



***Future of Nursing: Campaign for Action***  
*Academic Progression Meeting*

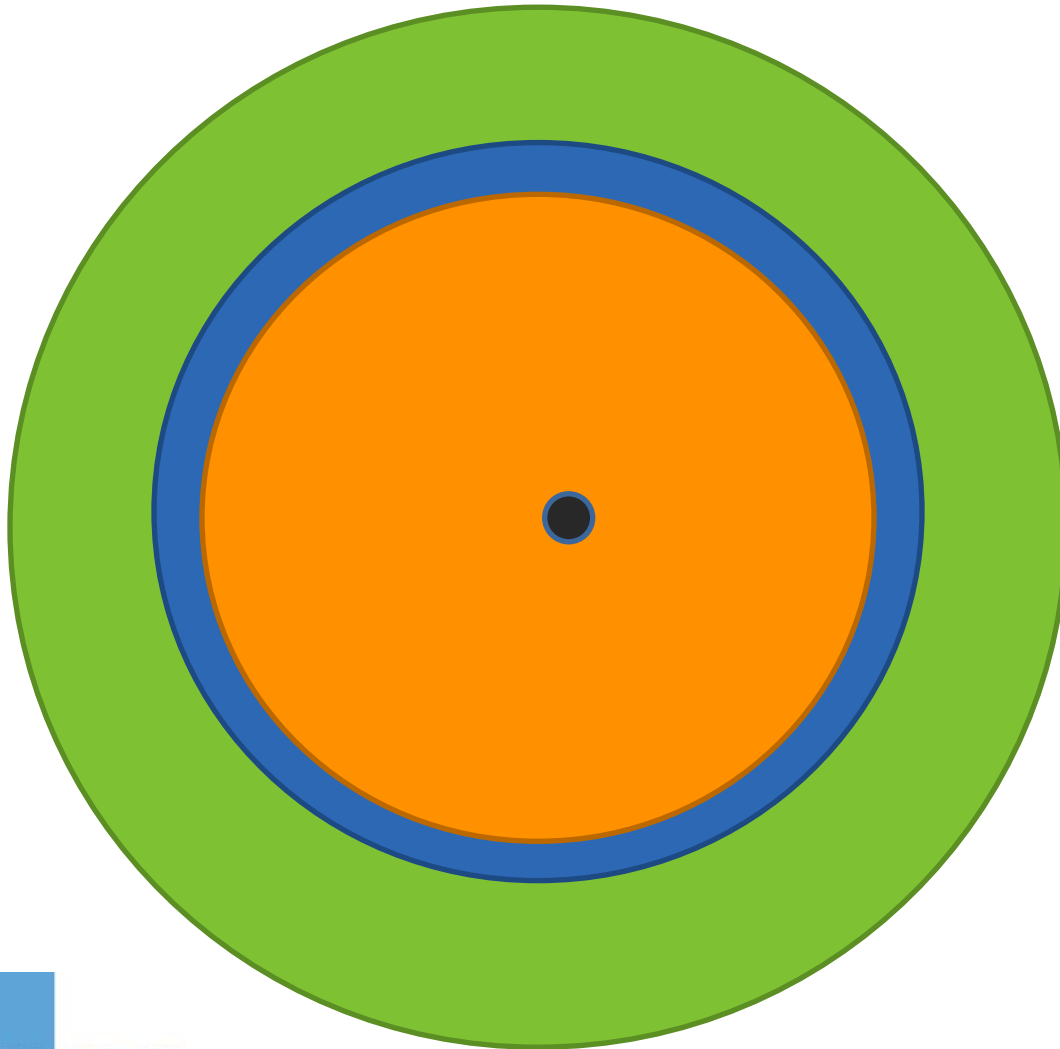
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*TCC Group*

***Where have we been?:  
Evaluator Perspective***

# *Evaluation Perspective*

- **Evaluation of overall Campaign since January 2012, Evaluation of APIN since January 2013**
- **Conducted site visits to all nine APIN states and numerous other ACs**
- **Surveyed all ACs**
- **Interviews with Campaign stakeholders**
- **Meeting observations**
- **National Data provided by Joanne Spetz**
- **Aggregated data and lessons learned from all APIN and academic progression focused SIP grantees**

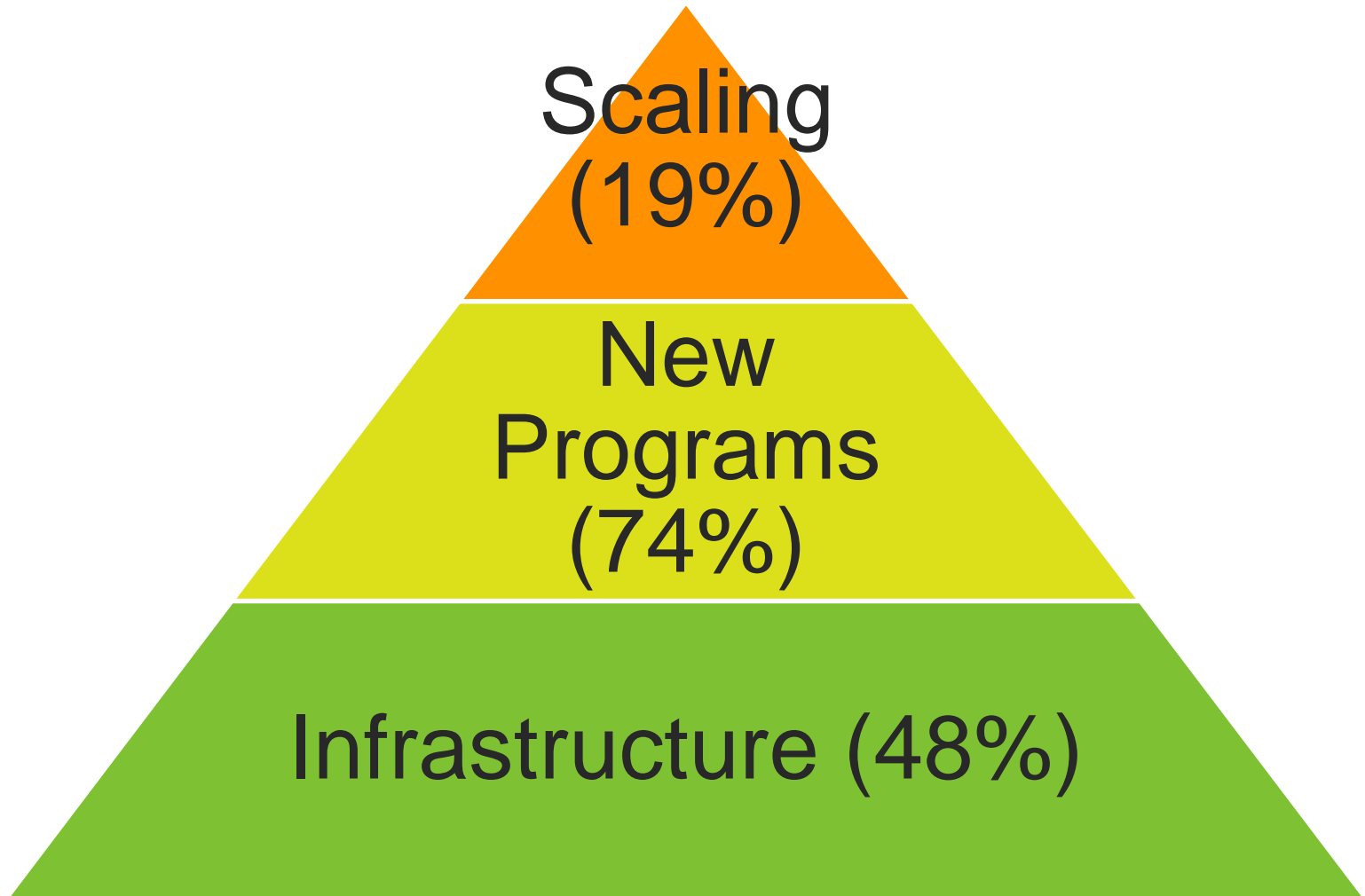
# *What's the Big Picture?*



- **120,445 total advancements**
- **63,021 BSN (includes RN to BSN)**
- **55,995 ADN**
- **3,605—Program graduates**

# *So What Have You Been Doing?*

# *So What Have You Been Doing?*



# *Phase One: Building Infrastructure*

- Collecting data
- Understanding the landscape
- Relationship building
- Convening stakeholders





# *Building Infrastructure: Key Findings*

- Build **trust** and show a commitment to doing things differently
- Build bridges: Be willing to do **face to face** meetings on THEIR turf (shows respect, willingness to understand context)
- Acknowledge past mistakes and **move on**
- Commit to **transparency** and participatory process
- Bringing **new** perspectives to the table





# *Building Infrastructure: Key Findings*

- Be **realistic** about your ability to get statewide data—know when to move forward with what you have
- Look at your **data critically**: increase in BSN grads is great but not as meaningful if you're seeing an equal increase in ADN grads
- Bring in **practice partners**
- Work to maintain **momentum** with white papers, debriefs—products of your work

# Phase 2: Creating New Programs and Pathways



**"This really is an innovative approach, but I'm afraid we can't consider it. It's never been done before."**

# *Phase 2: Creating New Programs and Pathways*



- Establishing statewide articulation agreements
- Statewide/regional shared curriculum
- Statewide shared competencies
- Piloting new programs (BSN completion, new models)



# *Creating New Programs and Pathways: Key Findings*

- Ensure involvement from **multiple** members at partner institutions (including outside of nursing program) to help with institutional sustainability
- Be prepared to address concerns about **accreditation**
- **High School** work is really hard
- Look for cross-over **synergy** with other AC work



# *Creating New Programs and Pathways: Key Findings*

- Challenges of navigating through **bureaucracy** in academic and government settings.
  - ✓ Identify champions for your work at different levels and in different places
  - ✓ Build in cushions for these kinds of delays
  - ✓ Ask your partners what challenges they expect at their institution

# Phase 3: Scaling/Expanding Successful Models

- Various seamless transfer models (1+2+1, 3+1)
- Implementing a new program at an institution (RN to BSN, RN to MSN, BSN at CC)
- Keepin' on





# *Expanding Successful Models: Key Findings*

- Don't ignore your **practice partners**, who can make a huge difference.
- Know your new **expansion target** well as you prepare to expand: job market, demographics, landscape
- Know the **costs for replication** (fixed and ongoing) and consider an economic analysis



# *Expanding Successful Models*

- Identify what is **Core** when expanding:

• Pre-requirements	• Step-out option
• Special advising or generic advising	• Practice Partners
• Data/reporting requirements	• Clinical placements
• Course Sequencing	• Curriculum
• Maximizing cohort model	• Admissions criteria





# *Expanding Successful Models: Key Findings*

- **Codify** whatever can be codified
- You must scale both program and **management**
- It's going to stop being exciting—identify ways to keep up energy and **resist** going to the “next new thing”
- Remember your ultimate goal is to **scale results**, not programs

# *Diversity Lessons Learned*

- ACs need to be **diverse in all** their work, not just their diversity work
- Mentoring programs are more **complex** to roll out and monitor than many ACs anticipate
- Diversity needs a clear **strategy**
- Go from your **baseline**: Many of the states with greater diversity to begin with are having more success

***Thank you!***