

North Dakota School Nurse Organization Strategic Plan

Developed in August, 2003 and October, 2003
By the Members of NDSNO

Facilitated by:

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Mission Statement

The purpose of school nursing is to support the educational process by contributing positively and significantly to the health, health attitudes and health behaviors of today's children, and consequently, tomorrow's adult.

Vision

What would NDSNO look like in 3-5 years.

Funding	Recognition	Structure
<p>To be adequately funded thru public and private funds.</p> <p>Establish funding sources.</p>	<p>Recognition of organization by public in general.</p> <p>Educate staff and public about the school nurse role.</p> <p>Stronger representation in schools and communities statewide.</p> <p>NDSNO will be recognized as the authority/expert of school health issues.</p> <p>Assist in establishing school policies.</p> <p>Continue to be an advocate for school nurses.</p> <p>Increase school nursing access.</p> <p>Increase awareness of the role of school nurses.</p>	<p>NDSNO to improve structure of its organization/activity (i.e. subcommittees, CEU's, partnering with outside agencies, increase active membership, be a resource for school health programs).</p> <p>Become a bigger organization.</p> <p>Utilize technology.</p> <p>NDSNO to become its members' primary indispensable resource for school health issues and practice.</p> <p>School nurse curriculum integrating with overall school health curriculum.</p>

Barriers

What is blocking us from moving toward our vision?

Organizational Funding (Sustainability)	Lack of Knowledge About School Nursing	Inconsistent Membership	Other
<p>Lack of knowledge and time of available funding.</p> <p>Grant writing experience.</p> <p>Consistency of funding.</p> <p>Limited resources and time to pursue grant sources.</p>	<p>Lack of support (public image) by teachers, school districts).</p> <p>School nurses not visible enough.</p> <p>School nurses can promote better image.</p> <p>Nursing image over all (band aid provider).</p> <p>Limited public awareness of school health needs.</p> <p>Nonprofessional.</p> <p>Health isn't a priority in education.</p>	<p>Novice group (just starting out and need to develop a strong foundation).</p> <p>Organization is in its infancy.</p> <p>Diverse groups with various roles in health units and schools.</p> <p>Travel and attendance.</p> <p>Rural effect/networking difficulty.</p> <p>Frequent turnover.</p> <p>Small part of the job.</p>	<p>Inconsistent/limited policy.</p> <p>Kids are less valued in our country.</p> <p>Only 1/3 of schools provide adequate health office.</p> <p>Need strong local connection between public and school health (seen as their best resource).</p>

Goals

What are strategic directions or actions that will move us toward our vision?

Organizational Funding (Sustainability)	Lack of Knowledge About School Nursing	Inconsistent Membership
To obtain consistent and sustainable funding.	To be recognized in North Dakota as the school health experts by communities, schools (teachers, administration, students, PTO) and parents.	To increase and maintain members in the organization.

Implementation Plan

Organizational Funding (Sustainability)

Goal: To obtain consistent and sustainable funding.

Strategic Direction ► Implementation Steps (Measurable steps to obtain goal.

What can be done.

Who will do it.

When will it be done. i.e. Over a 3 year period.

Lack of Knowledge About School Nursing

Goal: To be recognized in North Dakota as the school health experts by communities, schools (teachers, administration, students, PTO) and parents.

Strategic Direction ► Implementation Steps (Measurable steps to obtain goal.

What can be done.

Who will do it.

When will it be done. i.e. Over a 3 year period.

Inconsistent Membership

Goal: To increase and maintain members in the organization.

Strategic Direction ► Implementation Steps (Measurable steps to obtain goal.

What can be done.

Who will do it.

When will it be done. i.e. Over a 3 year period.

Implementation Plan

Strategic Direction	6 months	1 year	2 years	3 years
To obtain consistent and sustainable funding.				
To be recognized in North Dakota as the school health experts by communities, schools (teachers, administration, students, PTO) and parents.				
To increase and maintain members in the organization.				

Implementation Plan

Strategic Direction To obtain consistent and sustainable funding		
Implementation Steps (HOW)	Who	When

