High-quality, patient-centered health care for all will require a transformation of the health care system.
Massachusetts Action Coalition

VISION
To be the national model for nurses leading, advocating, and partnering to boldly reshape delivery of high quality, patient-centered health care.

MISSION
Guided by the Institute of Medicine (IOM) report, The Future of Nursing, the Massachusetts Action Coalition (MAAC) is leading the statewide campaign to transform health care through nursing education and practice innovations.

GOALS
• Disseminate IOM Report recommendations
• Build statewide consensus for academic progression for all nurses; implement plan to increase capacity and diversity in the nursing workforce
• Implement plan for statewide adoption of the Nurse of the Future Nursing Core Competencies® in academic and practice settings
• Utilize data to understand demographics and plan for health care workforce needs
• Remove scope of practice barriers for Advanced Practice RNs; strengthen interprofessional collaboration within the health care community

MAAC is a partnership of the MA Department of Higher Education and the Organization of Nurse Leaders of MA & RI
MAAC Member Organizations

- American Nurses Association of MA
- Home Care Alliance of MA
- MA Association of Colleges of Nursing
- MA Board of Registration in Nursing
- MA Department of Higher Education
- MA & RI League for Nursing
- MA Coalition of Nurse Practitioners
- MA Hospital Association
- MA Nurses Association
- MA Senior Care Foundation
- Organization of Nurse leaders of MA, RI, NH, CT
Celebrate MAAC’s 5 year story!

• MA official designation as an Action Coalition Fall 2011.

• Leadership team built on existing foundation - DHE’s Nursing Initiative ongoing since 2005

• Created goals, teams and recruited 150 volunteers

• Launched MAAC statewide during a two day site visit with Sue Hassmiller

• One of nine states awarded the RWJF Academic Progression in Nursing (APIN) award twice in 2012 & 2014

• Focus on accelerated progression pathways, diversity, academic partnerships, employer practices, faculty, competencies and scope of APRN practice
This map from AANP shows the practice environment for nurse practitioners. For more detail about other types of APRNs, see NCSBN’s maps: https://www.ncsbn.org/2567.htm.
Outcomes: Academic Progression

- Accelerated Pathways for ADNs and LPNs
- MA DHE Nursing Education Transfer Policy
- Diversity Advisory Group
- MAAC Diversity & Inclusion Plan
- LPN Promotional Video, Pathways Brochure
- Employer Advisory Group - ONL Board
- Survey of Employer Practices Supporting Academic Advancement for Incumbent Nurses
- Business Case for BSN in post acute settings
On our way to 66% BSN by 2020

Source: Massachusetts BORN Licensure Surveys 2010 - 2014
Promising Indication

Massachusetts BSN Graduates

<table>
<thead>
<tr>
<th>Year</th>
<th>2010</th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
<th>% Change 2010-2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total BSN Graduates, Source: IPEDs</td>
<td>1922</td>
<td>2282</td>
<td>2388</td>
<td>2580</td>
<td>2812</td>
<td>46.3%</td>
</tr>
<tr>
<td>BSN Graduates, prelicensure programs only; Source: BORN</td>
<td>1484</td>
<td>1633</td>
<td>1633</td>
<td>1787</td>
<td>1826</td>
<td>23.0%</td>
</tr>
<tr>
<td>BSN Graduates, post-licensure (calc)</td>
<td>438</td>
<td>649</td>
<td>755</td>
<td>793</td>
<td>986</td>
<td>125.1%</td>
</tr>
</tbody>
</table>
Outcomes: Competencies

• Competencies Implementation Surveys & Reports 2014 & 2016
• MA Nursing Core Competency Toolkit
• Review and Revision of RN Core Competencies
• New LPN Core Competencies
• Outreach to Long Term Care and Home Care
• Presentations, Webinar, Articles and Consultations
Outcomes: Faculty Issues

• Comprehensive Report: Faculty Challenges in MA
• Centralized Clinical Faculty Database
• Clinical Faculty Orientation Program
• Survey and Report of MA Faculty Workload Issues
• Faculty Workload Manuscript approved for publication
More Outcomes

• Convened Advanced Practice Nurses Specialty Groups
• Published a comprehensive report on the Advanced Practice Nurse in MA
• One of nine states twice awarded the RWJF Academic Progression in Nursing (APIN) grant
• Model of Public and Private partnership
• Legislative Outreach Efforts
• Held 3 Annual Statewide Healthcare Workforce Summits
MAAC - Next Steps

- Successfully achieve the goals of the APIN grant
- Develop a MAAC sustainability plan
  - Review Strategic Priorities
  - Public and Private Partnerships/Funding
  - Legislative Outreach
  - Stakeholder Engagement
  - Regionalization
Building a Culture of Health

- Bridging Health and Healthcare
- Building Demand for Healthy Places and Policies
- Eliminating Health Disparities
- Engaging Business in Health
- Strengthening Vulnerable Children and Families
- Leadership
Future Directions

Refocus, Regroup & Recruit

• Academic progression
  • Clinical Placements, Interprofessional Education, Residency Programs

• Competencies
  • Focused Promotion of Competency Integration, Toolkit for Practice, Interprofessional Competencies

• Scope of APRN Practice
  • Building Coalitions within/beyond Nursing

• Sustainability Plan
  • Fund Development, Scholarships, Grants

• Building Healthy Communities
Your Next Steps as a Leader

• Assess your organization’s commitment to implementing the IOM recommendations.

• In your organization:
  • What is the current % of BSN nurses?
  • Is there a plan to reach 80% BSNs by 2020?
  • Is there a plan to diversify the workforce?
  • Is there an identified academic partner?
  • Are the Nurse of the Future Nursing Core Competencies integrated into the practice?
  • Are your APRNs allowed to practice to their full scope?
Learn more & get involved!

• For more information about the MA Action Coalition (MAAC) please visit our website at www.campaignforaction.org/state/Massachusetts and the DHE website at www.mass.edu/nursing

• Get involved and provide leadership

• Questions? Comments? Suggestions?