

FUTURE OF NURSING

Campaign for Action

The 2012-2013 Maryland Action Coalition Strategic Plan

In Alignment with the Institute of Medicine's *Future of Nursing: Leading Change, Advancing Health* Recommendations

VISION

Maryland will have progressive educational programs that cultivate a highly skilled nursing workforce to participate in the implementation of long-term sustainable change within health systems and allow for access to our entire diverse population. We envision a health care system where all Marylanders have access to high-quality care, in which nurses are contributing as vital members of a health care team to the full extent of their capabilities in providing exceptional patient care across the lifespan.

RECOMMENDATIONS and GOALS

- 1. Remove scope of practice barriers**
 - Remove barriers to conform to NCSBN Model Nursing Practice Act and Model Nursing Administrative Rules
 - Unify APRNs by creating a forum to share ideas, consensus build, and advance APRNs in the state
 - Remove language that restricts APRN scope of practice in regulation, state, county, or private sector policy, where appropriate
- 2. Expand opportunities for nurses to lead and diffuse collaborative improvement efforts**
 - Increase interdisciplinary educational opportunities at practice sites and in educational curricula
 - Develop, implement, and evaluate interdisciplinary models of care along the continuum of care
 - Influence funders to increase the number of grants that require interdisciplinary collaboration
- 3. Implement nurse residency programs**
 - Implement a standardized model for nurse residency across the state for all entry level graduate nurses
- 4. Increase proportion of nurses with a BSN by 2020**
 - Develop innovative RN-to-BSN education programs
 - Research and increase scholarship opportunities for ADN staff nurses to obtain a BSN
 - Increase employer engagement to promote BSN education
- 5. Double number of nurses with doctorates by 2020**
 - Increase funding for nurses seeking doctoral degrees
 - Identify barriers for nurses pursuing doctoral education
 - Support the development of BSN-to-doctoral programs
- 6. Ensure that nurses engage in lifelong learning**
 - Facilitate opportunities for nurses to engage in life-long learning
 - Utilize resources from MNA, MBON, employers, and academia to deliver relevant nursing education at the point of care
 - Create regulations requiring continuing education for licensure renewal
- 7. Prepare and enable nurses to lead change to advance health**
 - Utilize nursing education, student nurse associations, professional nursing associations and health care organizations to foster and facilitate leadership development
 - Integrate leadership, management, and business principles and practices into nursing curriculum across the educational continuum
 - Educate nurses at all professional levels to advocate for nurses and nursing issues
- 8. Build infrastructure for collection and analysis of inter-professional health care workforce data**
 - Establish a clearinghouse to identify, collate, and analyze state workforce data
 - Identify who will have access to data

