



The 2022 – 2025 Maryland Action Coalition Strategic Plan

In Alignment with the National Academy of Medicine's Future of Nursing 2020 – 2030 Charting a Path To Achieve Health Equity

VISION

Maryland's vision is to 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 allows diverse populations access. A health care system where all Marylanders have access to high-quality care in which nurses are contributing to the full extent of the capabilities as vital members of a health care team providing exceptional patient care across the lifespan is envisioned.

Future of Nursing Three Major Strategic Foci

NURSING LEADERSHIP

- Advance nursing leadership among all Maryland nurses across diverse settings and populations
- Promote Maryland nurses participation in NSPII academic and practice leadership programs
- Nominate qualified MDAC members for state and national leadership programs
- Identify and recommend nurses for local, state and national boards and commission opportunities

NURSING WORKFORCE

- Support the needs for a well-prepared nursing workforce
- Expand the knowledge, skills and competencies of nursing students as well as practicing nurses to address (SDH) social determinants of health
- Utilize support from NSPII Maryland nursing education programs to grow enrollment and graduation to meet the ongoing workforce needs for Maryland
- Explore alternative models for nursing programs for faculty and students be a part of the "fabric of care" while supporting practicing nurses to practice at the top of their license and providing students with additional exposure to clinical care
- Sustain efforts to diversify the nursing workforce
- Explore and expand care models to include LPNs, including students who are enrolled in ADN programs

NURSE RETENTION

- Support the retention of Maryland's nursing workforce to meet the state's evolving health care needs.
- Promote NSPII sponsored projects focused on student and nurse resiliency
- Promote evidence-based nurse wellbeing initiatives
- Explore mechanisms to support nurses to remain in direct care roles in Maryland (e.g., loan forgiveness for service, tax credit)
- Explore opportunities to use NSPI and NSPII funding to better prepare nursing students to transition into nursing practice
- Work with key legislative stakeholders to address current nurse retention challenges. (new)
- Explore new staffing models and support services
- The Maryland Nursing Workforce Center will facilitate a statewide summit of key stakeholders and organizations to address the nursing workforce shortage in Maryland