Nursing students deserve the best when it comes to curriculum delivery. To be the best curriculum should be relevant and applicable in practice. Graduate nursing curriculums need to be developed using professional standards, regulatory guidelines and mindful intent. Due to costs constraints and strategic viability for nursing programs using online learning system environments, curriculums have to remain vital for a minimum of a 3-5 year period. Thus, the actual content should be applicable and relevant for a 5 year period, encompassing research and practice driven concepts that allow for flexibility as specific practice ideas and applications evolve.

To create this type of curriculum there should be an evolutionary source of idea generation by a team of experts. Other practical and important aspects to consider for curriculum development with a team are the concepts of time and efficiency, and optimization of knowledge with dedicated collaborative experts.

So, developing a team with multiple specialists is essential and their time spent is valuable. Subject matter experts (SME) that truly focus on content, instructional designers who are well versed with course structure and a collaborative leadership with a vision, provides a pathway for innovative curriculum development as a committed team of experts.

In a large and complex online learning environment, a new process for cutting edge curriculum development was created and implemented to maximize experts’ intellectual capacity. Thus, the Trifecta concept with an Agile team was born; a diverse team of highly qualified and driven individuals were chosen to be part of new innovative curriculum revisions. The Agile team process is collaborative, iterative and the culmination of idea generation for curriculum development. As a collaborative team of knowledge sharing subject matter experts, instructional designers, media consultants, and administrative leaders we embarked on the design, development and application of the agile inspired process in academia.

Our goal was to develop the most relevant information in an MSN curriculum by providing, scholarly and competency based courses that support learner success. The outcome was the provision of a relevant, dynamic and robust curriculum. This process and team have provided a model to use throughout this large online University to provide the best curriculums for our students.

The process of developing this particular concept is truly a journey of team growth and bonding. As highly driven individuals we build upon each other’s strengths moving through a series of important conversations, course iterations and ultimately a product that satisfies the needs of our learners. Together the Agile team engages in idea development for a path to improved course delivery.
Title:
The Design and Implementation of the Agile Team for Curriculum Development

Keywords:
Collaborative Team, Curriculum Development and Knowledge Sharing

References:

Cooke, J. L. (2012). Everything you want to know about Agile: How to get Agile results in a less-than-agile organization. IT Governance Ltd


Abstract Summary:
The Agile team process is collaborative, iterative and the culmination of idea generation for curriculum development. As a collaborative team of subject matter experts, instructional designers, media consultants, and administrative leaders we embarked on the design, development and application of the agile inspired process in academia.

Content Outline:

1. Online Graduate Curriculum Development
   1. Viability of Programs
   2. Evolutionary Idea Generation
   3. Dedicated Team of Experts

2. The Agile Team Process
   1. Team Configuration
   2. Team Goals
   3. Collaborative Process

3. Team Outcomes
1. Building on Strengths
2. Defining a Path for Improved Course Delivery

First Primary Presenting Author

**Primary Presenting Author**

Lydia L. Forsythe, PhD, MSN, MA
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**Professional Experience:** I have twenty years of experience as an RN, researcher, assistant professor, administrator in acute healthcare and healthcare consultant. I have my PhD and MA in Organizational Systems from the Fielding Graduate University, an MSN from the University of Phoenix and a BA in Speech from Marquette University. My administrative experience has taken me to multiple sites in the US in healthcare and surgical services. My role is one of change agent with the cultural aspects of operations and for improvements with efficiencies, financial sustainability and patient safety. My passion is developing and collaborating with nurse experts, strategic planning for optimization of resources and working in communication research in healthcare to bring the tacit voice of teams forward into a space of understanding and potential change, and to develop collaborative team relationships in what are ostensible hierarchical spaces in an effort to develop a culture of safety.

**Author Summary:** Dr. Forsythe is an active faculty and consultant in academia and healthcare. She has 10 years of curriculum development experience and is a CCNE evaluator and team leader.

Second Secondary Presenting Author

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**Professional Experience:** Dr. Hall is the chair of graduate programs at Capella University. She has a long and successful career as an educator and leader in academia. She was the academic champion working on Agile process to help lead and guide the team.

**Author Summary:** Dr. Hall has been speaking at conferences for over 20 years. She has over 20 years of varied and robust experience as a leader in academia. She currently speaks at both internal and external conferences about a variety of topics.

Third Secondary Presenting Author

**Corresponding Secondary Presenting Author**

Jocelyn D’Antonio, PhD, MS, RN
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Professional Experience: I have had more than 40 years experience as an RN, educator, and author/researcher in healthcare. I have earned a PhD in Health Psychology, and an MS in Psychiatric Nursing. My most recent experience has been as an educator, both in patient care settings and academia. As a faculty member in academic, I have been involved in curriculum development, most recently as a subject matter expert in a curriculum revision process that utilized the Agile process for master’s level courses.

Author Summary: Dr. D’Antonio is an educator, and author/researcher with more than 40 years experience as an RN. She has recently participated in curriculum development that utilized the Agile process as a subject matter expert.

Fourth Author
John Schmidt, DNP, MSN, RN, CEN, EMT-P
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Professional Experience: 2012 - Present-- Assistant Professor of Nursing, Cuyahoga Community College, University Hospitals Case Medical Center, Cleveland Ohio Division Supervisor (Assistant Clinical Manager), Clinical Nurse, Advanced Clinical Nurse – Emergency Department. Providing emergency care to a range of ages encompassing all years of adulthood with a variety of levels of acuity. Supervising a nursing and ancillary staff for daily operations of the department. Payroll for the entire department of approximately 150 employees, involved in many departmental, organizational, and system wide Performance and Quality Initiatives. Worked to organize and coordinate the move to a new Center of Emergency Services building in early July 2011. Dr. Schmidt has 20 years as an interprofessional team member and 8 years as an academic contributing to course and curriculum development.

Author Summary: Dr. Schmidt has been a paramedic for over 20 years and a RN for the past 8 years. His master’s degree is in nursing education, doctorate of nursing practice and a post doctorate certificate in higher education with a concentration is curricular design.

Fifth Secondary Presenting Author
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Professional Experience: Mr Sorenson is an instructional designer with 20 years of progressive experience with multiple projects in the online. Spent 18 months as part of a collaborative team to redesign the MSN program for the School of Nursing and Health Sciences.

Author Summary: Mr Sorenson has helped develop multiple internal Capella University conference
presentations on instructional design. He is an expert in the field with many years of progressive experience making him extremely knowledgeable about the Agile Process and outcomes.

Sixth Secondary Presenting Author

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Brian Hagen, MS

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**Professional Experience**: Worked in a variety of education and curriculum development settings for over a decade, both domestically and abroad. The last two years have been spent developing educational offerings in close collaboration with nursing and health care professionals to meet the ever-changing needs nursing and health administration students. In the last year, has worked almost exclusively within a agile framework of course and curriculum development with nursing and other education professionals developing new and rigorous bachelor’s and master’s level nursing offerings.

**Author Summary**: A veteran of over a decade in the curriculum and instruction areas of the education field, Brian has been involved in projects that have been implemented on multiple continents. He has a strong belief that education is the pathway for people to learn more about themselves and their fellow human beings. This in turns enables individuals to better understand their neighbors and live their best life.