

Due	ISSUES	STRATEGIC PLAN FIT (2015-2018) (2018-2020)	WHO TO SEEK COUNSEL/LEADER (BOD, Nurse Leaders, Community)	Statutory Authority (seven categories: 1. supply and demand data 2. applicant pool trends 3. partnerships and leadership 4. effectiveness of nursing ed and diversity 5. consultation & technical assistance 6. patient safety and quality 7. educate public about nursing	DELIVERABLE/SMART GOALS (DOH K)	NOTES
3rd Q 2018 (Fall)	Demand study of nursing in acute care facilities 2018	Strategic Goal 1	WCN Data workgroup: Sally, Chris, Grace OCN/ Forum NWONE, LTC, Leadership WNAC	(1) Maintain info on the current and projected supply and demand of nurses through the collection and analysis of data	<ul style="list-style-type: none"> <li>• Provide a written plan to Collect Data (6/30/18)</li> <li>• Recommendation whether to continue data collection to other sectors (public health, medicare certified, home health) by 6/30/18</li> <li>• Present to NWone Conference in 5/18</li> <li>• Written report of findings by 9/18</li> <li>• Convene Stakeholders for Recommendations</li> </ul>	Currently requires much "hands on" involvement by ED Create Toolkit? 1. available Forum template or tools 2. Outreach Plan 3. Partners 4. Public/Disseminate 5. Recommendations – Development 6. Implementation 7. Expansion – PH, LTC, etc.
Plan due June 30, 2018; need due date for other demand stakehold ers (public health, medicare certified, home health)	Research methods to collect demand data and collaborate with key employer stakeholders and prepare a written plan to begin collection of demand data	Strategic Goal 1	Dorene Hersh and Katie Eilers for Public health, Doris Visaya on home health, WHCA (Alexis Wilson) and Leading Age (Laura Hofman)	(1) Maintain info on the current and projected supply and demand of nurses through the collection and analysis of data	Assess interest of key employer stakeholders (WA Public Health Association, WA Health Care Association, Leading Age WA, and WA Homecare Association ) partners to collaborate in the collection of demand data in the sectors of public health, long term care, and home health demand data by September 30, 2018; Submit recommendations to begin collection of demand data by DEcember 31, 2018	Discuss at Leadership WNAC meeting for public health; discuss follow up with Alexis Wilson and Laura Hofman

4th Q 2018 (end of the year)	Supply data research study with UW Center for Health Workforce Studies 2018 to expand RN snapshots	* PRIORITY ON BOTH PLANS	<ul style="list-style-type: none"> <li>• UW</li> <li>• Forum</li> <li>• NCQAC Coordination</li> <li>• WCN data committee Sally, Chris, Grace</li> </ul>	(1) Maintain info on the current and projected supply and demand of nurses through the collection and analysis of data	Report Findings by December 31, 2018 and use the information to: <ul style="list-style-type: none"> <li>• Inform Action Now</li> <li>• Inform NCQAC supply data collection process</li> <li>• create a process for stakeholder feedback</li> </ul>	<ul style="list-style-type: none"> <li>• Coordinate &amp; Compare Forum, NCSBN &amp; HRSA Surveys</li> <li>• Coordinate &amp; Compare/Serve as Baseline for NCQAC Demographics Survey</li> <li>• Merger/Division of Labor Moving Forward</li> <li>• Stakeholder Outreach &amp; Recs</li> </ul>
4th Q 2018 (end of the year)	Supply Data analysis of NCSBN nursys e-notify data	Goal 1	<ul style="list-style-type: none"> <li>• UW Sue Skillman</li> <li>• National Forum Research Group and experts (Pam Lauer, Cynthia Bienemy, other Forum Leadership)</li> </ul>	(1) Maintain info on the current and projected supply and demand of nurses through the collection and analysis of data	By December 31, 2019 (1) Contract with the UW Center for Health Workforce Studies to assess and analyze NCSBN collected data and provide a written report and (2) Provide a comparison of WCN RN supply sample survey completed in 2017 and make recommendations for improved data collection.	Need to establish available budget for UW to perform assessment and analysis for 2019 budget. Commission may request expenditures in 2018 as data "rolls" in.
1st Q 2018	2017 NURSE FACULTY SURVEY stakeholder input	* PRIORITY ON BOTH PLANS	CNEWS Action Now Ethnic Nurses	(1) Maintain info on the current and projected supply and demand of nurses through the collection and analysis of data	Convene key stakeholder groups to review the results of the 2017 Nurse Faculty Survey to inform Action Now efforts and provide a report of recommendations by June 30, 2018.	<ul style="list-style-type: none"> <li>• Need Staff to Write the Report (Jan)</li> <li>• Need to Coordinate with Other state Survey Efforts (E.g. Nursing education funding subgroup)</li> <li>• Resources/Tactics obtained from Forum collaboration (nursing education is a common concern among Forum members)</li> </ul>

DONE	STUDENT DIVERSITY SURVEY 2016 implementation	* PRIORITY ON BOTH PLANS	<ul style="list-style-type: none"> <li>• WA State Student Nurses</li> <li>• Organizations on WCN Board</li> <li>• Ethnic Nurses Associations</li> <li>• CNEWS – Implementation of Data</li> <li>• Rural Nursing Distance Learning and Diversity Initiative (formerly RONE)</li> <li>• Debbie, Lena, Julie Samms, Antwinette Lee</li> </ul>	(1) Maintain info on the current and projected supply and demand of nurses through the collection and analysis of data and 4) diversity	<ul style="list-style-type: none"> <li>• Create Infographics to educate stakeholders on findings</li> <li>• Inform Action Now</li> </ul>	<ul style="list-style-type: none"> <li>• When do we need to repeat survey? Use to inform RONE, Action Now, other diversity efforts</li> </ul>
2nd Q 2018	Policy stakeholder education plan (including legislature) to support Action Now	2018-2020: Engage in Action Now	Action Now, WSNA, SBCTC	(3) Facilitate partnerships between the nursing community, other health care, etc; Nursing leadership (5) technical assistance	Provide an education plan for legislators, health providers, health care constituents, and other policy making individuals and entities by March 31, 2018.	
2nd Q 2018	Social Determinants of Health Tool Kit for Focus Group discussions	2018-2020 Data to inform leaders (need to identify which leaders in policy, consumers, employers?)	Leadership WNAC	(3) Facilitate partnerships between the nursing community, other health care, etc; Nursing leadership (4) diversity	Publish a Social Determinants of Health at the Point of Care assessment tool for nurses and other providers by July 1, 2018.	Assessment tool to be used by students after due date.
2nd Q 2018	Promote nurse educator diversity	2018-2020; Diverse nursing leaders in decision making positions to transform healthcare; and Goal 2: Grow and ensure diverse nursing leaders in decision making positions to transform health care 2015-2018: mentoring, consultation with Kenya Beard	Antwinette Lee -- Mary Mahoney Professional Nurses Organization and WCN Board member Butch de Castro—UW School of Nursing Diversity Chief Ellie Marsh – Hispanic Nurses Association and WCN Diversity Advisory Committee Margo Perrin—Filipino Nurses and Professional Health Care Association Other partners?	Diversity; Develop an applicant pool study (of graduate students) for potential faculty pool? (4) applicant pool and diversity	Convene a Diversity in Nursing Education Collaborative with Ethnic Nurses Associations and key stakeholders and identify potential areas of partnership and provide a written report of recommendations by July 1, 2018	Discuss at nursing faculty diversity meeting in February

3rd Q 2019 (Fall)	Create a diversity in nursing faculty mentoring and leadership program; design a graduate student applicant pool study to examine diversity of the pool	2018-2020 Diverse nursing leaders in decision making positions to transform health care	Antwinette, Butch, Ellie, Margo, others	(4) Diversity	Same as issue	Discuss at nursing faculty diversity meeting in February
4th Q 2018 (end of the year)	Provide technical assistance to workforce development efforts to support health care transformation, including Healthier WA, RONE	2018-2020: Goal 1 & Goal 2	Suzanne Swadener of HCA; Healthier WA Initiative; Healthier WA Equity and Communities Accelerator Committee	(3) Leadership and (5) Technical Assistance	Same as issue	
4th Q 2018 (end of the year)		none	TTP workgroup	(4) Evaluating the effectiveness of nursing education	Create a transition to practice toolkit for for acute and nonacute care settings by December 31, 2018.	
4th Q 2018 and 2019 (end of each year)	Mutil-media outreach to students in K-12 and their parents to promote nursing as a career	Strategic Goal 3	Olena	(7) Educate the public including students in K-12 about opportunities and careers in nursing		
4th Q 2018	ARNP Advisory Committee: 1. obtain data on barriers to increasing ARNPs and 2. identify efforts of other organizations to increase ARNPs	Strategic Goal 1 and 3	Victoria, Nancy Lawton, CNEWS (Teri Woo), Michael Huggins	(2) applicant pool (3) partnerships (4) nursing ed and diversity (5) consultation & technical assistance (6) patient safety and quality		Discuss potential study on applicant pool to ARNPs as it relates to clinical practice experiences; discuss defining the patient safety aspect of this work
	NEPIN	Strategic Goal 2				
	staff CNEWS conferences	Strategic Goal 1				
	engage in National Forum leadership	Strategic Goal 1 & 2				

GENERAL NOTES		Major Stakeholders Available <ul style="list-style-type: none"> <li>• NCQAC</li> <li>• CNEWS</li> <li>• Healthier Washington (Suzanne's Group)</li> <li>• Community Equity (Anthony, Winnifred)</li> <li>• AINS (DOH, Anne Shields)</li> <li>• Ethnic Nurses Associations</li> <li>• Puget Sound Nurse Leaders</li> <li>• Leadership WNAC</li> <li>• Local Board Organizations</li> <li>• ARNP Adv Committee</li> <li>• WSNA</li> </ul>			
Deliverables in K in progress					
Proposed deliverables					
Deliverables in need of additional development					