

Central Indiana Organization of Clinical Nurse Specialists Strategic Plan 2016-2019

CIOCNS Mission: To enhance and promote the unique, high value contribution of CNSs in Indiana to the health and well-being of individuals, families, groups, and communities; To promote and advance the practice of nursing.

CIOCNS Vision: Shaping and influencing the future of CNS practice by respecting our foundations, disseminating evidence based knowledge and sharing resources through networking.

CIOCNS Goals: Increase the visibility and influence of CNSs in Indiana; Interface with NACNS on CNS practice and education; Promote CNS research to further define the benefit CNSs bring to quality, patient safety and satisfaction, and the costs associated with healthcare; Expand the influence of CIO-CNS by enhancing professional leadership qualities among members; Create and sustain an environment for professional networking; Support and mentor CNS students.

1. Increase the visibility and influence of CNSs to advance the full scope of CNS practice						
Facilitator(s): Coordinate the tactic(s) within the identified goal- Jan Powers, Brandee Wornhoff (Periodic consultant team to include- Vince Holly, Jo Ellen Rust, Brittany Waggoner, Jeni Embree, Kerista Hansell, Steve Beckett, Katrina Hawkins, Jan Fulton, Jennifer Woodard, Student liaison)						
	Tactic	Measurement	Projects/ Action Steps	Status Notes	Responsible Party	Timeframe
1.1	State of Indiana legislative and regulatory representation from CIOCNS membership	1. Maintain CIOCNS members on CAPNI legislative committee(s)	1. Session planning for CAPNI 2. Create opportunities for members to be mentored in legislative activities	A CIOCNS board member would be a logical person to serve on the CAPNI legislative committee upon vacancy	CAPNI CNS liason (Jan Powers); Committee members- Brandee Wornhoff, Brittany Waggoner	1. Q1 2018 2. Q1 2018

	Tactic	Measurement	Projects/ Action Steps	Status Notes	Responsible Party	Timeframe
1.2	Advocate for CNS role at state policy level	1. Increase participation in CAPNI Advocacy Day by 50% from 2016 2. Obtain or develop template for portfolio working with NACNS. 3. Develop portfolio as a proxy for specialty certification exam	1. Identify 4 CNSs to attend Jan 2018 CAPNI Advocacy Day 2. Work through NACNS to establish CNS portfolio options via ANCC as a proxy for specialty certification exam (this is imperative as Indiana bills introduced in 2018 will contain language that a "certification, or certification equivalent, including portfolio equivalent" will be required for prescriptive authority; this removes barriers for those CNSs who do not have a certification exam for their practice).	Brandee has connected with Vince Holly and Jo Ellen Rust dialogue about portfolio- no action by NACNS to date. CIOCNS and CAPNI will likely have to partner to create this for the Indiana Board of Nursing (model after ANCC's portfolio option).	Jan Powers; Brandee Wornhoff; Brittany Waggoner	1. Q4 2017 2. Revisit Q1 2018 3. Q4 2018

	Tactic	Measurement	Projects/ Action Steps	Status Notes	Responsible Party	Timeframe
1.3	Collaboration with local, national, and international APN organizations	1. Increase participation CNS participation and engage with other nursing organizations such as IONE, ISNA, Sigma Theta Tau etc.	1. All board members will join CAPNI 2. Add CAPNI updates to CIO-CNS meeting agenda 3. Link CAPNI website from CIOCNS website and vise versa; CIOCNS members active involvement in activities (dinner meetings, educational offerings) 4. 25% (4 CNSs) increase in CNS enrollment in CAPNI Campaign to increase CAPNI membership. 5. Enhance organizational memberships starting with Pres and President Elect join IONE	Board to enhance the membership form to capture memberships [15 CNSs in CAPNI as of May 2016; 10 CNS Members as of 12.18.17]	President, Vice President, and Secretary (2017-2019)	1. Q2 2018 2. Q2 2018 3. Q4 2017 4. Q2 2018 5. Q1 2018
1.5	Continue to enhance/improve website and methods of communcation	1. Administer annual needs assessment of CIOCNS membership assessing communication methods via website	1. Create, administer, analyze needs assessment 2. Share results of needs assessment with affiliate	Performed action step 1 and 2 in 2015-2016	1 & 2 President and board designee(s) 3 & 4. Brandee, Jan, and members	1. readminister needs assessment Q3 2018, 2. release stoplight report end of Q1 2019

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1.6	Increase CIOCNS visibility with Schools of Nursing	1. Establish connection with/track identified schools of nursing and subsequently their students, undergrad and graduate level programs 2. Iniate a CIOCNS student board liaison position 3. Track hits on student section of the website	1. Identify and create list of schools of nursing to connect with; engage in relevant campus events (IUSON graduate student day: CIOCNS booth); 2. Create student liaison purpose, roles and responsibilities 3. Target post secondary education decisions, proactively give CNS information as career discussions are being held, connecting with high-school counselors to encourage graduate degree endpoints 4. Compile list of central Indiana High Schools to engage in events in order to promote nursing and the CNS role.	IU, Purdue Northwest, USI 12/2017 meeting discussed possibility of Crispus Attucks pilot	VP Kerista Hansell, Jennifer Woodard, Steve Webmaster, Student board liason (TBD)	1. Q3 2018 2. Q3 2018 3. Q4 2018 4. Q4 2019

2. CIOCNS serves as a regional source for CNS professional development and continuing education

Facilitator(s): Coordinate the tactic(s) within the identified goal- Katrina Hawkins, Kerista Hansell

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	Tactic	Measurement	Projects/ Action Steps	Status Notes	Responsible Party	Timeframe
2.1	Maintain or increase membership by 10% annually	1. Track annual membership count 2. Survey membership to evaluate perceptions regarding satisfaction and dissatisfaction	1. Develop mechanism to track membership count 2. Develop satisfaction and dissatisfaction survey to include items pertaining to decision to stay/become/discontinue membership 3. Roll out survey to members and non members, collect, analyze and present data to CIO-CNS conference 4. Disseminate results to affiliate	Tracking mechanism (Formsite) indicates 110 members in 2016; 2017 membership total yet tbd; Past president to train incoming president and president election on Formsite	President, Board	1. Q 1 2018 2. Q2 2018 3. Roll out Q 3, collect and analyze by November conference 2018 4. End of Q4 2018
2.2	Continually enhance annual conference to achieve consistent or increasing numbers of attendees.	1. Track numbers of conference attendees 2. Evaluate perceptions of conference attendees for satisfaction, dissatisfaction, and ongoing educational needs	1. Tally number of conference participants. 2. Review and breakdown conference evaluations and present at CIO-CNS dinner meeting. 3. Incorporate evaluation data as appropriate into future starting with 2017 conference planning efforts		conference planning committee Chair (Georgann Adams in 2016); Katrina Hawkins chair in 2017; Jason McClara in 2018	1. Q1 2018 2. Q2 2018 3. Q3 2018 and future

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2.3	Continue to offer diverse CE as the CNS role evolves, including Pharmacology	1. Track the number of CEs awarded in association with affiliate	1. NEW Task force to develop CIOCNS poster fair 2. Provide additional educational offerings (consider varied approaches like online, webinar, face-to-face, etc.) 3. Link to known relevant CE offerings from other organizations	Kerista will reach out to Katrina Hawkins to determine leadership of new task force, incorporating past student	Poster fair taskforce; Conference Planning Committee (routine reports to board, including proposed and final budget)	1. Q2 2018 2. Q3 2018 3. Q4 2018
2.4	Promote CNS student involvement	1. Monitor fellowship growth and awarded monies 2. Track indicators of student involvement (e.g. website hits in dedicated section; involvement in committees/dinner meetings). 3. Track the number of student CIOCNS members annually.	1. Create the student board. 2. Process for selection & awarding CIOCNS Dayhoff Fellowship (endowed Scholarship); develop criteria and structure of fellowship essay . 3. Roll out essay submission to students with submission date. 4. Review essays and award monies. 5. Create dedicated student website section; student discounts for various opportunities; consider implementing student essay contest- winner gets NACNS conference registration (develop necessary structure) 6. Use "What is the CNS" handout	Would need to create criteria for student essay (e.g. must have CIOCNS membership). Enhance awareness to sign up for travel fellowship at IUSON (if IU students, investigate existing options in other SON)	1. Kerista Hansell 2 - 5. Kerista Hansell (Kevi Baumgardner), Jennifer Woodard (Elizabeth Helms); Diane Doty (Kate Mills); Brandee Wornhoff (Nikkita Adams) Note: board consensus "no" to offer waived student membership if serving as a student liaison	1. Q1 2018 2. Q2 2018 3. Q3 2018 4. Q3 2017 in time for 2018 NACNS conference registration 5. Q3 2018

3. Promote the benefit the CNS brings to evidence-based quality, patient safety, and cost of healthcare

Facilitator(s): Coordinate the tactic(s) within the identified goal- **Diane Doty and Cindy Bone-Heitoff**

	Tactic	Measurement	Projects/ Action Steps	Status Notes	Responsible Party	Timeframe
	Tactic	Measurement	Projects/ Action Steps	Status Notes	Responsible Party	Timeframe
3.1	Promote the unique contributions of the CNS role	1.0. Track IONE and AONE abstracts accepted	<p>1.0. Promote CNS contributions by: Linking other websites with CIOCNS website; participating in local, regional, national, international presentations; Other possible strategies: publish press releases in ISNA publications; create (and supply recipients with) CIOCNS specific/CNS role specific brochure and elevator speech- archive this on website.</p> <p>2.0 Add a column on meeting sign in sheet to identify members who attended or presented at another organization</p> <p>3. Recognition Awards: Consider routine submission of members for national/international (e.g.ANA Shooting Star) and develop internal awards programs</p> <p>4. Promote abstract submission to AONE (target 1-2 each year, perhaps selected from CIOCNS conference)</p> <p>5. Develop template for collecting CNS projects and financial impact by facility.</p> <p>7. Compile all facilities projects and financial impact and present to CIOCNS and IONE</p>	<p>Specifics of dissemination for web form may be: Authors, title, audience, content description, etc.</p> <p>Create an internal nominations and award structure: (e.g. CIOCNS spirit award, mover and shaker award, etc)</p>	Ann Allison, Brandee Wornhoff, Diane Doty, Debbie Ferguson, and Steve (webmaster)	<p>1.0 Q3 2018</p> <p>2.0 Q3 2018</p> <p>3. Q4 2018 first awards given at 2017 conference</p> <p>4. Q 4 2018</p> <p>5.Q2 2018</p> <p>6. Q3 2018</p> <p>7. Q1 2019</p>

	Tactic	Measurement	Projects/ Action Steps	Status Notes	Responsible Party	Timeframe
3.2	Quantify CNS role contributions and promote CNS research (to further define and measure the value of CNS interventions)	1.0. Track the number of IRB approved research studies with CNS as an investigator in member organizations	1. Organize planning committee for a research workshop, assign a budget, and evaluate program 2. Conduct CNS Researcher workshop for members as a preconference for CIOCNS annual conference 3. Adminster the CIOCNS outcomes survey	3. Board assist with budget	Action 1-suggested names: Jan Powers, Sue Storey, Cheryl Wolverton, Jan Fulton Action 3- Conference Planning Committee Debbie Ferguson	1.0 Q2 2018 2.0 QRT 3 2018 3.0 QRT 3 2018

4. Maximize professional leadership opportunities among members						
Facilitator(s): Coordinate the tactic(s) within the identified goal- Francesca Levitt, Jennifer Kitchens, Jennifer Woodard						
	Tactic	Measurement	Projects/ Action Steps	Status Notes	Responsible Party	Timeframe
4.1	Serve as a source for CNS leadership development	1. Track number of members that participate in leadersip development activities 2. Solicit exemplars of the experience in the form of narratives/storyboards	1. Link to opportunities in leader-specific education (e.g. STTI) 2. Track/market the leadership narratives 3. Organize area for leadership resources on website (e.g. books, links, articles, forum for back and forth sharing)	Would you like to be a leadership mentor? Added to membership form	CIOCNS President, Website administrator, Jennifer Kitchens, Jennifer Woodard	1. Q3 2018 2. Q4 2018 4. Q3 2018

Originated date: January 30, 2016

Revision(s) date(s): February 6, 2018

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Parking Lot

2.5	Foster existing and establish new partnerships with regional CNS degree granting institutions to enhance CNS network	1. Quantify number of CNS degree programs in the state 2. CIOCNS membership data reflects increasing members from various degree programs	1. Establish channel for communication: Reach out to known degree programs (i.e. USI, Purdue-Calumet, IU) 2. Designate contact person for each institution; assemble at least annually to share ideas, report out to membership; determine possibility for CIOCNS to reach out to graduates of these programs for CIOCNS membership, networking, etc.	List of all SONs, previously completed by Kerista; Preceptor list (Steve building this at present)	Kerista Hansell Francesca Levitt Jan Fulton Ann Allison	Both 1 and 2. Q3 2018
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