

PREPARING FOR THE FUTURE

The PA Action Coalition is celebrating its legacy while gathering critical feedback and inspiration to design a bold new five year plan. We seek to understand how we can leverage our community of stakeholders and collective expertise to advance health and healthcare through nursing.

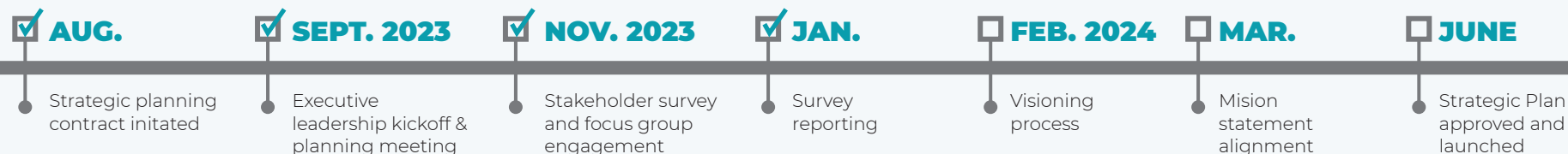
STRATEGIC PLANNING GOALS

- 1.** Capture member and stakeholder experience with the coalition.
- 2.** Address challenges and seize opportunities.
- 3.** Assess the current position of the coalition against its original objectives.
- 4.** Answer the question: where do we go from here?

PA-AC KEY MILESTONES



STRATEGIC PLAN TIMELINE

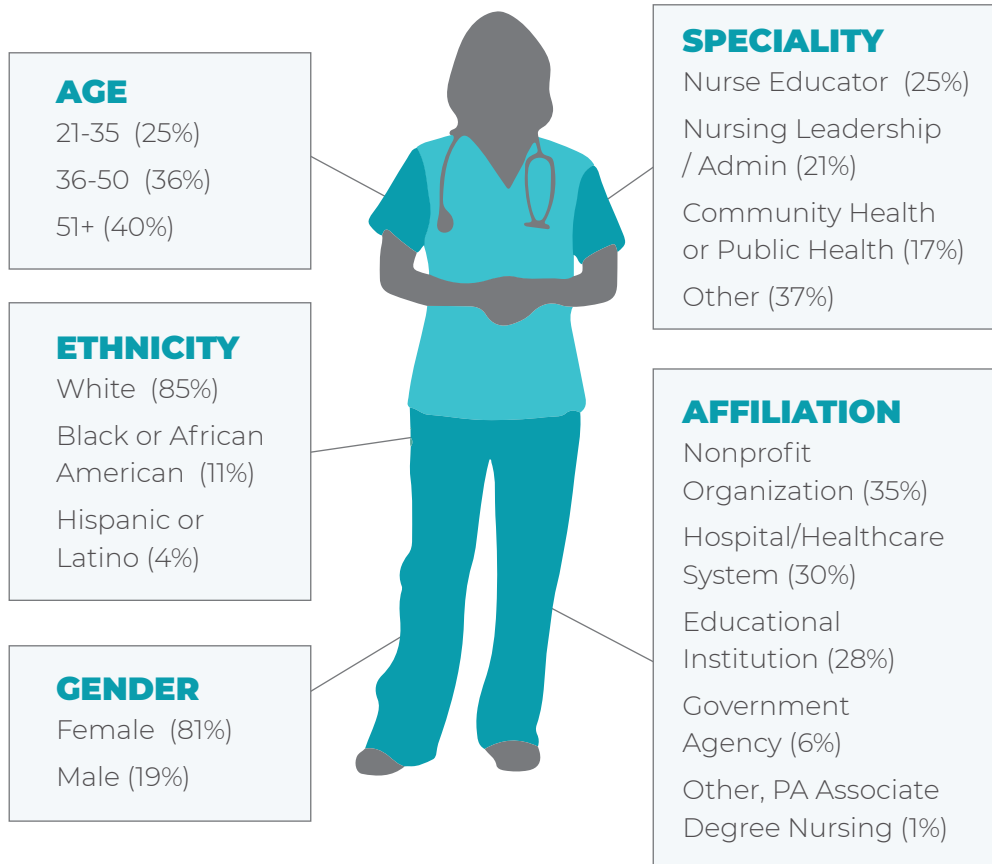


SNAPSHOT OF THE COALITION

Our success is based in our relationships and the tireless dedication of our stakeholders. Collaborating across academia, government, healthcare administration and delivery, community and professional organizations, and non-profit and for-profit companies we collectively develop the infrastructure necessary to create a culture of health across Pennsylvania.

WHO ARE OUR STAKEHOLDERS?

* Data from 2023 stakeholder survey of 53 respondents.



ADVISING PA-AC

Our coalition is made up of organizations and institutions who advise and guide our work, including:

AARP	National Nurse-Led Care Consortium	Pennsylvania Public Health Association
Convenient Care Association	PA-Academic Progression in Nursing	Pennsylvania State Nurses Association
Excela Health	PA Nurse Residency Collaborative	SEIU Healthcare PA
Geisinger Health System	Penn Medicine	Southeastern Pennsylvania Area Black Nurses Association
Hospital and Healthsystem Association of Pennsylvania	Penn State University College of Nursing	Student Nurses Association of Pennsylvania
Independence Blue Cross Foundation	Pennsylvania Association of School Nurses and Practitioners	University of Pennsylvania School of Nursing
Lehigh Valley Health Network	Pennsylvania Coalition of Nurse Practitioners	University of Pittsburgh School of Nursing
Main Line Health	Pennsylvania Organization of Nurse Leaders	UPMC
Masimo	Pennsylvania Patient Safety Authority	UPMC Health Plan
National Association of Hispanic Nurses		
National Association of Nigerian Nurses in North America		

81% of survey respondents are actively engaged in the coalition

CORE STRENGTHS

We heard loud and clear that coalition stakeholders believe in the mission and goals of our work and find particular excellence in:

OPERATIONAL INFRASTRUCTURE

Staffed network and financial durability has sustained/increased impact over time.

COALITION CULTURE

Participants and staff are highly relational and collaborative. Real time solutions translated through peer coaching and networking.

ANCHORED IN NATIONAL FRAMEWORK

PA-AC has credibility from the goals rooted in the national Future of Nursing agenda.

INSIGHTS & ACTIONS

In order to fulfill the ongoing mission of the the PA-Action Coalition we found that, based on survey responses and a SOAR analysis from focus group interviews, the following actions must be taken:

EXPAND NURSE PIPELINES

Nursing shortages, in both personnel and faculty, must be addressed through a creative multi-system lens and strategy. Recruitment, retention and the development of career ladders are of key importance.

EXPAND POLICY EFFORTS

Structural inequities facing the field of nursing require a statewide advocacy agenda leveraging research, technology, and education to shift narratives with patients, advocates, healthcare institutions and government officials.

INCREASE DIVERSITY

The nursing field must represent and embody the values of the communities they serve. Intentional strategies must be developed and deployed to diversity the field.

IMPROVE QUALITY OF WORKPLACE ENVIRONMENT

Workplace safety, both at the bedside and in the community, must be prioritized. Actionable strategies and evidenced based practices supporting wellbeing and resiliency remain a top priority.

IMPROVE QUALITY & QUANTITY OF DATA

Develop shared metrics to track progress against identified goals that will demonstrate progress in the field. Consider publishing hard to find statewide and national data relevant to the field,

INCREASE COMMUNICATION

Coalition efforts can be maximized through communication strategies that publicize coalition “wins; progress against identified goals and policy briefs highlighting where advocacy and policy efforts can be most successful.

RESPOND TO THE FUTURE OF NURSING PLAN

PA-AC Members continue to feel connected and inspired by the goals and tenants outlined in the Future of Nursing Report. Goals are still relevant and leave room for the coalition to evolve while honoring the key principles.

NEXT STEPS

1. We will use the information received to build an agenda for discussion during the upcoming visioning session(s) to be held in late February & March.
2. We will host a visioning session in early 2024 and revisit mission/vision/values statements to ensure alignment with the new plan
3. Our goal is to release the new strategic plan in April of 2024 that reflects our collection vision for the future.