



**VHA National Nursing  
Strategic Plan  
2008 - 2012**

# **VA NURSING VISION**

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**VA Nursing is a dynamic, diverse group of honored, respected, and compassionate professionals. VA is the leader in the creation of an organizational culture where excellence in nursing is valued as essential for quality healthcare to those who served America.**

# Office of Nursing Services - ONS

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- Provides leadership, guidance and strategic direction on all issues relating to nursing practice and nursing workforce across the continuum of care.
- Aligns nursing strategic goals with field-based operations and organizational priorities.
- National nursing strategic goals are developed through a process shaped by healthcare projections and a clearly defined desired future state for VA, VA nursing, & the discipline of nursing.

# National Nurse Executive Council- NNEC

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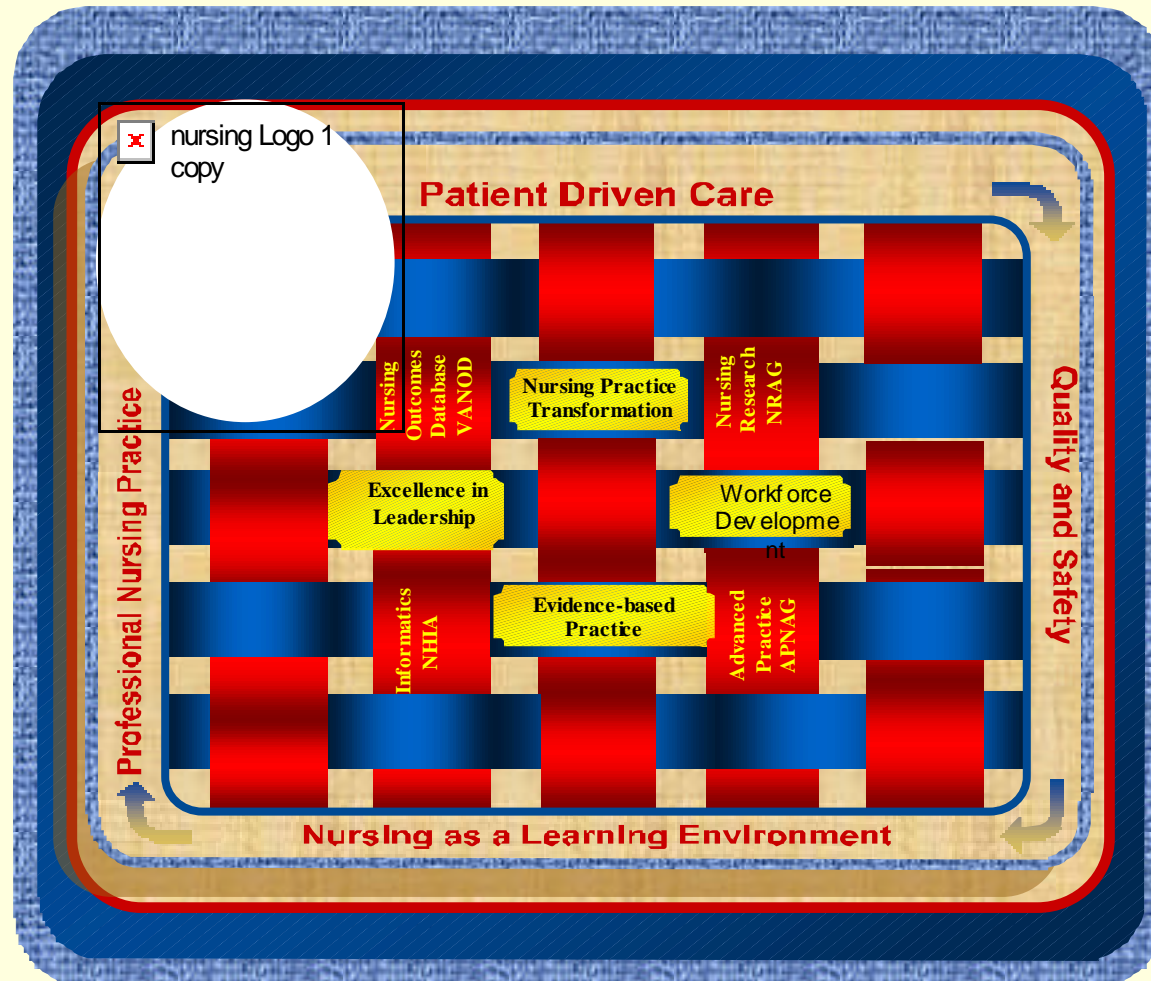
- Field advisory body that provides expert nursing opinion for the development of national nursing strategic goals.
- NNEC membership develops proposed national nursing initiatives for all strategic goals.
- VA Nursing Strategic Plan provides the roadmap for VA nursing to initiate and support key actions that shape the envisioned VHA future.
- NNEC and subcommittee members have substantial impact on shaping future for VA nursing and facilitating innovations in nursing practice, informatics and technology, and business processes that enhance quality & patient safety.

# **Strategic Plan Model: An Integrated Approach**

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**The concept of “network weaving” is to connect groups and their work together into larger threads of patient driven care and professional practice that then create an overall tapestry that is uniquely VA Nursing.**

# VHA National Nursing Strategic Plan 2008 - 2012



# National Nursing Strategic Goals

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- In direct alignment with VHA priorities
- System-wide attention to these interdependent Nursing goals will lead the Vision for VA Nursing
- Critical programs support these interdependent goals:
  - informatics/technology
  - data management
  - research
  - advanced practice

# 1. Nursing Practice Transformation

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**GOAL: Establish systematic approaches to support efficient & effective patient-driven care in all settings & programs.**

- **1.1 Adopt patient-driven nursing care delivery models that articulate & prepare for future practice environments, populations, technologies & workforce designs.**

# 1. Nursing Practice Transformation

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- **1.2 Using systems redesign principles, deploy an automated, data-driven, evidence-based staffing methodology that supports patient-driven care delivery models.**
  - **1.3 Facilitate and support national approaches to address key Initiatives such as OIF/OEF Polytrauma and Case Management, Post-Discharge Follow up, Pain Management, MRSA, My HealthVet, Perioperative and Caregivers initiatives.**

## **2. Evidence-Based Practice - EBP**

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**Goal: Create an environment of inquiry in which all nurses apply the best available evidence to improve healthcare delivery & outcomes throughout the VA.**

- **2.1 Develop a business case for EBP throughout VA Nursing.**
- **2.2 Develop an infrastructure for EBP.**
- **2.3 Develop an education plan to demystify and engage all nursing staff in EBP.**

## **2. Evidence-Based Practice**

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- **2.4 Implement and disseminate EBP tools.**
  
- **2.5 Collaborate with HSR&D to develop an action plan and evaluation plan to track progress of nursing advancements for EBP.**
  
- **2.6 Develop plan to increase nursing research capacity in the VA.**
  
- **2.7 Create systematic processes to identify nursing sensitive measures that impact patient outcomes.**

# 3. Workforce Management

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**Goal: Continue to enhance the competent, dedicated, compassionate, and high-performing nursing workforce through retention, recruitment and organizational initiatives.**

- **3.1 Develop and facilitate programs that support organizational health associated with high nurse satisfaction and quality veteran outcomes.**
- **3.2 Support facilities pursuing ANCC Magnet recognition.**
- **3.3 Promote avenues for increasing the number of nurses with certification.**
- **3.4 Foster local implementation of recommendations to streamline and shorten the hiring process.**

# 3. Workforce Management

(continued)

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- **3.5 Foster local implementation of programs to reduce nursing staff injuries.**
- **3.6 advise Congressional Affairs on the expansion of scholarships and tuition reimbursement for new hires.**
- **3.7 Design and support programs to distinguish VHA Nursing as a learning organization (to include a focus on long-term retention of new employees).**
- **3.8 Advise and support the implementation of the Travel Nurse Corps (TNC) pilot.**

# 3. Workforce Management

(continued)

- **3.9 Establish processes for educating nurse executives and human resource management chiefs on existing authorities and best practices for nursing retention, recruitment & competitive pay.**
- **3.10 Develop and implement mentoring programs for nurse scientists (i.e. new hires and novice scientists).**
- **3.11 Develop and implement programs to prepare nurses to assume specialized roles for targeted areas of current and projected needs (i.e. perioperative, oncology, OIF/OEF, case management, infection control).**
- **3.12 Develop programs and training to ensure timely service delivery to veterans and address national emergency response plans for local, state, VISN and national needs.**

## **4. Leadership Excellence**

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**Goal: Sustain, support and develop leadership orientation, education and system wide programs that prepare nurse leaders for the future.**

- **4.1 Continue the Leadership Excellence Guide for Enduring Nursing Development (LEGEND) program.**
- **4.2 Implement and evaluate the Career Path Program.**
- **4.3 Develop Leadership programs to support key nursing roles for each career path.**
- **4.4 Implement and evaluate the electronic proficiency system.**

# 4. Leadership Excellence

(continued)

- **4.5 Develop and initiate action plans, in collaboration with the Workforce Management Group, to sustain high-level RN practice and satisfaction.**
- **4.6 Enhance business and informatics competencies of key Nursing Leaders.**
- **4.7 Establish a nursing consultation program to support facilities, VISNs and VACO to incorporate processes related to early intervention for high risk issues.**
- **4.8 Develop strategies to further develop the ECF Nurse Executive Track program.**
- **4.9 Provide guidance on prioritization and executive level management of strategies related to technology, advanced practice, research and VANOD.**



**QUESTIONS?**