

The Ontario Association of Public Health Nursing Leaders

Leading the Way for Public Health Nursing

Strategic Plan 2024 - 2027

Vision: To promote and protect the health of Ontarians through excellence in Public Health Nursing Leadership

Purpose: To provide a common voice and support Public Health Nursing leadership in Ontario

Core Values: Accountable, collaborative, innovative, and responsive

Strategic Direction	Key Strategies	4 Year Outcomes	1 Year Objectives
Advancing Public Health Nursing	Supporting public health nursing leadership to lead through change.	Public health nursing leaders are competent, supported, and able to lead through the changing landscape.	<p>Provide opportunities to connect and share updates and learning with respect to the many changes occurring in the public health system across all Ontario Association of Public Health Nursing Leaders' networks.</p> <p>Document collaborative sharing through virtual networks in a centralized repository.</p> <p>Develop a standard role description for Chief Nursing Officers within public health nursing.</p> <p>Develop a leadership pathway toward the Chief Nursing Officer role within public health units.</p> <p>Update the 2011 Chief Nursing Officer white paper in the context "strengthening public health".</p>
	Establishing nursing roles in public health within a changing environment.	Nursing roles in public health are optimized across the public health system.	<p>Contribute to the updating of the Canadian public health nursing discipline specific competencies.</p> <p>Collect, inventory and analyze the baseline of the variety of roles in public health nursing (e.g. Registered Practical Nurse, Registered Nurse, Public Health Nurse, Nurse Practitioner, Charge Nurse, Nurse Team Lead, Nursing Practice Lead) to inform standard titles, roles, and competencies.</p> <p>Develop Health Human Resource recommendations for Registered Practical Nurse and Registered Nurse roles in public health.</p> <p>Develop standardized job titles, roles, and competency expectations.</p> <p>Develop recommendations on Registered Nurse prescribing in public health nursing.</p>
Providing Meaningful Opportunities for Public Health Nursing Leaders	Engaging, networking, and learning	Public health nursing leaders are connected and engaged through Ontario Association of Public Health Nursing Leaders' networks where we effectively share, learn, and mentor one another.	Expand Ontario Association of Public Health Nursing Leaders' online technology to include a portal of mentorship materials.

Strategic Direction	Key Strategies	4 Year Outcomes	1 Year Objectives
<p style="text-align: center;">Providing Meaningful Opportunities for Public Health Nursing Leaders (cont'd)</p>	<p>Supporting nurse leader's contribution and development</p>	<p>Ontario Association of Public Health Nursing Leaders is an inclusive, diverse, and thriving Association.</p>	<p><i>Using a Diversity, Equity and Inclusion lens:</i></p> <p>Develop and implement orientation for new Ontario Association of Public Health Nursing Leaders members.</p> <p>Develop a succession plan for the Ontario Association of Public Health Nursing Leaders executive; inclusive of position descriptions for the roles of Executive members.</p> <p>Develop and launch a mentorship matching initiative that includes a list of members to mentor other members as well as an in-service on the role of the mentoring.</p> <p>Reinstate workgroups for prioritized actions that includes Ontario Association of Public Health Nursing Leaders members beyond the executive.</p>
<p style="text-align: center;">Strengthening the Voice of Public Health Nursing Leaders</p>	<p>Focusing on strategic partnerships.</p>	<p>The voice of public health nursing leaders is affecting positive change in public health and health systems.</p>	<p>Create a strategic stakeholder engagement plan.</p> <p>1-2 members of the Ontario Association of Public Health Nursing Leaders executive will act as primary links to each of the following organizations:</p> <ul style="list-style-type: none"> • College of Nurses of Ontario • Canadian Community Health Nursing Association • Association of Local Public Health Agencies • Council of Medical Officers of Health • Provincial Chief Nursing Officer and Office of the Chief Medical Officer of Health • Registered Nurses Association of Ontario • Academic Institutions
	<p>Championing the value of the public health nursing role within an intra-professional public health workforce</p>	<p>The value and impact of the nursing role on the health of the population is well articulated and understood.</p>	<p>Leverage existing nurse sensitive indicators to inform our work.</p> <p>Identify partnerships with academic institutions to define nurse sensitive indicators across public health.</p> <p>Partner with academic institutions to author a white paper to articulate the value and impact of public health nursing on the health of populations.</p>