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| **PRACTICE ENVIRONMENT**  | National Goal:*EMERGENCY NURSES WILL WORK IN AN IDEAL PRACTICE ENVIRONMENT TO**PROVIDE THE HIGHEST QUALITY OF EMERGENCY CARE IN THE SAFEST WAY*. | Objectives:1. Improve quality and safety in emergency nursingpractice2.Prevent violence in the ED3.Establish and disseminate standards for emergencynursing practice4.Improve recruitment and retention of emergencynurses | Strategies:1. Develop and compile comprehensive institutionalsafety assessment and quality measures foremergency nursing2. Lead efforts to develop and disseminate data andresources to address workplace violence3.Establish and disseminate standards for emergencynurses to provide care using their full scope ofpractice4.Identify and disseminate best practices foremergency nursing staffing5.Generate and promote new knowledge inemergency nurse wellness6.Advocate for emergency departments to have thenecessary resources and supplies for the highestquality, safe practice and safe care | Pennsylvania Strategies:1. Work to support workplace safety through advocacy at the PA state level
2. Disseminate data to address workplace violence
3. Work with other stakeholders to ensure nurses are providing care using their full scope of practice (including APRNs)
4. Support emergency nurse wellness through programs and resources
5. Support best practices and use of the ENA resources
6. Work to support workplace safety through advocacy at the national level
 | Measures:1. Government affairs activities
2. Conduct one wellness activity per quarter at state or chapter level
3. Gather data regarding full practice scope
4. Contact hospitals in PA regarding their use of ENA resources, such as position statements
5. Send members to DOTH
6. Send member to PA DOTH in conjunction with PSNA
7. Utilize the PSNA legislative ambassador program
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| **EDUCATION** | National Goal:*EMERGENCY NURSES HAVE THE HIGHEST QUALITY EDUCATIONAL RESOURCES**TO PROVIDE THE HIGHEST LEVEL OF CARE.* | Objectives:1. Expand research to increase the generation of newknowledge in emergency nursing2.Expand the translation of best evidence intoemergency nursing practice3.Increase development and delivery of educationalcontent for emergency nurses worldwide. | Strategies:1. Identify research opportunities to meet the futureneeds of emergency nurses2. Identify and prioritize emergency nursing educationgaps3.Expand ENA core educational offerings for all levelsof emergency nurses4.Create new educational offerings that cover thebreadth and depth of emergency nursing5.Create the framework for the gold standard foremergency nursing orientation6.Influence academia to include emergency nursingcontent7. Ensure relevance of instructional design and deliveryfor all learners to match how and where they learn | Pennsylvania Strategies:1. Encourage members to participate in research
2. Continue to plan and execute a high-quality educational conference annually
3. Encourage members to develop, produce and disseminate educational offerings
4. Partner with nursing schools and programs to present ENA to their students
5. Provide quarterly education sessions
 | Measures:1. Annual Horizons conference
2. Student level educational events
3. Member participation in educational events
4. Community education
5. Member attendance at non-ENA conferences
6. Quarterly education sessions offered via Zoom platform
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| **COMMUNITY**  | National Goal:*ENA IS THE AUTHORITY AND PREMIER ORGANIZATION FOR EMERGENCY**NURSING WORLDWIDE.* | Objectives:1. Increase membership2. Increase collaboration and partnerships thatadvance emergency nursing3.Increase ENA presence in every ED4.Expand the impact of the ENA Foundation5.Expand the voice of the emergency nursein healthcare policy and public health | Strategies:1. Evaluate membership categories2. Strengthen member value proposition3.Define strategic approach to partnerships andorganizations that advance emergency nursing4.Increase ENA brand and product awareness in EDs5.Implement education and advocacy strategies forinjury prevention and public health issues6.Develop partnerships and a framework foremergency nurses to respond to disasters | Pennsylvania Strategies:1. Reinvigorate chapters through “realign, reengage, & reeducate” chapter leadership program
2. Increase overall membership by 3%
3. Increase student membership
4. Increase member participation through micro-volunteering opportunities
5. Endow Millie Finke scholarship
6. Support emerging professionals through leadership development and participation
7. Establish board liaisons for chapters
8. Develop & foster relationship with other nursing and first responder organizations (PD, FD, EMS)
9. Develop chapter leaders through Chapter Presidents Council
 | Measures:1. Introduce “RRR” program to chapters
2. Evaluate chapters through monthly progress reports and board liaison interaction
3. Assess chapter compliance with quarterly reports (including treasurer’s reports)
4. Attain event grant for members to attend SNAP conference
5. Attend SNAP conference and promote ENA membership & participation
6. Assess Millie Finke funds quarterly
7. Injury prevention activities – minimum 2 per chapter/year
8. Chapter Presidents Council managed by previous year’s immediate past president and hosted on Teams
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| **CULTURE**  | National Goal:*ENA’S CULTURE IS DYNAMIC, ENSURING RELEVANCE IN A CHANGING**ENVIRONMENT TO ADVANCE THE MISSION.* | Objectives:1. Utilize best-in-class technology to supportthe development and delivery of leading-edgeeducation, research and practice resources andmember engagement2.Employ best practices in governance and leadership3.Nurture and grow an organizational culture andtalent consistent with ENA’s values4.Manage expenses and resource utilization consistentwith ENA’s goals and objectives | Strategies:1. Implement new and emerging technologies toenhance the user experience2. Identify and implement best practices in governance3.Strengthen support of State Councils and Chaptersto provide best practices in strategic decisionmaking and leadership4.Implement a comprehensive staff developmentprogram5.Implement actions that advance diversity andinclusivity | Pennsylvania Strategies:1. Implement new and emerging technologies to enhance the user experience
2. Identify and implement best practices in governance
3. Develop a strategic plan with the cooperation of the board
4. Develop & support leadership characteristics in future leaders
5. Develop a succession plan
6. Develop a list of potential candidates for future elections
 | Measures:1. Transition all Board and Chapter officers to the G-Suite email platform
2. Make state council meetings available via a Zoom platform
3. Implement officer training and development (Chapter Presidents Council)
4. Schedule strategic planning meeting
5. Schedule officer transition meeting
6. Compile ENA resources for leaders
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