Goal #1 - Create a professional workforce with the skills and knowledge to meet the needs of Pennsylvania citizens for improved access, high quality and value care

Outcomes
- Increase the proportion of BSN prepared nurses by 10% every two years to reach 80% by 2020.
- Ensure that at least 10% of all BSN graduates matriculate into a masters or graduate nursing programs within 5 years of graduation.
- Develop and Implement plans/models for nurse residency programs

Strategy
- Determined by Regional coalition partners and based on IOM Report and PCANE paper
- Submission of academic progression grant to RWJ (Round 2)
- Develop media campaign to promote the value of BSN education and target local institutions
- Work collaboratively with tri-council to promote diversion of GNE monies to residency programs for new nurses and new APRNs
- Develop collaborative partners to provide financial support for undergraduate education
- Develop competency model for incumbent workforce
- Create and expand partnerships between academic institutions

Outcomes
1. Increase the proportion of BSN prepared nurses by 10% every two years to reach 80% by 2020.
2. Ensure that at least 10% of all BSN graduates matriculate into a masters or graduate nursing programs within 5 years of graduation.
3. Develop and Implement plans/models for nurse residency programs

Indicators
- The number of nurses with BSN degrees per year
- The number of students matriculated into graduate nursing programs within 5 years of graduation
- State health and workforce demographics
- The number of institutions with new nurse residency programs
- The number institutions with APRN residency programs

Goal #2 - Prepare and enable nurses to lead change to advance health in Pennsylvania

Strategy

- Determine by Regional coalition partners and based on IOM report and PCANE paper
- Utilize integrated models of care and education that meet the health needs of the demographic population of PA, utilizing EBP that maximizes the value and scope of all health care team members, leveraging the role of the nurse as patient advocate

Outcomes

1. Development and implementation of performance measures to reflect the contributions of nurses and care team to ensure better-quality care.
2. Nursing education and other graduate programs integrate leadership theory and business practices across the curriculum, including clinical practice.
3. A compilation of research on models of care and innovative solutions, including technology, that will enable nurses to contribute to improved health and health care.
4. Public, private, and governmental health care decision makers at every level should include representation from nursing on committees and boards, on executive management teams, and in other key leadership positions.
5. Use clinical outcomes data to drive emulation and transparency among healthcare organizations

Indicators

- Partner with healthcare organizations to provide continual learning model support
- Performance measures developed at the regional level with relationship to patient outcome criteria
- Survey of nursing education and other programs for content completed and analyzed
- Data-base developed, analyzed and results located on Action Coalition website
- Numbers of nurses on decision-making boards across all levels

Goal #3 - Collect workforce data that is consistent across states

Strategies

- Create an interest group of steering committee members and other interested stakeholders to review current healthcare workforce databases and make recommendation to collect and publish data on healthcare workforce
- Consults with National Council of State Boards and other national workforce centers to ensure consistency of data collection
- Create current baseline data using existing data
- Generate resources to fund future data analysis

Outcomes

1. Develops baseline dataset
2. Develops a plan based on the baseline data set

3. Data will be used to develop policy and strategies

Indicators
- Data based developed with universal parameters
- Policy decisions made on data collection
- Data is communicable and actionable

Goal #4- **-** Foster an environment that provides consumers with access to high-quality care that meets their needs for affordability

Strategies
- Recruit Additional stakeholders
- Participation of legislators, staff, administration officers in state coalition events, meetings, briefings
- Build relationships with stakeholders for ongoing collaboration toward better regulatory environment.
- Data collected, synthesized, and published
- See the recommendations through to enacted policy

Outcomes
- New stakeholders engaged
- Legislators and staff, administration officers engaged
- Data collected, synthesized, and published
- See the recommendations through to enacted policy

Indicators
- Regularly scheduled meetings occur
- Publications
- List of stakeholders involved at state coalition, steering committee and regional coalition level
- Numbers of briefings, meetings, legislative discussions held
- Practice Act changes

Goal #5 - Provide oversight for Regional Action Coalitions

Strategies
- Develop Regional Action Coalitions by geographic areas
- Identify co-leaders and members of Regional Action Coalitions: Possibilities
- Make start-up funds available for Regional Action Coalition Projects
- Meet quarterly to evaluate Regional Action Committee progress

- Develop and implement an evaluation tool for data collection and submit to steering committee
- Develop a work plan with deliverables and milestone markers
- Guide development of structure Regional action committee membership based on RWJF recommendations.

Outcomes
1. RACs develop strategic plans to meet IOM recommendations on education, leadership, data collection and residencies based on characteristics of the region
2. Quarterly reports submitted to Steering Committee in advance of Steering Committee meetings
3. Attainment of goals for each recommendation with estimated time frames

Indicators
- RAC developed and in each geographic region
- Co-leaders identified
- RAC Strategic plan developed and submitted to Steering Committee
- Steering committee evaluates RAC using indicators identified in strategic plan