

## Mission, Vision, and Strategies

### **MISSION:**

To improve the health outcomes for citizens of North Carolina by enhancing the practice of nursing through leadership development, research and demonstration projects.

### **VISION:**

To become a significant conduit through which innovative ideas related to health and healthcare can be evaluated and disseminated to the principal arenas of professional nursing and healthcare practice in North Carolina.

We will know we are achieving our vision when we:

1. Improve patient safety and nurse competence using a statewide, evidence-based model for transitioning new graduates into practice. *Data collection of Phase I of Transition to Practice project occurred August, October and December 2007 as first step in building evidence of key components of a transition program that meets these goals. Projected statewide implementation = 2015*
2. Reduce turnover of newly licensed nurses by 15% during the first year of practice through implementation of statewide transition to practice model. *(NOTE: Some literature indicates that 35% - 60% of new nurses change jobs during the first year of employment. (Source: Godinez G., Schweiger J., Gruver J., Ryan P. Role Transition From Graduate to Staff Nurse: A Qualitative Analysis. Journal for Nurses in Staff Development. 1999.)*
3. Enhance patient safety by implementing a learning and quality improvement approach to reducing errors and potential for errors in healthcare delivery settings statewide. *(Use Just Culture and nurse competency assessment tools to identify risk areas for safe patient care and establish learning/corrective measures plans.)*
4. Attract human and financial resources beyond our immediate geographic location; and,
5. Develop evidence based strategies for improving care delivered by all health professionals.

### **STRATEGIES:**

In everything we do, we will conduct ourselves with integrity, transparency and a determination to enhance the health outcomes of North Carolina citizens:

<b><i>Through</i></b>	<b><i>By</i></b>
Our Focus	<ul style="list-style-type: none"> <li>○ Promoting a safe, competent nursing workforce</li> <li>○ Supporting evidence-based changes in education, practice and regulation</li> <li>○ Ensuring that everything we do has a direct focus on improving health outcomes consistent with our Strategic Plan</li> </ul>
Our Mandate	<ul style="list-style-type: none"> <li>○ Pursuing only those activities that are in keeping with our mission and vision to improve health outcomes</li> </ul>
On-going Commitment to meeting stakeholder needs	<ul style="list-style-type: none"> <li>○ Being an agent for developing strategies to ensure a competent nursing work force</li> <li>○ Being an organization that is effective and whose actions improve the ability to achieve our mission, vision and goals.</li> </ul>
Our Approach	<ul style="list-style-type: none"> <li>○ Collaborating with other organizations on research or demonstration projects that support our mission and vision.</li> <li>○ Supporting nurses in leadership positions who wish to advance their academic preparation in nursing regulation and public policy.</li> <li>○ Supporting interdisciplinary leadership development, research and/or demonstration projects that are intended to improve</li> </ul>

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<i>Through</i>	<i>By</i>
	<ul style="list-style-type: none"> <li>patient care.</li> <li>○ Supporting public awareness initiatives that provide greater understanding of the regulation, education and practice of nursing and its impact on the safety and quality of care delivered to the public.</li> </ul>
Stewardship	<ul style="list-style-type: none"> <li>○ Being financially sustainable in 5 years;</li> <li>○ Building an operating reserve equal to 6 months operating expenses within 5 years;</li> <li>○ Building a permanent reserve fund of \$1,000,000 with the income from the investments providing support for ongoing operations in 10 years;</li> <li>○ Keeping contributors informed of activities.</li> </ul>
Nurturing Internal Human Resources	<ul style="list-style-type: none"> <li>○ Having a sufficient base of staff and volunteers; and</li> <li>○ Assuring congruence between resources of staff, Board, volunteers and strategic goals</li> </ul>
Pursuit of Excellence	<ul style="list-style-type: none"> <li>○ Striving for continuing quality improvement in all services, programs and activities that we do</li> <li>○ Sharing information and best practices with all key constituencies that impact delivery of healthcare</li> <li>○ Maintaining ongoing dialogue with key stakeholders involved in the delivery of healthcare to the citizens of North Carolina</li> </ul>
Innovative Program Agenda	<ul style="list-style-type: none"> <li>○ Establishing the Foundation as both innovative and effective in improving care delivered by health professionals in NC</li> </ul>

### **Performance Objectives:**

<i>Principal Areas</i>	<i>3 - 5 Year Objectives</i>
Governance	<ol style="list-style-type: none"> <li>1. Develop a diverse board committed to the mission &amp; vision of the organization. Delineate board member roles and responsibilities.</li> <li>2. Recruit 4 additional members to the Board</li> <li>3. Develop self assessment tool to evaluate Board effectiveness</li> </ol>
Financial Management	<ol style="list-style-type: none"> <li>1. Six-month operating reserve balance</li> <li>2. Attain financial independence (space, equipment, human resources)</li> </ol>
Program Development	<ol style="list-style-type: none"> <li>1. Identify key components of transition of new nurse graduate to safe, competent practice</li> <li>2. Develop model for statewide transition to practice in terms of regulation, education &amp; practice</li> <li>3. Facilitate the development of a statewide Just Culture Healthcare Community</li> <li>4. Identify key components of continued competence in nursing practice</li> </ol>
Staff Development	<ol style="list-style-type: none"> <li>1. Employ 1.5 permanent FTE</li> </ol>
Fundraising/Marketing	<ol style="list-style-type: none"> <li>1. Implement 5-year plan for general appeal and special projects</li> <li>2. Develop website</li> <li>3. Develop marketing plan to “tell our story”</li> </ol>