

**Georgia Department of Community Health
Division of Public Health
Office of Nursing
Public Health Nursing Strategic Plan, FY 2011-2014
Aligned with the Institute of Medicine's *Future of Nursing, Advancing Health* Recommendations**

VISION

Public Health Nursing workforce is competent, caring, compassionate and is improving the health and safety of Georgians.

MISSION

Provide leadership, guidance, technical assistance and tools to assure that the practice of Public Health Nursing in Georgia is:

- Evidence- and competency-based;
- Consistent with the Georgia nurse practice acts, rules and regulations and scope of practice; and
- Focused on improving the health and safety of Georgians.

GOALS

1. Foster a work environment that promotes recruitment and retention and maximizes the leadership of public health nurses.
2. Ensure a public health nursing workforce competent in population health practice, personal/preventive health practice and emergency preparedness and response.

IOM Recommendation	Public Health Nursing Action Plans
1. Remove scope of practice barriers.	<u>RNs</u> <ul style="list-style-type: none">• Collaborate with academic partners to develop baccalaureate course in Women's Health for Expanded-Role RNs in Public Health by conducting pilot in spring 2012 and final course by fall 2012.• Collaborate with the Division of Medicaid to assure continued reimbursement for Health Check services provided by Expanded-Role RNs in Public Health. <u>APRNs</u> <ul style="list-style-type: none">• Repeat the QA/QI Oversight of APRN Practice in Public Health survey of 2008.• Request Georgia Composite Medical Board accepts the QA/QI Oversight of APRN Practice in Public Health in lieu of the required 10%

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	<p>record review.</p> <p><u>RNs and APRNs:</u></p> <ul style="list-style-type: none"> • Develop a Nurse Protocol Training Program to assure that practice under Nurse Protocol is in accordance with nurse protocol statutes, rules and guidelines.
<p>2. Expand opportunities for nurses to lead and diffuse collaborative improvement efforts.</p>	<ul style="list-style-type: none"> • Produce a portfolio that clearly articulates the philosophy and value of Georgia Public Health Nursing. Components of the portfolio will include the following: <ul style="list-style-type: none"> • Philosophy of Georgia Public Health Nursing • Practice Model Based on Essential Public Health Services • Competencies • Public Health Nursing Recruitment Brochure • Grids Linking Public Health Nursing Activities to Public Health Priorities • Public Health Nursing Stories • Public Health Nursing Research Agenda • Determine the leadership development needs of PHNs by reviewing the assessment of the leadership development competencies by Districts and Counties, as delineated in the QA/QI Program. • Identify opportunities for PHNs to lead and contribute to the development of health policy at the local, state and national levels and to engage in the implementation of health care reform. • Implement the career track, which includes leadership positions.
<p>3. Implement nurse residency programs.</p>	<ul style="list-style-type: none"> • Collaborate with the PHN Council in reviewing models of private sector nurse residency programs. • Design nurse residency programs specific to Public Health Nursing and incorporate into the Public Health Nursing Career Track. • Implement and evaluate the Public Health Nursing Career Track,

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	<p>approved by the PHN Executive Leadership February 18, 2009, in conjunction with the Guidelines for Public Health Nursing Salaries, approved by Division of Public Health and the Department in 2009.</p>
<p>4. Increase proportion of nurses with BSN by 2020.</p>	<ul style="list-style-type: none"> • Implement the recommendations of the Georgia Public Health BSN Study Committee Report of 2008, approved by the PHN Executive Leaders, with the goal of 70% of the Public Health Nursing workforce having a BSN by 2020. • Disseminate and use the <i>Public Health Nurses in the BSN Classroom Toolkit</i> of 2010 to promote opportunities for BSN students to consider Public Health as a career choice. • Complete and implement the <i>Schedule for BSN Classroom Presentations by PHNs, 2011</i>. • Update and disseminate the <i>Public Health Nursing Handbook</i> of 2004 to include current resource information to assist in seeking higher academic degrees. • Develop policy in support of salary increase for BSN completion.
<p>5. Double number of nurses with doctorate by 2020.</p>	<ul style="list-style-type: none"> • Collaborate with academic partners through the Georgia Public Health Nursing Practice and Education Workgroup (GaPEW) to assist in providing resource information and support to nurses pursuing doctoral degrees. • Conduct a “Career Day Clinic” to provide Public Health Nurses counseling and technical assistance with plans to pursue doctoral degrees.
<p>6. Ensure that nurses engage in lifelong learning.</p>	<ul style="list-style-type: none"> • Develop, disseminate and provide information regarding learning opportunities, educational resources and technical assistance that will support achievement of educational goals of Public Health Nurses. • In collaboration with academic partners and Public Health Nursing leaders, foster academic preparation of Public Health Nurses that

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	<p>contributes to the completion of formal education (e.g., baccalaureate degree in nursing, Master's degree in nursing, public health or related field, doctoral degree in nursing, public health or related field).</p> <ul style="list-style-type: none"> • Provide Public Health Nurses with access and information regarding learning opportunities in community health nursing and population health to include the Population Health DVD and the online Community/Public Health Nursing course by Elsevier. • Develop a CE training program on the Georgia Nurse Practice Acts for both LPNs and RNs. • Establish standards for periodic updates in health assessment following successful completion of a baccalaureate or higher level course in health assessment. This may include continuing education programs and/or completion of health assessment courses for academic credit. • Foster individual pursuit of professional development learning goals by PHNs. • Develop policy to support salary increase for nurses who achieve national certification. • Develop and post an inventory of Public Health Nursing learning opportunities that will support the knowledge, skill development and practice of Public Health Nursing relative to the four areas of competencies: <ul style="list-style-type: none"> • Leadership • Population Health • Personal/Preventive Health • Emergency Preparedness
7. Prepare and enable nurses to lead change to advance health.	<ul style="list-style-type: none"> • Provide leadership in quality initiatives and outcome measurement that strengthen the infrastructure, integration and effectiveness of the performance improvement system for Public Health. • Provide technical assistance relevant to implementation of the 2010 QA/QI Program for Public Health Nursing statewide.

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<p>8. Build infrastructure for collection and analysis of inter-professional health care workforce data.</p>	<ul style="list-style-type: none"> Collaborate with the Office of Performance Improvement to implement the new CDC Infrastructure Grant, which includes the new comprehensive Public Health Nursing web-based database. Implement the reporting of the following “dashboard” indicators regarding the Public Health Nursing workforce, as delineated in the business plan for the new PHN database: <ul style="list-style-type: none"> Turnover Rate Vacancy Rate County Site Visits PHN to population Ratio Supervisory Ratio Distribution of PHNs by Four Generation Groups Ratio of Delegating MD to RN Ratio of Delegating MD to APRN Customer Satisfaction Population Served by PHN Population Eligible for PHN service