



DRAFT April 8, 2024

Charter: Massachusetts Health Care Safety Education Advisory Committee

BACKGROUND

The *Roadmap to Health Care Safety for Massachusetts* is a long-term, statewide strategic plan released in April 2023 that outlines a set of goals and specific strategies to propel investment and improvement across the health care continuum. A central principle of the *Roadmap* is that everyone plays a role in safety. Yet no standards exist as to the essential knowledge or skills that leaders, clinicians or staff of a health care organization would need to carry out their respective roles, and current safety principles and practices are not universally covered in formal education or training. Existing informational resources to fill these knowledge gaps are limited in scope and not widely accessible.

ADVISORY COMMITTEE PURPOSE AND DELIVERABLES

The Advisory Committee will build off the preliminary work of earlier Consortium task forces to: identify evidence-informed core competencies for health care safety education; recommend educational standards for licensed and certified health care professionals and facility leadership; advise on the development and production of a statewide curriculum that meets the informational needs of health care leaders, clinicians, and staff in a variety of clinical and non-clinical roles and settings; and recommend experiential learning resources and strategies to integrate safety knowledge and learning into daily work.

To achieve the *educational standards* objectives, the Advisory Committee will:

- Define minimum expectations for health care safety education and competencies for various clinical and nonclinical roles and settings;
- Recommend minimum educational standards and requirements for various licensed health care professionals and leaders of licensed health care facilities;
- Design a voluntary credentialing program that offers a certificate in safety leadership for board member and other leaders of provider organizations; and
- Develop an advocacy plan to engage with national associations for institutes of higher education and other training programs for the health professions to emphasize the importance of inclusion of health care safety content in core academic curricula.

To achieve the *curriculum development* objectives, the Advisory Committee will:

- Identify the target audience group learning pathways for tailored educational offerings (e.g. governing bodies, executive leaders, clinical staff, non-clinical staff);
- Recommend a staged process of curriculum development based on high priority roles;
- Specify the topic domains and educational needs for each learner pathway in a variety of clinical and non-clinical roles and settings;
- Develop learning objectives for each learner pathway;
- Inventory and analyze existing safety learning resources, including freely available and

- proprietary;
- Advise on the procurement of a leading curriculum development vendor(s) to produce a curriculum that is dynamic and relevant and will advance the goals of the Roadmap;
 - Advise on the selected vendor's curriculum development and production to ensure that the curriculum:
 - Draws from existing materials and content produced by leading experts;
 - Is aligned with the goals and strategies of the *Roadmap to Health Care Safety*;
 - Includes modules that meet the informational needs of each key clinical, nonclinical, and leadership role;
 - Includes modules applicable to varied health care settings including but not limited to hospitals, ambulatory surgery centers, clinics, office practices, long-term care, home care;
 - Meets users where they are in terms of experience and complexity of the practice setting; and
 - Is suited to the diversity of the health care workforce in Massachusetts.
 - Recommend a process for updating and delivering the curriculum over time (e.g., through a public-private partnership).

To achieve the *experiential learning* objectives, the Advisory Committee will:

- Map out a program of resources to help providers integrate safety education in their day-to-day work
- Create opportunities for collaborative learning across peer provider organizations

GUIDING PRINCIPLES FOR THIS WORK

The Advisory Committee will:

- Ensure that standards and curricula are relevant to the informational needs of different roles;
- Seek to reduce (or at least not add to) the net burden of continuing education requirements on health care licensees;
- Avoid duplicative or irrelevant mandates, recognizing the limitations of didactic education and the need for most safety education to be integrated with day-to-day work;
- Obtain input on curriculum design from diverse members of the health care workforce; and
- Promote approaches that are likely to build — not reduce — support for and engagement in safety improvement.

COMPOSITION AND TIME COMMITMENT

- **Membership:** The Advisory Committee will include a diverse representation of health care system stakeholders, including provider organizations, industry associations, policymakers, and liability insurers. It also will include members with experience in health care professional education and curriculum design and delivery. Health care providers and other end users will be represented.

- **Support:** Betsy Lehman Center staff will facilitate committee meetings and coordinate work with the selected curriculum developer(s).
- **Meetings:** The Advisory Committee typically will meet monthly via Zoom to respond to draft content, develop recommendations, and identify work requiring action outside of meetings.
- **Duration:** The committee will conduct its work in phases, with onramps and offramps for members to respect members' time and accommodate changing needs for expertise as the work progresses.