

ICN Strategic Priority Areas



- **One Voice, One Center for Indiana Nursing**
- **Design Indiana Nursing’s Role in Influencing the Emerging Healthcare Delivery System**
- **Build Indiana Nursing Workforce to Position Nurses as Leaders in Promoting Health**
- **Nursing Scholarships and Tuition Assistance**
- **Academic – Practice Partnerships**
- **Increase Diversity in Nursing to Reflect Population of the State**

Priority	Goal	Strategy	Outcome	Timeline	Assignment of Accountability for Goal Achievement
One Voice, One Center for Indiana Nursing	1) Educate internal and external constituencies about the scope & breadth of ICN	a) Plan interprofessional forum inclusive of statewide nursing organizations, schools and other stakeholders to discuss nursing practice issues	1a-d) <ul style="list-style-type: none"> • Host annual ICN Summits and other conferences • Develop ICN Talking Points • Members encouraged to include ICN website link on their website • Highlight ICN in Indiana Nursing Curricula • Continue to disseminate the impact of the ICN • Initiate a pilot media campaign 	Annually	ICN Officers, Executive Committee and CEO
		b) Maintain strong ICN web and Social Media presence		Annually	ICN CEO and staff
		c) Utilize events (for example Gala, “Friend Raising”, etc.) as a means to disseminate the mission and vision of the ICN		Ongoing	ICN Officers, Executive Committee, CEO, Development Committee and Leadership Committee
		d) Each ICN member to expand awareness of ICN within their organizations		2017	ICN Board of Directors

Approved by the ICN Board of Directors 6.19.17

Priority	Goal	Strategy	Outcome	Timeline	Assignment of Accountability for Goal Achievement
One Voice, One Center for Indiana Nursing - cont'd	2) Evaluate current synergies and increase ICN membership in order to be inclusive of a broader healthcare delivery base	a) Perform gap analysis as it relates to the change in the healthcare model (i.e. home health, preventative care, etc.)	2a) ICN membership reflects diversity of healthcare and academic organizations	Ongoing	ICN Officers, Executive Committee and CEO
		b) Actively recruit new membership across the spectrum of delivery systems	2b) ICN membership continues to grow	Ongoing	ICN Officers, Executive Committee and CEO
		c) Maintain the consumer and student voice with Access to Care	2c) Increase interprofessional and consumer participation in appropriate ICN activities	September 2017	ICN Officers, Executive Committee and CEO
		d) Ensure resources are adequate to meet the needs of the state organization	2d) ICN members recruit 3-5 organizational leaders to participate on ICN committees	Ongoing	ICN Board of Directors
	3) Ensure nursing is part of any statewide collaborative focused on improving the health of Hoosiers	a) Partner with key groups focused on improving the health of Hoosiers. (Such as IN AHEC, ISDOH, IPHA, IN Rural Health Assoc., IHA, local and state departments of health, Indiana Commission on Higher Education, etc.)	3a) Identified key initiatives for nursing participation	Ongoing	ICN Board of Directors
	4) Promote ICN successes at the national level	a) Sustain a culture of collegiality with partner organizations	4a) Diverse perspectives are respected and valued	Ongoing	CEO, ICN Officers and ICN Board of Directors
		b) Promote and disseminate ICN successes	4b-c) ICN remains recognized as a best practice Center for Nursing and Action Coalition at the national level demonstrated through continued recognition by national nursing leaders	Ongoing	CEO, ICN Officers and ICN Board of Directors
		c) ICN CEO will maintain high visibility at the national level		Ongoing	CEO and ICN Officers

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Design Indiana Nursing's Role in Influencing the Emerging Healthcare Delivery System	1) Achieve full interprofessional partnership in re-designing healthcare delivery	a) Participate in the national and state Nurses on Boards Coalition	1a) Increasing number of Indiana nurses on boards at the state and national levels	2019	Leadership Committee
		b) Invite interprofessional partners to serve on ICN committees	1b) Interprofessional members on committees increases	2019	ICN Officers, Executive Committee and CEO
	2) All nurses practice to full extent of Education & Training	a) Continue the work of the Access to Care Work Group	2a) Initiate identified priority actions	Ongoing	ICN Board of Directors
		b) Advocate for the ability of APRNs to practice to the full extent of their education and training	2b) APRNs can practice to the full extent of their education and training	2019	Practice Committee and ICN Board of Directors
		c) Maintain template for Nurse Residency Programs for all practice settings	2c) Usage and impact data collected and analyzed	Ongoing	Practice Committee
	3) Achieve higher levels of Education & Training through systems that provide seamless progression	a) Collaborate with Council of Indiana Deans & Directors to promote common educational platforms that provide portability across programs	3a) Indiana meets the national goals for RN workforce	2020	Education Committee and Practice Committee
		b) Explore opportunities to expedite APRN clinical placement	3b) ICN advocates for an improved system	2018	ICN Officers, CEO, ICN Practice Committee and Education Committee
	4) Promote lifelong learning opportunities	a) ICN website serves as a repository for educational opportunities among various nursing organizations	4a) Increased number of CNE opportunities posted on ICN website and hits to ICN events page	Ongoing	ICN Officers, ICN CEO, ICN Practice Committee and Education Committee in collaboration with all groups, i.e., IONE, ISNA, CINDD, ILN, IHA, member orgs, etc.
		b) Address topics of concern in nursing practice	4b) Facilitate discussion at ICN meetings/events	2017	ICN Officers and CEO
		c) Establish a research special interest group to address collaborative nursing research opportunities	4c) Research interest group is established and Project(s) identified, implemented, evaluated and published	2018 2020	ICN Board of Directors

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Build Indiana Nursing Workforce to Position Nurses as Leaders in Promoting Health	1) Data analysis strategically informs and guides improved Workforce Planning and Policy Making	a) Develop cycle for data analysis	1a-b) Established infrastructure for sustainable data collection and reporting	Ongoing	Data Committee
		b) Collaborate with Bowen Center and ISBN for Supply Data		Ongoing	Data Committee
Nursing Scholarships and Tuition Assistance	1) Expand scholarship funding for all levels of nursing practice and revitalize sources of funding	a) Develop a scholarship funding plan <ul style="list-style-type: none"> • Celebrate Nursing Campaign • Utilize donation location on ICN website • Conduct regional fundraising/celebrate nursing Galas 	1a) Maintain a minimum of \$100,000 annually in nursing scholarships Goal of \$200,000 Additional funding sources to support nursing scholarships	2018 2020	Development Committee
Academic – Practice Partnerships	1) Create a future ready workforce through innovative partnerships and continuous dialogue	a) Place time during the Board Meeting agenda for topics selected and led by Practice/Education Committees	1a) Each meeting includes a discussion with action items identified as relevant	2017	Education/Practice Committees Subgroup
Increase Diversity in Nursing to Reflect Population of the State	1) Implement the statewide diversity plan for Indiana using best practices	a) Provide a centralized no cost location for meetings	1a) Meetings held at the ICN	Ongoing	Diversity and Inclusiveness Initiative and ICN staff
		b) Maintain web related content on ICN Webpage that addresses diversity; provide links to minority affiliations, resources	1b) Web presence completed	2016	Diversity and Inclusiveness Initiative and ICN staff
		c) Highlight Diversity and Inclusiveness in ICN educational initiatives	1c) Speakers/topics address diversity strategies	Ongoing	Diversity and Inclusiveness Initiative and ICN staff
		d) Create a report of best practices in workforce diversity	1d) Post report on ICN website	2019	Diversity and Inclusiveness Initiative and ICN staff
		e) Seek grant funding in support of diversity initiatives	1e) Grant application submitted for the Workforce Diversity Grant through HRSA	2019	ICN Officers with Diversity and Inclusiveness Initiative
		f) Host diversity discussion sessions	1f) Quarterly meetings facilitated by ICN	2017	Diversity and Inclusiveness Initiative and ICN staff

IOM Report – The Future of Nursing. Retrieved from: <https://www.ic4n.org/wp-content/uploads/2016/05/Future-of-Nursing-IOM-report-recommendations.pdf>