



Mission: To shape health care with innovative and expert Nursing leadership.

Vision: To be the voice of Nursing leadership in Pennsylvania.

Strategic Plan 2023- 2025

Lead, Influence, and Support the Healthcare Workforce.	
Objectives	Actions
* Explore and disseminate best practices that encourage and support retention efforts.	Develop targeted recruitment campaigns to attract healthcare professionals, with a particular focus on underrepresented groups and
*Collaborate with educational institutions to devleop and expand nursing programs	Create mentorship programs to support newly graduated healthcare professionals and encourage their retention in the workforce.
* Foster a culture of professional development and continuous leaning to arrtact and retain top talent in the healthcare workforce.	Implement initiatives to improve work-life balance, professional development opportunities, and career advancement prospects for
* Promote diversity abd inclusivity witin the healthcare workforce through targeted recruitment and retention efforts	Monitor relevant healthcare trends, policies, and research to inform decision-making and strategic adjustments.
	Conduct surveys and collect feedback from stakeholders to evaluate the impact of initiatives.
Improve Health Through Advocacy	
*Engage in advocacy efforts to influence healthcare policy at local, national, and international levels.	Engage in lobbying efforts to influence healthcare policy locally, nationally, and internationally, collaborating with professional nursing organizations and other stakeholders.
*Collaborate with professional nursing organizations and other stakeholders to advocate for policies that improve patient outcomes and promote nursing	Organize advocacy campaigns to educate policymakers and the public about the importance of nursing leadership and the role of nurses in

*Educate policymakers and the public about the role of nurses in healthcare delivery and the importance of nursing leadership	Establish regular communication channels with policymakers to provide them with up-to-date information on healthcare workforce issues and advocate for necessary changes.
*Develop strong relationships with policymakers and key stakeholders to influence healthcare reform and policy decisions.	Conduct research and gather evidence to support policy recommendations related to healthcare workforce, nursing practice, and patient outcomes.
Advance and Promote Nurse-driven Models of Care	
*Promote the adoption and implementation of nurse-led care models that improve patient outcomes and enhance the quality of care.	Collaborate with healthcare organizations to identify barriers and develop strategies to remove obstacles to nurse-driven models of care.
*Collaborate with healthcare organizations and policymakers to remove barriers to nurse-led practice.	Conduct surveys and collect feedback from stakeholders to evaluate the impact of initiatives.
*Develop and disseminate best practices and guidelines for nurse-driven models of care.	Establish pilot programs to test and evaluate the effectiveness of nurse-led care models in improving patient outcomes and reducing healthcare costs.
*Support research on nurse-driven care models to generate evidence and drive innovation.	Provide training and continuing education opportunities for nurses to develop the necessary skills and competencies for leading and delivering
*Provide resources and training to empower nurses to take leadership roles in care delivery and care coordination.	Advocate for reimbursement and funding models that support nurse-led care initiatives.
Advance Nursing Leadership	
*Provide leadership development programs for nurses at all levels of the profession.	Design and implement leadership development programs for nurses at various career stages, including mentorship, coaching, and leadership
*Promote the inclusion of nurses in decision-making processes within healthcare organizations.	Encourage nurses to pursue advanced education and certifications to enhance their leadership skills and qualifications.
*Advocate for the appointment of nurses to leadership positions in healthcare organizations.	Provide opportunities for nurses to participate in interdisciplinary projects and initiatives, fostering collaboration and developing their leadership abilities.
*Foster collaboration and interdisciplinary teamwork to promote effective nursing leadership.	
*Support research and innovation in nursing leadership to advance evidence-based practices.	Recognize and celebrate exemplary nursing leadership through awards and recognition programs.
Inspire and Promote Nurses to Achieve Health Equity	
*Identify and address healthcare disparities among different populations.	Conduct assessments and analyses of healthcare disparities among different populations to identify priority areas for intervention.
*Advocate for policies that promote equitable access to healthcare services and resources.	Collaborate with community organizations, social services, and public health agencies to address social determinants of health and promote health equity.

*Develop culturally sensitive care models that consider the unique needs of diverse populations.	Advocate for policies that ensure equitable access to healthcare services, resources, and preventive care for all individuals, regardless of their socio-economic status or background.
*Foster partnerships with community organizations and stakeholders to address social determinants of health.	Incorporate cultural competency training objectives in education sessions for healthcare professionals to improve understanding and responsiveness to the needs of diverse populations.
*Support initiatives that promote health literacy and empower individuals to take an active role in their healthcare.	Foster a culture of accountability and transparency by regularly reporting on progress and outcomes to stakeholders.