

2023-2025 Nursing Strategic Plan

Vision: *Restoration of Joy in Nursing & Re-imagining the Future*

Strategic Themes

(Long-term plans; 3-5 years)



Grow the Nursing Workforce

Our commitment is to grow the size and diversity of our nursing workforce through strong academic – practice partnerships and the promotion of seamless academic progression.



Develop & Advance the Nursing Workforce

Our commitment is the ongoing professional development of our nurses to enable them to grow and advance throughout their careers.



Sustain the Nursing Workforce

Our commitment is to create and maintain healthy work environments that enable Caregivers to support one another and innovate in the delivery of patient care, creating spaces in which patients and Caregivers thrive.



CENTRA
Nursing

Organizational Priorities

(Short-term plans; 12-18 months)

Clinical Nurse Transformation through Professional Development (Entry to Advancing Expert)

- Transition to Practice Programs (New CNAs, PCTs, LPNs, RNs)
- Virginia Henderson Scholars Program (for new RN graduates)
- Academic – Practice Partnerships
- Health Careers Summer Camp

Leadership Transformation through Professional Development (Entry to Executive Career Pathway)

- Lead RN Preceptor Program
- Mentoring Program
- Certifications and Clinical Competencies
- Preparing Workforce for Growing Aging Population
- Virginia Henderson Nurse Leader Academy

Create a Healthy Work Environment for Caregiver & Patients to Thrive

- Promote a Culture of Well-Being and Civility
- Adoption of Digitally-enabled care (Staffing and Scheduling Platform, Clinical Scheduling Platform, Patient Education Platform)
- Improve the Patient and Caregiver Experience
- Promotion of Professional Nursing Governance
- Achievement of Magnet & Pathways Accreditation