

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 Improve the Culture of Health in Indiana

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 and the professional practice of nursing	a) Plan interprofessional forum inclusive of statewide nursing organizations, schools and other stakeholders to discuss nursing practice issues	1a-e) <ul style="list-style-type: none"> • Host annual ICN Summits and other conferences • Members encouraged to include ICN website link on their website • Highlight ICN in Indiana Nursing Curricula • Continue to disseminate the impact of the ICN • Serve as convener for information dissemination 	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		Ongoing	ICN Board of Directors
		e) Inform partners and stakeholders regarding issues impacting professional nursing practice in Indiana		Ongoing	ICN Board of Directors

Approved by the ICN Board of Directors on 6/17/2019

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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) Actively recruit new membership across the spectrum of delivery systems and maintain the consumer and student voice	2a) ICN membership continues to grow with increased interprofessional and consumer participation in appropriate ICN activities	Ongoing	ICN Officers, Executive Committee and CEO
		b) Ensure resources are adequate to meet the needs of the state organization	2b) 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 and international 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 and international level		Ongoing	CEO and ICN Officers
	5) Ensure the continued success of ICN	a) Begin succession planning for ICN CEO position	5a) Succession plan developed	2021	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 through programs such as IN NOBC "Get on Board" Training	Ongoing	Leadership Committee
		b) Invite interprofessional partners to serve on ICN committees	1b) Interprofessional members on committees increases	Ongoing	ICN Officers, Executive Committee and CEO
	2) All nurses practice to full extent of Education & Training	a) Advocate for the ability of APRNs to practice to the full extent of their education and training	2a) APRNs can practice to the full extent of their education and training	2019	Practice Committee and ICN Board of Directors
		b) Explore a mechanism to enhance APRN Transition to Practice	2b) Convene a group to explore APRN Transition to Practice	2020	Practice Committee
		c) Update and maintain toolkits 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) Annual review of Indiana Nursing Education Competencies document	3b) Update Competencies document	Ongoing	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	Ongoing	ICN Officers and CEO

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Design Indiana Nursing's Role in Influencing the Emerging Healthcare Delivery System – cont'd	4) Promote lifelong learning opportunities – cont'd	c) Facilitate a Research Initiative to address collaborative nursing research opportunities	4c) Project(s) identified, implemented, evaluated, published and incorporated into the presentation at the ICN Summit	Ongoing 2020	ICN Board of Directors and Research Initiative
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"> Utilize donation location on ICN website Conduct regional fundraising/celebrate nursing Galas Participate in Amazon Smile 	1a) <ul style="list-style-type: none"> Maintain a minimum of \$100,000 annually in nursing scholarships Goal of \$150,000 Additional funding sources to support nursing scholarships Minimum of 50% of scholarship funds given to member schools must be distributed to student(s) from under-represented groups 	2021	Development Committee
Academic – Practice Partnerships	1) Create a future ready workforce through innovative partnerships and continuous dialogue	a) Through a variety of venues facilitate discussion on timely topics that include both Practice and Education	1a) Regular provision of updates that allow opportunities for discussion inclusive of both Practice and Education	Ongoing	Education/Practice Committees and ICN Board of Directors
Increase Diversity in Nursing to Improve the Culture of Health in Indiana	1) Implement the Indiana Nursing Education, Engagement, and Diversity Statewide (NEEDS) Initiative	a) Design and implement a mentoring program framework (See Me, Be Me, Be Yourself) in collaboration with diverse Indiana Partners integrating inclusion and interprofessional education and practice	1a) Review and benchmark existing mentoring programs <ul style="list-style-type: none"> Create a Mentoring Subcommittee with statewide nursing and Indiana partner representatives Identify criteria rubric for a successful Indiana NEEDS Initiative mentoring program framework 	2019	IN NEEDS Steering Committee

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Increase Diversity in Nursing to Improve the Culture of Health in Indiana – cont'd	1) Implement the Indiana Nursing Education, Engagement, and Diversity Statewide (NEEDS) Initiative - cont'd	b) Select a mentoring program framework that can be used statewide or tailored to meet individual program needs	1b) <ul style="list-style-type: none"> • Using rubric, search and review mentoring programs found in nursing • Using rubric, search and review mentoring programs found outside of nursing • Select and/or create a statewide framework for mentoring program that will best fit needs of the Indiana NEEDS Initiative and its partners 	2019	IN NEEDS Steering Committee
		c) Create a mentoring toolkit for the ICN website	1c) <ul style="list-style-type: none"> • Mentoring subcommittee creates outline of modules to include in toolkit • Authors for each module selected • Modules created • Review modules by subcommittee for consistency and critical information • Toolkit established on ICN website • Toolkit reviewed on annual basis for accuracy and timeliness 	2019	IN NEEDS Steering Committee
		d) Create a faculty mentor program framework for ICN website	1d) <ul style="list-style-type: none"> • Identify criteria to review programs to support faculty as mentors within and outside of nursing • Search and review programs found in and outside of nursing • Select or create a program framework that will best support Indiana nursing faculty and education partners 	2019	IN NEEDS Steering Committee

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<p>Increase Diversity in Nursing to Improve the Culture of Health in Indiana – cont’d</p>	<p>1) Implement the Indiana Nursing Education, Engagement, and Diversity Statewide (NEEDS) Initiative - cont’d</p>	<p>e) Create a peer-to-peer mentoring program framework for ICN website</p>	<p>1e)</p> <ul style="list-style-type: none"> Identify criteria to review peer-to-peer programs Search and review programs found in and outside of nursing Select program framework that best supports peer-to-peer mentoring 	<p>2019</p>	<p>IN NEEDS Steering Committee</p>
		<p>f) Implement See Me, Be Me, Be Yourself mentoring program</p>	<p>1f)</p> <ul style="list-style-type: none"> Implementation of a minimum of 6 programs year one Implementation of remaining programs year two 	<p>2020</p>	<p>IN NEEDS Steering Committee</p>
		<p>g) Collect evaluation data throughout the process to determine impact</p>	<p>1g)</p> <ul style="list-style-type: none"> Identify evaluation criteria that determine success of the mentoring program Consultant works with mentoring subcommittee to collect evaluation data Data compiled and presented to Indiana NEEDS Initiative Steering Committee Results presented to ICN/INAC Board and other stakeholder groups All toolkits and resources communicated and made publicly available through the ICN website 	<p>Ongoing</p>	<p>IN NEEDS Steering Committee</p>
	<p>2) Create a statewide infrastructure through the Indiana NEEDS Initiative to increase the diversity of the nursing workforce to build a culture of health and health equity in the state</p>	<p>a) Create an Indiana NEEDS Initiative Steering Committee</p>	<p>2a)</p> <ul style="list-style-type: none"> Representative from each of the 12 nursing education programs selected as members of the Indiana NEEDS Initiative Steering Committee Invite a representative from the IN AHEC and the Doctor of Osteopathy program at Marian University to join HA subcommittee 	<p>2019</p>	<p>ICN Board of Directors</p>

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Increase Diversity in Nursing to Improve the Culture of Health in Indiana – cont'd	2) Create a statewide infrastructure through the Indiana NEEDS Initiative to increase the diversity of the nursing workforce to build a culture of health and health equity in the state - cont'd	b) Hire consultant to coordinate and implement the Indiana NEEDS Initiative	2b) <ul style="list-style-type: none"> • Indiana NEEDS Initiative Steering Committee create job description including credentials • Candidates interviewed • Consultant hired 	2019	IN NEEDS Steering Committee
		c) Consult with AACN representatives to refine the holistic admission template	2c) <ul style="list-style-type: none"> • Conduct HA and Mentoring workshop • Conduct webinars upon completion of workshop to continue to refine HA criteria and process 	2019	IN NEEDS Steering Committee
		d) Develop a repository for educational resources in cultural intelligence on ICN website	2d) <ul style="list-style-type: none"> • Collect reliable sources on cultural intelligence • Create repository on ICN website • Inform stakeholders of location of repository 	2019	IN NEEDS Steering Committee
		e) Create a statewide framework for holistic admission	2e) <ul style="list-style-type: none"> • Holistic admission (HA) subcommittee with all nursing education programs represented on the Steering Committee created • Working with AACN consultant, refine criteria and identify core processes for programs using HA • Subcommittee creates HA framework as tool to guide nursing programs 	2020	IN NEEDS Steering Committee

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Increase Diversity in Nursing to Improve the Culture of Health in Indiana – cont'd	2) Create a statewide infrastructure through the Indiana NEEDS Initiative to increase the diversity of the nursing workforce to build a culture of health and health equity in the state - cont'd	f) Create a holistic admission toolkit housed on the ICN website	2f) <ul style="list-style-type: none"> HA subcommittee creates outline of modules to include in toolkit Authors for each module selected Modules created and reviewed by subcommittee for consistency & critical information Toolkit established on ICN website Toolkit reviewed on annual basis for accuracy and timeliness 	2020	IN NEEDS Steering Committee
		g) Collect evaluation data throughout the process to determine impact	2g) <ul style="list-style-type: none"> Identify evaluation criteria that determine success of the HA program Consultant works with HA subcommittee to collect evaluation data based upon criteria Data compiled and presented to Indiana NEEDS Initiative Steering Committee Results presented to ICN/INAC Board and stakeholder groups 	Ongoing	IN NEEDS Steering Committee

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