of our nursing job descriptions. Nurses are evaluated annually based on the scope and standards.”</i></li> </ul>
Policy/Procedures 46 (20.5)	<ul style="list-style-type: none"> <li>▪ <i>“Use the document to guide nursing policy development and revision”</i></li> <li>▪ <i>“Emphasize how policy is supported by and incorporates the ANA Nursing Scope and Standards of Practice”</i></li> <li>▪ <i>“Available references, specific policies promoting and reinforcing the standards...”</i></li> <li>▪ <i>“Templates and tools for organizational policy development”</i></li> </ul>
Orientation 31 (13.8)	<ul style="list-style-type: none"> <li>▪ <i>“Including discussion/education on the document in orientation programs”</i></li> <li>▪ <i>“Preceptorship of new nurses”</i></li> <li>▪ <i>“We use it in our new hire RN orientation both for new grads and experienced nurses”</i></li> </ul>
Strategic Planning 28 (12.5)	<ul style="list-style-type: none"> <li>▪ <i>“Incorporation into strategic plan...”</i></li> <li>▪ <i>“Nursing Strategic Plan incorporates and references ANA nursing scope and standards of practice”</i></li> <li>▪ <i>“...nurse administrators demonstrate how nursing contributes to their organizations strategic plan”</i></li> </ul>
Magnet 22 (9.8)	<ul style="list-style-type: none"> <li>▪ <i>“Integrate better with Magnet domains. They really do support Magnet, but that is not apparent in Magnet literature.”</i></li> <li>▪ <i>“Incorporate standard each into Magnet designation”</i></li> <li>▪ <i>“Have it be a part of achieving Magnet Status in hospitals”</i></li> </ul>
Professional Practice Model 21 (9.4)	<ul style="list-style-type: none"> <li>▪ <i>“The ANA standards form the framework for the professional development model”</i></li> <li>▪ <i>“The Scope of Practice document is the basis for our professional practice model”</i></li> <li>▪ <i>“Use it in our Professional Practice Model”</i></li> </ul>
Clinical Advancement Ladder 9 (4.0)	<ul style="list-style-type: none"> <li>▪ <i>“Base clinical ladder/clinical advancement programs on scope &amp; standards”</i></li> <li>▪ <i>“Use the standards as the basis for clinical ladders”</i></li> <li>▪ <i>“Used as part of our hospital clinical advancement program”</i></li> </ul>
<b>Regulations</b> 84 (6.0)	
Licensure/Renewal 38 (45.2)	<ul style="list-style-type: none"> <li>▪ <i>“I think there should be an expectation that at license renewal each nurse should be asked to review current scope and standards and confirm such”</i></li> <li>▪ <i>“Seek inclusion in every state's Nurse Practice Act”</i></li> <li>▪ <i>“Addition of standards introduction into NCLEX exam”</i></li> </ul>

	<ul style="list-style-type: none"> <li>▪ <i>“Require attestation to having read the newest version of the Scope &amp; Standards upon license renewal”</i></li> </ul>
Legalities 19 (22.6)	<ul style="list-style-type: none"> <li>▪ <i>“Use as foundation documents for nursing practice regulation”</i></li> <li>▪ <i>“Make adherence a requirement under state statutes”</i></li> <li>▪ <i>“Reference to the document in policy, statute, rule, etc.”</i></li> </ul>
Accreditation 11 (13.1)	<ul style="list-style-type: none"> <li>▪ <i>“Accreditation for our college, keeping up with all Nursing standards”</i></li> <li>▪ <i>“Incorporate ANA's Nursing Scope and Standards of Practice into work environments, accreditation agencies”</i></li> <li>▪ <i>“Integrate them into the accreditation processes of hospitals etc.”</i></li> </ul>
Public Policy 10 (11.9)	<ul style="list-style-type: none"> <li>▪ <i>“Adequate nursing representation in policy to protect patients from unsafe nursing care”</i></li> <li>▪ <i>“Inclusion of Scope and Standards into health care policy”</i></li> <li>▪ <i>“Lobbying state and national legislature by mail, email, and direct communication”</i></li> </ul>
Defining Scope 6 (7.1)	<ul style="list-style-type: none"> <li>▪ <i>“Develop plain language voice/approach to expressing scope and standards”</i></li> <li>▪ <i>“Defining the specialty of nursing should be better evaluated”</i></li> </ul>
<p style="text-align: center;"><b>Professional Organizations</b> 69 (4.9)</p>	
Partnership 28 (40.6)	<ul style="list-style-type: none"> <li>▪ <i>“Alliance/ brainstorming w/ AONE for dissemination. Alliance/ brainstorming w/ AACN/ CCNE”</i></li> <li>▪ <i>“Enlist the assistance of Sigma Theta Tau and other Professional Nursing Organizations on a local, state &amp; national level”</i></li> <li>▪ <i>“Partnering with Colleges of Nursing and hospitals and other employers”</i></li> <li>▪ <i>“Work through all specialty nursing organizations, CNO's state boards of nursing to get the standards recognized”</i></li> </ul>
Membership 12 (17.4)	<ul style="list-style-type: none"> <li>▪ <i>“I also feel it is my obligation as a member of ANA to share the information with my colleagues as many are not members of ANA”</i></li> <li>▪ <i>“Become involved in nursing organizations that use the document as an active part of their organizations platform”</i></li> <li>▪ <i>“Document should be readily accessible, specifically for ANA members”</i></li> </ul>
ANA Resources 11 (15.9)	<ul style="list-style-type: none"> <li>▪ <i>“ANA can speak at more nursing organization national conferences”</i></li> <li>▪ <i>“Positive recognition on organizations who follow ANA Nursing Scope and Standards of Practice”</i></li> </ul>

	<ul style="list-style-type: none"> <li>▪ <i>“Whenever I work on something [sic] that affects patient care or our scope of practice I also look at supporting documents from nursing groups such as ANA, ONS, etc.”</i></li> </ul>
Practice Standards 7 (10.1)	<ul style="list-style-type: none"> <li>▪ <i>“Translate into practice with adequate understanding by the staff...”</i></li> <li>▪ <i>“Applies to every patient in every situation as they are the boundaries and standards to which my practice is based”</i></li> <li>▪ <i>“Placed in functional statement for position and used as guideline for standards of practice that must be met”</i></li> </ul>
Publications 7 (10.1)	<ul style="list-style-type: none"> <li>▪ <i>“I wrote companion articles for specialty journals explaining the document. A quick dissemination strategy with keen support from editors of specialty journals.”</i></li> <li>▪ <i>“Publications of the ANA and others should show how it can be integrated with practice”</i></li> <li>▪ <i>“Every nursing journal every month needs to have a one page that outlines one of the ANA standards, how their specialty is incorporated, and then how its implemented within their own practice”</i></li> </ul>
Certification 4 (5.8)	<ul style="list-style-type: none"> <li>▪ <i>“Collaborate with specialty certifications to incorporate the standards as part of their didactic requirements for AANC certification”</i></li> <li>▪ <i>“Embed into specialty certification processes”</i></li> </ul>