

Future of Nursing WV  
Strategic Plan 2017 - 2020

National Overview: We at the *Campaign for Action* are transforming health and health care through nursing, and building a healthier America. Backed by AARP Foundation, AARP, and the Robert Wood Johnson Foundation, the *Future of Nursing: Campaign for Action* is working in every state to mobilize nurses, health providers, consumers, educators, and businesses to strengthen nursing on multiple fronts. Our goals are based on recommendations from the Institute of Medicine's *Future of Nursing* report.

The **Future of Nursing West Virginia** serves as the driving force for transforming the culture of health and health care through nursing in our state. The Action Coalition's vision is for all West Virginians to have access to high-quality, person-centered care where nurses lead change to advance health. The mission is advancing IOM recommendations while being inclusive of diverse nursing and non-nursing individuals and organizations.

Overall Goals:

- 1) Serve as a coalition whereby co-sponsoring organizations (WVNA, WVONE, and WVHA) and strategic partners (CFN, ADDNE) will work collectively to support the healthcare workforce to advance health for West Virginians.
- 2) Implement strategies to fully implement all IOM recommendations in WV by 2020.
- 3) Assure fiscal responsibility and stewardship for funding sources (sponsoring organizations, organizational and individual members, grants, product revenues, and donations)
- 4) Actively address workforce analysis, planning, and strategies for the healthcare workforce in the state of WV.

Future of Nursing WV – Strategic Plan – 2017 - 2020

IOM Recommendation	FON –WV Goal	Action Steps	Responsibility	Timeframe	Status
<p><u>Operations</u></p> <p>#8 Build an infrastructure for the collection and analysis of inter-professional health care workforce data.</p>	<p>Be active partner with WV-CFN Nursing Workforce Shared Data Committee.</p> <p>Manage the financial and volunteer resources of the FON-WV.</p> <p>Communicate FON-WV initiatives and outcomes.</p>	<ol style="list-style-type: none"> <li>1) Identify best practices / minimal data sets for data collection /sharing</li> <li>2) Analyze workforce data and provide direction for future initiatives.</li> <li>1) Review current financial projections.</li> <li>2) Identify ongoing funding sources.</li> <li>3) Prioritize FON-WV goals and structure based on financial and volunteer resources.</li> <li>1) Maintain current website.</li> <li>2) Actively disseminate initiatives and outcomes.</li> <li>3) Sponsor annual celebration gala.</li> </ol>	<p>Mary Fanning representative to Shared Data Group (Drema Pierson, Pam Alderman, Mary Fanning, Cynthia Persily, Cassy Taylor)</p> <p>Jim Kranz</p> <p>Operations Team</p> <p>Operations Team</p> <p>Executive Director</p> <p>Operations Team and Team Leaders</p>	<p>2017</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	<p>Shared Data Group presented at Nursing Workforce Roundtable Panel on 3/17/17 to CTCs.</p> <p>Review at monthly meeting of Operations Team</p> <p>Fully Funded by Benedum for next two years</p> <p>Sister's Health Foundation Grant received</p> <p>current</p> <p>Completed 3<sup>rd</sup> Gala September, 2018 at Embassy Suites Charleston</p>

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<p><u>Leadership</u></p> <p>#2 Expand opportunities for nurses to lead and diffuse collaborative improvement efforts.</p>	<p>Measure outcomes of Nurse Leader Academy on-line program</p>	<ol style="list-style-type: none"> <li>1) Summarize evaluation data from pilot</li> <li>2) Establish mechanism to collect ongoing data</li> <li>3) Review/revise program content annually.</li> </ol>	<p>Executive Director</p>	<p>May 2017</p>	<p>Online Evaluation Reports available</p>
<p>#7 Prepare and enable nurses to lead change to advance health.</p>	<p>Secure revenue from on-line Nurse Leader Academy through Care Learning as general revenue source</p>	<ol style="list-style-type: none"> <li>1) Partner with Care Learning to market TTP Program</li> </ol>	<p>Executive Director</p>	<p>May 2017</p>	<p>Receive regular reports on income</p>
<p>#7 Prepare and enable nurses to lead change to advance health.</p>	<p>Increase nurses on boards by X% by 2020</p>	<ol style="list-style-type: none"> <li>1) Identify baseline and progress through CFN Shared Data Committee</li> <li>2) Partner with WV non-profit association to increase numbers</li> </ol>	<p>Laurie Marino</p>	<p>2018</p>	<p>Ongoing</p>
<p>Support implementation of RWVF Public Health Nurse (Faith/Community) Nurse Leadership Project.</p>	<p>Support implementation of RWVF Public Health Nurse (Faith/Community) Nurse Leadership Project.</p>	<ol style="list-style-type: none"> <li>1) Develop and implement an online faith-community nursing toolkit.</li> </ol>	<p>Laurie Marino</p>	<p>2017</p>	<p>Ongoing</p>
<p>Support implementation of RWVF Public Health Nurse (Faith/Community) Nurse Leadership Project.</p>	<p>Support implementation of RWVF Public Health Nurse (Faith/Community) Nurse Leadership Project.</p>	<ol style="list-style-type: none"> <li>1) Develop and implement an online faith-community nursing toolkit.</li> </ol>	<p>Angie Gray</p>	<p>2017</p>	<p>Complete –refer to website for details</p>

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<p><u>Education</u></p> <p>#4 Increase the proportion of nurses with a baccalaureate degree to 80 percent by 2020.</p> <p>#5 Double the number of nurses with a doctorate by 2020</p> <p>#6 Ensure that nurses engage in lifelong learning.</p>	<p>Actively lead strategies to increase BSN percent in WV.</p> <p>Pipeline Action Team Develop strategies to promote nursing careers</p> <p>Pathways Action Team Develop strategies to facilitate movement through levels of nursing education</p> <p>Focus on encouraging healthy behaviors in elementary/middle school students AND encourage more students to select nursing as a career</p>	<p>2) Continue to build FCN network and conduct 2 statewide gatherings per year</p> <p>Update data provided in FON-WV white paper (9/15)</p> <p>Place posters of WV nurses in middle schools to stimulate interest in nursing careers</p> <p>Work with ADDNE to approve centralized application</p> <p>Develop mentoring program for nursing students</p> <p>Develop an aggressive action plan and funding sources identified to actualize the plan</p> <p>Implement Health Ambassador RN program</p>	<p>Angel Smothers</p> <p>Ron Moore</p> <p>Lynda Turner</p> <p>Amy Bruce</p> <p>Operations Team</p> <p>Cheryl Vega, RN (MSN student)</p>	<p>ongoing</p> <p>Complete</p> <p>8/19</p> <p>ongoing</p> <p>6/19</p> <p>9/19</p> <p>TBD</p> <p>Complete</p>	<p>Fall Gathering October 2018</p> <p>Nursing Education Toolkit complete</p> <p>Faces of WV Nursing Poster Project launched</p> <p>Presentation to ADDNE 8/18</p> <p>Gathering information on successful mentoring programs</p> <p>Health Ambassador RN program – refer to website for details</p>

<p><u>Practice</u></p>	<p>#1 Remove scope-of-practice barriers.</p>	<p>Actively support initiatives that advance practice registered nurse should be able to practice to the full extent of their education and training.</p>	<p>Work with grass roots organizations to update legislative barriers to practice specifically for Advance Practice Nurses (APRNs)</p>	<p>Toni DiChiacchio</p>	<p>Ongoing</p>	<p>Partnered with WV Nurses Association, AARP and other organizations to successfully pass HB 4334 in 2016.</p>
<p># 3: Implement nurse residency programs.</p>	<p>Promote expanding roles for nurses through entrepreneurship</p>	<p>Implement Nurse Entrepreneur Project</p>	<p>Aila &amp; Laure Marino</p>	<p>October 2018</p>	<p>First Class held, second class scheduled March 2019</p>	<p>Conducted and published a research project on Transition to Practice (TTP) Programs in WV.</p>
<p></p>	<p>Measure outcomes of TTP on-line program</p>	<p>1) Summarize evaluation data from pilot 2) Establish mechanism to collect ongoing data 3) Review/revise program content annually.</p>	<p>Mary Fanning</p>	<p>2016</p>	<p>Designed and wrote curriculum for an online TTP Course piloted in 2016.</p>	<p>ongoing</p>
<p></p>	<p>Secure revenue from on-line TTP program through Care Learning as general revenue source</p>	<p>1) Partner with Care Learning to market TTP Program</p>	<p>Executive Director</p>	<p>May 2017</p>	<p></p>	<p></p>

Reference: **IOM Report “Future of Nursing” (2010)**

12/16 mff

Updated 2/17 mff

Updated 4/17 mff

Updated 1/19 aa