Future of Nursing: Campaign for Action
Academic Progression Meeting

Jared Raynor
Director of Evaluation
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
- 3605—Program graduates
So What Have You Been Doing?
So What Have You Been Doing?

- Scaling (19%)
- New Programs (74%)
- Infrastructure (48%)
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:

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<thead>
<tr>
<th>Pre-requirements</th>
<th>Step-out option</th>
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<tbody>
<tr>
<td>Special advising or generic advising</td>
<td>Practice Partners</td>
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<td>Data/reporting requirements</td>
<td>Clinical placements</td>
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<td>Course Sequencing</td>
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<td>Maximizing cohort model</td>
<td>Admissions criteria</td>
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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!