



Advancing Health through Nursing
Initiative on the Future of Nursing

Texas Nursing: Our future depends on it

Strategic Plan 2012-2014

The Vision: “Better Care, Better Health, Reduced Cost” is a vision for all Texans. The Texas Team Advancing Health through Nursing believes that in order to advance this vision, nursing, the largest sector of the healthcare workforce must be improved. The nursing profession can and will play a significant role in advancing the health of Texans.

The Challenge: Texas ranks at the bottom of the nation in health outcomes and has the highest percentage of uninsured in the U.S. Texas ranks 47th of 50 states in supply of primary care physicians, and 185 of the state’s 254 counties are designated as medically underserved. Due to projected population growth of the state, Texas is projected to have a critical shortage of registered nurses (RNs) as the nursing workforce ages. The future of the nursing profession is critical to the future health of Texans.

The Opportunity: Improving the health of Texans will require improving the future of nursing in the state. The Institute of Medicine (IOM) issued a report entitled “*The Future of Nursing, Leading Change, Advancing Health*” in 2011 that offered recommendations that collectively serve as a blueprint for improving the nursing profession. The Texas Team utilized the IOM report as a “blueprint” for developing this strategic plan. Seven of the eight IOM recommendations are addressed in this two year plan. While this plan is only for two years, the Texas Team plans to fully engage in pursuing all IOM recommendations in future years of the campaign.

The Campaign: Texas Team Advancing Health through Nursing (Texas Team) is a statewide coalition with a diverse array of stakeholders including businesses, higher education, health care advocacy groups, hospitals and others. The Texas Team has been convened to advance the Future of Nursing: *Campaign for Action*, organized by the Robert Wood Johnson Foundation in collaboration with AARP and the AARP Foundation, and is charged with transforming the health of Texans through nursing by implementing the recommendations of the Institute of Medicine (IOM) report, “The Future of Nursing: Leading Change, Advancing Health.” More information about the Campaign and the Texas Team may be found at www.campaignforaction.com and www.texasnurses.org.

~ Note – Strategy Number coincides with IOM Future of Nursing recommendation numbers.



Remove scope of practice barriers.

Primary Lead: Texas Nurses Association

Sub-Goals/Tactics

- 1.1 Identify actions necessary for nurses to practice to the full extent of their education and training.
- 1.2 Develop policy strategies to maximize utilization of advanced practice nurses (APRNs) to meet the care needs of Texans and reduce cost.
- 1.3 Develop reports which provide compelling evidence of the value of APRNs in providing high quality, low cost health care to Texans.

Texas Team Partners

TONE
APRN Roundtable Orgs.
APRN Roundtable Orgs. & TX Team
Tactical Support & Ops



Expand opportunities for nurses to lead and diffuse collaborative improvement efforts.

Primary Lead: Texas Team Practice Committee

Sub-Goals/Tactics

- 2.1 Promote the design of innovative patient-family-centric care delivery systems that incorporate the current and future role of the nurse and embrace a clinical team approach.
- 2.2 Collaborate to create new models of care that reduce costs and maintain/improve quality and safety of care delivery.
- 2.3 Assist TNA/TONE HIT Committee in obtaining resources to provide nurses with tools needed to enhance quality and patient safety processes in their organizations, including those that assist in the development of appropriate information technology systems.
- 2.4 Identify & leverage technology applications to improve nursing care and reduce costs.
- 2.5 Create & deploy a tool box for use by practicing nurses & executive nurse leaders to assist in actualizing the IOM Future of Nursing goals via establishment of development plans as part of individual &/or organizational professional frameworks.

Texas Team Partners

THA, TONE & TNA
THA, TONE & TNA
THA, TNA & TONE
TNA & TONE
TONE, TNA



Implement nurse residency programs.

Primary Lead: Texas Team Practice Committee

Sub-Goals/Tactics

- 3.1 Explore the opportunity to design and deploy an academic based residency for new nurses with practice partners.
- 3.2 Support the Texas Board of Nursing pilot program on nurse residency & CMS funded Texas residency programs for APRNs.

Texas Team Partners

TONE, TOBGNE, TOADN, TNA
TONE, TOBGNE, TOADN, TNA



Increase the proportion of nurses with BSN degrees to 80% by 2020.

Primary Lead: Texas Team Education Committee

Sub-Goals/Tactics

- 4.1 Develop policy strategies that support the goal of 80% BSN workforce by 2020.
- 4.2 Demonstrate alignment and collaboration between practice and education to achieve the 80/20 education goals.
- 4.3 Implement APIN grant, actualizing seamless progression models including the CABNET project which promotes the 1+2+1 for RN to BSN completion.
- 4.4 Plan & operationalize regional faculty forums on the IOM goal of 80% BSN by 2020 that provide faculty an opportunity to interact across programs & delineate educational goals that promote achievement of the IOM educational goals.
- 4.5 Provide leadership for the achievement of the overall RN production goals for 2020 established by original Texas Team.
- 4.6 Create & deploy a tool box for faculty to utilize in educating nursing students regarding the IOM *Future of Nursing* report, especially the importance of achieving higher levels of education.

Texas Team Partners

- TNA Ed. Committee & TNA GAC, THECB
- TNA, TOADN, TOBGNE, TONE
- TNF, TOADN, TOBGNE, TONE
- TOADN, TOBGNE
- TAB, TCNWS, TNA, TOADN, TOBGNE, TONE
- TOADN, TOBGNE, TONE



Double the number of nurses with a doctorate by 2020.

Primary Lead: Texas Team Education Committee

Sub-Goals/Tactics

- 5.1 Analyze the current production & current & future utilization of doctoral prepared nurses & set production goals for Texas DNP & PhD programs, based upon IOM goals.
- 5.2 Assess the current production and utilization of doctoral prepared nurses and establish production goals.
- 5.3 Identify and raise awareness of the value of the doctoral prepared nurse in the practice and regulatory environments.

Texas Team Partners

- TNA, TOADN, TOBGNE, TONE
- TNA, TOBGNE, TCNWS, TONE
- TONE, TOBGNE, TNA



Prepare and enable nurses to lead change to advance health.

Primary Lead: Texas Team Leadership Committee

Sub-Goals/Tactics

- 7.1 Expand leadership opportunities for nurses to lead in board rooms, policy discussions and on management teams.
- 7.2 Identify nurse leaders & advocate for appointment to various boards, commissions, task forces at state and community levels.
- 7.3 Develop partnerships with innovative organizations & leaders, both in and outside of health care, that support advancements aimed at improving the nurses work environment.
- 7.4 Identify resources that enable nurses to identify, mentor and coach current and aspiring nurse leaders.

Texas Team Partners

- BCBS, TBON, THA, TNA, TONE
- All Team Members
- BCBS, THA, TNA, TOADN, TOBGNE, TONE
- BCBS, TBON, THA, TNA, TOADN, TOBGNE, TONE

- 7.5 Encourage leadership organizations (non-nursing) to develop internship & leadership opportunities for nurses & to communicate, educate and publicize the contributions of nurses in advancing the health of Texans. BCBS, TNA, TONE, TOADN, TOBGNE



Build an infrastructure for the collection and analysis of Inter- Professional health care workforce data.

Primary Lead: Texas Center for Nursing Workforce Studies (TCNWS) Advisory Council

Sub-Goals/Tactics

- 8.1 Insure the TCNWS remains a vibrant and integral state agency focused on supporting nursing workforce studies as envisioned in legislative statute.
- 8.2 Coordinate with primary leads for other IOM recommendations to assess what data needs would help implement specific strategies.
- 8.3 Develop & implement a mechanism to track the number of RNs graduating from RN to BSN/MSN programs that are not under the authority of the THECB or the TBON.
- 8.4 Continue to monitor the number of pre-licensure graduates & disseminate that information as necessary.
- 8.5 Map the numbers of doctoral prepared nurses needed to double production by 2020.

Texas Team Partners

TNA, BON, TCNWS Advisory Council

Texas Team Tactical Support & Operations

TCNWS, TBON, Texas Team Education Committee

Texas Team Education Committee

Texas Team Education Committee, Texas Workforce Boards

Endnote: *This Strategic Plan was developed by the Texas Action Coalition under a campaign known as the Future of Nursing: Campaign for Action. The plan reflects the views of the Texas leaders who engaged in developing it in their individual capacities. The Texas Team did not receive funding from RWJ, AARP, or CCNA and this plan does not reflect the views of RWJF, AARP or CCNA.*