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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 nursing  practice  2.Prevent violence in the ED  3.Establish and disseminate standards for emergency  nursing practice  4.Improve recruitment and retention of emergency  nurses | Strategies:  1. Develop and compile comprehensive institutional  safety assessment and quality measures for  emergency nursing  2. Lead efforts to develop and disseminate data and  resources to address workplace violence  3.Establish and disseminate standards for emergency  nurses to provide care using their full scope of  practice  4.Identify and disseminate best practices for  emergency nursing staffing  5.Generate and promote new knowledge in  emergency nurse wellness  6.Advocate for emergency departments to have the  necessary resources and supplies for the highest  quality, 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 |
| **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 new  knowledge in emergency nursing  2.Expand the translation of best evidence into  emergency nursing practice  3.Increase development and delivery of educational  content for emergency nurses worldwide. | Strategies:  1. Identify research opportunities to meet the future  needs of emergency nurses  2. Identify and prioritize emergency nursing education  gaps  3.Expand ENA core educational offerings for all levels  of emergency nurses  4.Create new educational offerings that cover the  breadth and depth of emergency nursing  5.Create the framework for the gold standard for  emergency nursing orientation  6.Influence academia to include emergency nursing  content  7. Ensure relevance of instructional design and delivery  for 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 |
| **COMMUNITY** | National Goal:  *ENA IS THE AUTHORITY AND PREMIER ORGANIZATION FOR EMERGENCY*  *NURSING WORLDWIDE.* | Objectives:  1. Increase membership  2. Increase collaboration and partnerships that  advance emergency nursing  3.Increase ENA presence in every ED  4.Expand the impact of the ENA Foundation  5.Expand the voice of the emergency nurse  in healthcare policy and public health | Strategies:  1. Evaluate membership categories  2. Strengthen member value proposition  3.Define strategic approach to partnerships and  organizations that advance emergency nursing  4.Increase ENA brand and product awareness in EDs  5.Implement education and advocacy strategies for  injury prevention and public health issues  6.Develop partnerships and a framework for  emergency 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 |
| **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 support  the development and delivery of leading-edge  education, research and practice resources and  member engagement  2.Employ best practices in governance and leadership  3.Nurture and grow an organizational culture and  talent consistent with ENA’s values  4.Manage expenses and resource utilization consistent  with ENA’s goals and objectives | Strategies:  1. Implement new and emerging technologies to  enhance the user experience  2. Identify and implement best practices in governance  3.Strengthen support of State Councils and Chapters  to provide best practices in strategic decision  making and leadership  4.Implement a comprehensive staff development  program  5.Implement actions that advance diversity and  inclusivity | 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 |