

**Georgia Department of Human Resources  
Division of Public Health  
Office of Essential Preventive Clinical Services  
Nursing Section**

**Strategic Plan  
FY 2009**

**Vision**

The Public Health Nursing workforce is competent 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.

**Objectives**

1. Produce a portfolio that clearly and strongly articulates the values and beliefs of Georgia Public Health Nurses and delineates the linkages between public health nursing practice and health status outcomes. Components of the portfolio will include the following:
  - Values
  - Practice Model Based on Essential Public Health Services
  - Competencies
  - Public Health Nursing Brochure
  - Grids Linking Public Health Nursing Activities to Public Health Priorities
  - Public Health Nursing Stories
  - Public Health Nursing Research Agenda
2. Facilitate a stakeholder study group process that examines the feasibility, benefits and drawbacks of a baccalaureate nursing degree as the minimum educational requirement as a Public Health Nurse in Georgia.

3. Develop recruitment and retention strategies that are customized to the unique needs of a multi-generational workforce, including strategies to enable hiring retired Public Health Nurses.
4. Provide leadership in quality initiatives and outcome measurement that strengthen the infrastructure, integration and effectiveness of the performance improvement system for Public Health.
5. In collaboration with academic partners and Public Health Nursing leaders, design, test and validate a tool and process for determining learner needs of a multi-generational workforce relative to health assessment preparation and skill development.
6. 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:
  - Leadership
  - Population Health
  - Personal/Preventive Health
  - Emergency Preparedness
7. Develop, disseminate and provide Public Health Nursing learning opportunities, educational resources and technical assistance that will support achievement of educational goals of Public Health Nurses.
8. In collaboration with the Office of Emergency Preparedness, other Public Health staff and community partners, aggressively market the Georgia Nurse Alert System (GNAS) in recruiting volunteer Registered Professional Nurses (RNs) and Licensed Practical Nurses (LPNs).
9. Form a coalition of nurses and partners representing diverse perspectives, including public health as well as other health care entities and community partners that will collaborate in developing standards, guidelines, products and tools to strengthen the role and contribution of nursing in emergency preparedness and response.
10. In alignment with the Division's focus on using a business model approach to performance management:
  - a) identify and report specific lead measures for Nursing Section performance levels;
  - b) streamline the QA/QI program to assure realistic expectations for quality Public Health Nursing practice; and
  - c) facilitate the development of a web-based reporting process of key indicators.