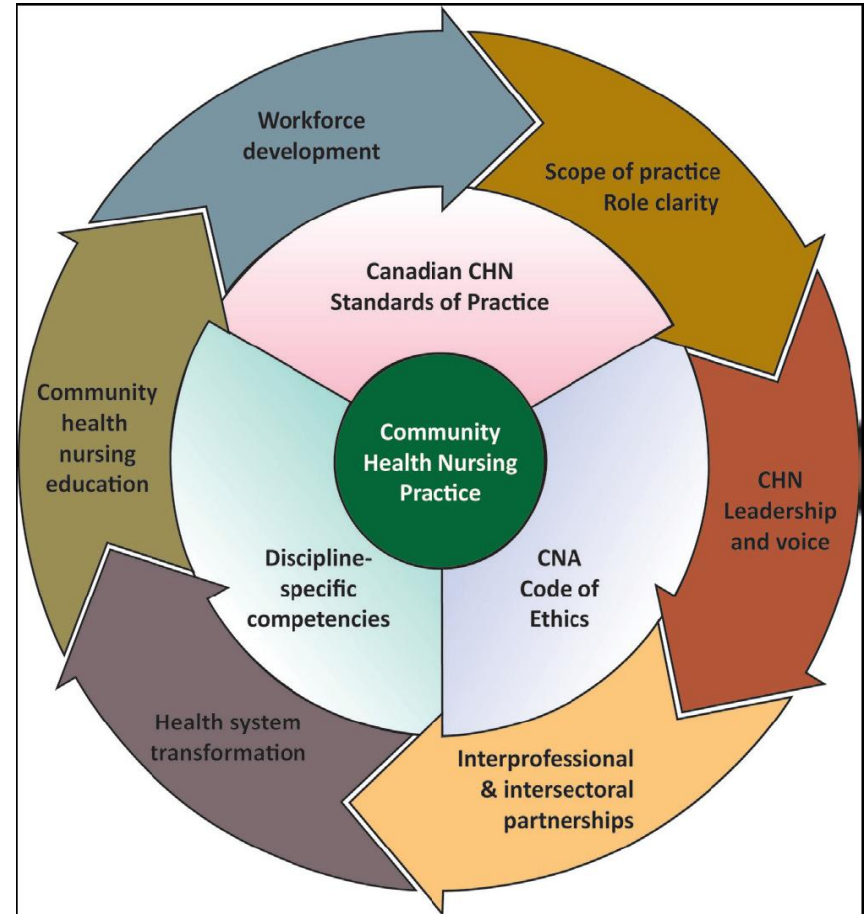


# **A Blueprint for Action for Community Health Nursing in Canada: *Let's Hear Your Voice!***

Pre-conference consultation at the  
5<sup>th</sup> National Community Health Nurses Conference  
Halifax, Nova Scotia  
May 16, 2011

“It is envisioned that this will be the first of many such discussions at local and regional events to continue priority setting, refining actions and building Community Health Nursing in Canada with a goal of promoting the health of the people in Canada.”



# CHNC, a blueprint & Yoda



COMMUNITY  
HEALTH NURSES  
OF CANADA



INFIRMIÈRES ET INFIRMIERS  
EN SANTÉ COMMUNAUTAIRE  
DU CANADA

# Goals for this session

Provide an opportunity for participants to:

- enhance their understanding of the *Blueprint for Action* and the context for it's development
- examine and prioritize (expand) the specific arenas for action and tactical strategies
- share local examples of exemplary actions in the arenas
- identify potential barriers and conversely facilitators (i.e. partnerships and resources) to build capacity in community health nursing
- identify next steps and what is needed for action

# Agenda for afternoon

- Welcome and introductions
- CHNC - Kate Thompson, President
  - Overview and context
  - Governance and structure
- Blueprint for Action
  - What is it?
  - How was it developed?
  - Next steps?
- Consultation
  - Prioritization process
  - Round table discussion
  - Plenary discussion
- Wrap-up

# Community Health Nurses of Canada



- established in 1987
- voluntary association of community health nurses and provincial/territorial community health nursing interest groups
- provides a unified national voice to represent and promote community health nursing and the health of communities
- associate member of the Canadian Nurses Association (CNA)

# Overview and context



- CHNC mission is to provide a unified voice to represent and promote community health nursing and the health of communities
- CHNC Strategic Directions (2009)
  - Build capacity as a specialty practice
  - Enhance and sustain an effective organization
  - Create an influential voice

# Overview and context



## CHNC structure and governance

- Executive
- Board of Directors
- Standing Committees
  - Certification, Standards, and Competencies
  - Education and Professional Development
  - Communications and Membership
  - Political Action and Advocacy
  - Governance



# People involved

- CHNC Executive and Board of Directors
- Political Action and Advocacy Standing Committee
- Project Management Team
- National Partner Organizations
- Supported by the Administrative Manager
- Consultants
- Funded by the Public Health Agency of Canada

# Political Action and Advocacy Standing Committee



- Cheryl Armistead (co-chair)
- Laurie Parton (co-chair)
- Claire Betker
- Diane Bewick
- Dianne Busser
- Edith-Rose Cairns
- Patty Deitch
- Katie Dilworth
- Carolyn Hill-Carroll
- Amy Lea
- Michelle LeDrew
- Kim Miller-Dalla Bona
- Pammla Petrucka
- Marlene Slepkov
- Cindy Versteeg

Looking for a new co-chair!!

# Project management team and consultants



## Project management team

- Cheryl Armistead (co-chair)
- Laurie Parton (co-chair)
- Claire Betker
- Evelyn Butler
- Joan Reiter (PHAC)

## Consultants

- Ardene Vollman Inc.  
– Ardene Robinson Vollman
- ICA Canada – Bill Staples

# A BLUEPRINT FOR ACTION FOR COMMUNITY HEALTH NURSING IN CANADA: Release 1.0



- national framework and action plan for the current and future development of community health nursing in Canada
- intended to provide a forum for collaborative action with and by diverse partners and organizations across Canada
- CHNC embraces and endorses widespread distribution for educational, organizational and collaborative planning purposes

# Overview & context

- Partnerships were key!

&

- Partnerships will be key!

# Partners meetings

Identify common issues and opportunities for interprofessional and intersectoral collaboration (Ottawa, Nov, 2009)

Areas identified were:

- Strengthen the public health/community health system
- Address health promotion and prevention
- Develop communities of practice
- Support knowledge exchange and continuing education
- Strengthen interdisciplinary partnerships
- Address social and environmental determinants of health and inequity

# Partners meetings

Interviewed by consultant

Key partners forum (Feb, 2011)

- Reviewed and validated draft *Blueprint for Action for Community Health Nursing in Canada*
- Identified actions
- Explored opportunities for commitment to actions

# National Partner Organizations



February Forum, 2011

- Canadian Association of Schools of Nursing
- Canadian Federation of Nurses Unions
- Canadian Home Care Association
- Canadian Nurses Association
- Canadian Public Health Association
- First Nations Inuit Health
- Office of Nursing Policy, Health Canada
- Public Health Agency of Canada



# Synthesis

## Synthesis of Canadian Community Health Nursing Reports (CHNC, 2010)

- provided the genesis of the idea to develop a *Blueprint for Action*
- convergence of issues led to “arenas for action”

# Goal for project



CHNC Goal - In collaboration with key partners, advance *A Blueprint for Action for Community Health Nursing in Canada*

Development funded by Public Health Agency of Canada

# Blueprint for Action

## What is the Blueprint for Action?

- National framework and action plan for current and future development of community health nursing in Canada
- Developed in collaboration with key partners

# Blueprint for Action

## Who can use it?

- Community health nurses
- Educators
- Policy-makers
- Leaders
- Researchers
- Partners
- Others

# Blueprint for Action



## Purpose?

To achieve the vision: a strong community health nursing profession that, through diversity, partnership and collaboration, promotes, protects, restores and advocates for the health of Canadians across the lifespan (CHNC, 2009)

# Blueprint for Action

## Purpose?

- Provide a framework to guide decisions and activities
- Articulate and connect the components of action
- Determine action priorities, processes and communication strategies
- Set a plan in motion in an organised fashion

# Blueprint for Action

## How?

- Outline strategic actions
- Guide coordinated action
- Advocacy tool
- Starting point for discussion

# A Blueprint

*“Whenever a building is constructed, you usually have an architect who draws a blueprint, and that blueprint serves as the pattern, as the guide, and a building is not well erected without a good, solid blueprint.”  
Dr. Martin Luther King Jr. (1967)*





# Blueprint for Action for Community Health Nursing in Canada



- a first set of drawings provided for discussion, consultation and contribution
- articulates the key construction elements
- connects the components
- provides suggestions for sound processes to support implementation

Construction – up to all to take the Blueprint to the next phase – the actual construction, the implementation of the plan – and to communicate each step to each partner in action

# Blueprint for Action

## Principles for Action

- ❖ Inclusive
- ❖ Collaborative
- ❖ Mutually beneficial to all partners
- ❖ Sustainable



# Blueprint for Action

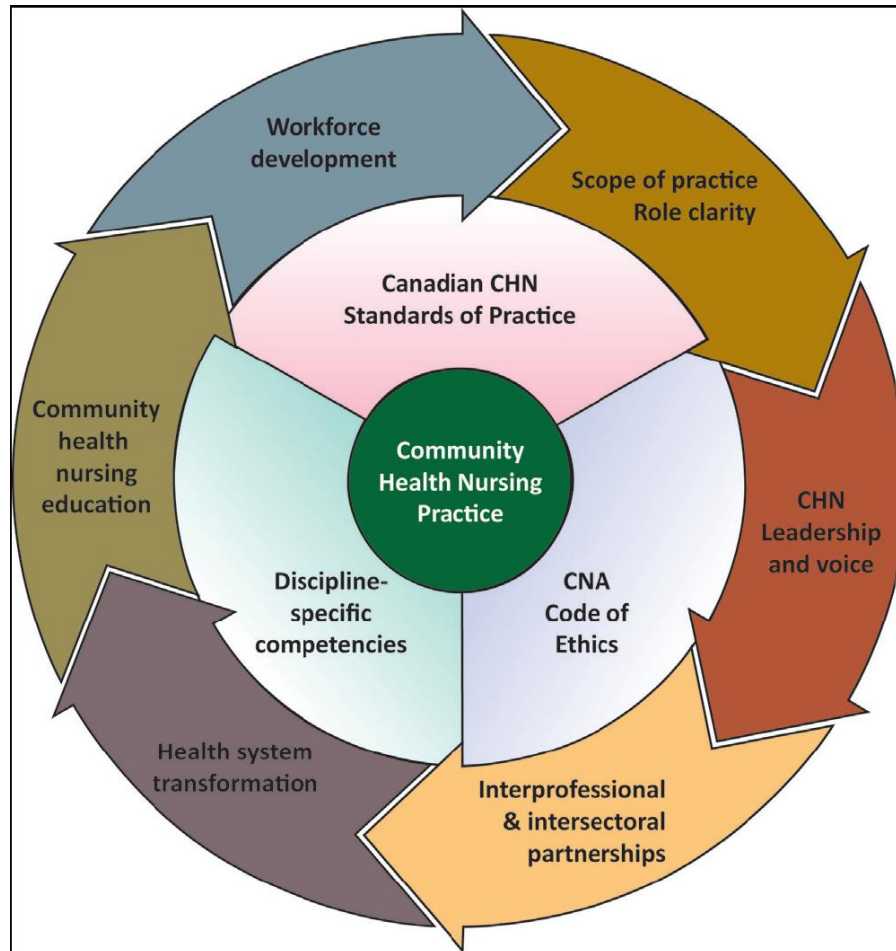
Standing still not an option

Community health nursing must

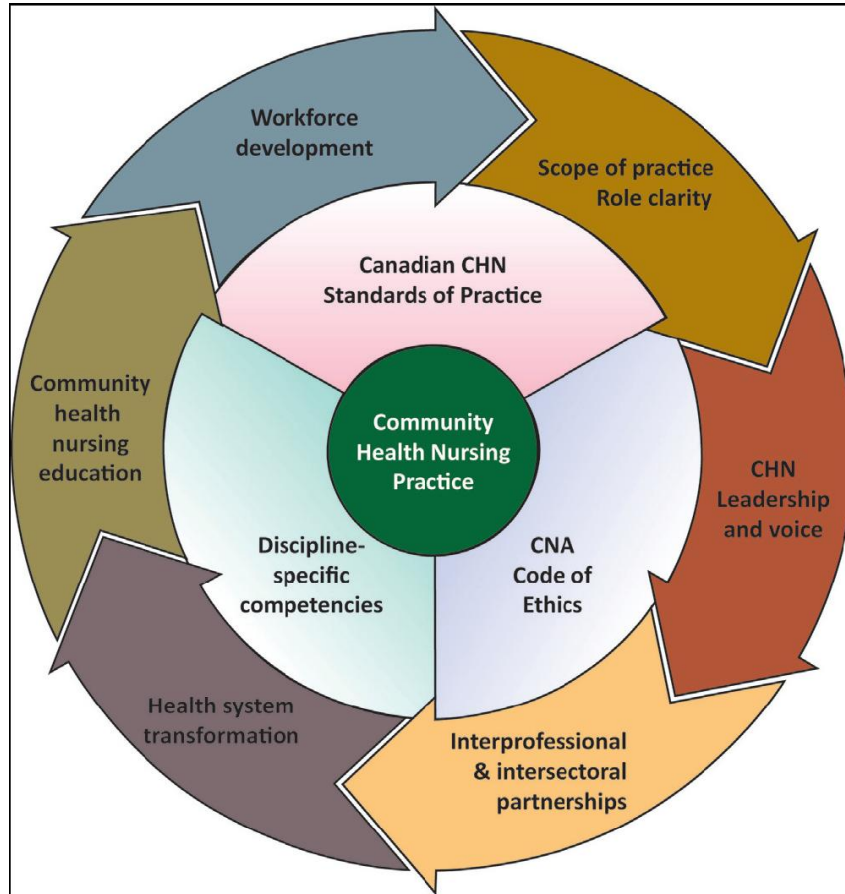
- ❖ Act on its strengths
- ❖ Be solution oriented



# Blueprint for Action for Community Health Nursing in Canada



# Blueprint for Action



## Key arenas for action:

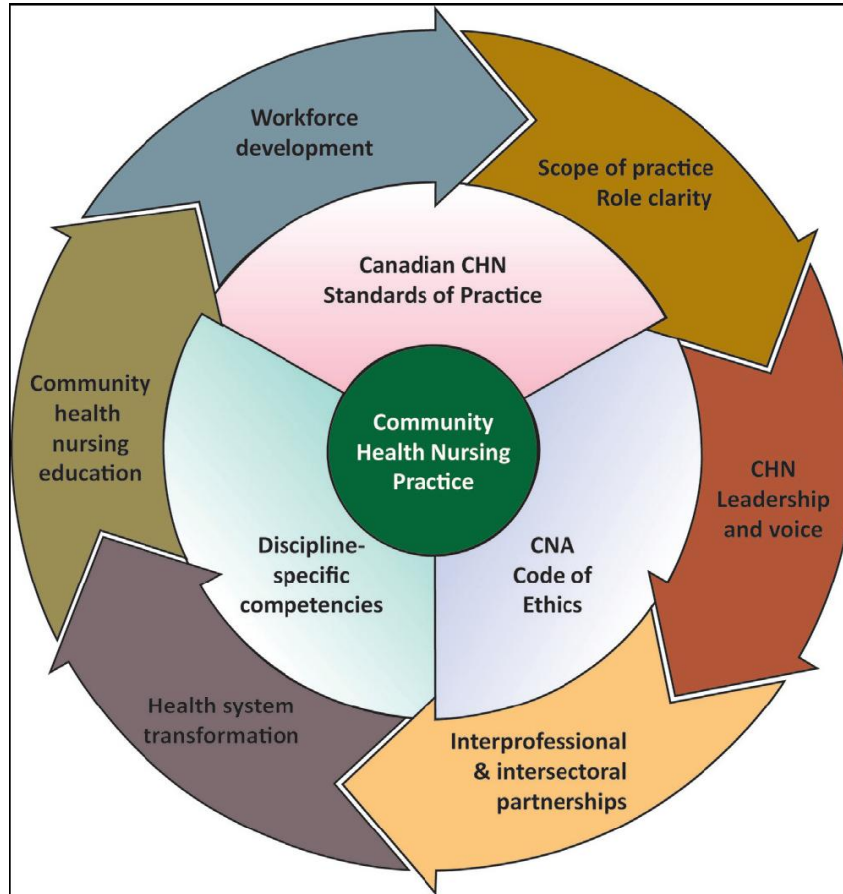
- Scope of practice (role clarity)
- Leadership
- Interprofessional and intersectoral partnerships
- Health systems
- Nursing education
- Workforce development

# Arenas for action

Elaborated with:

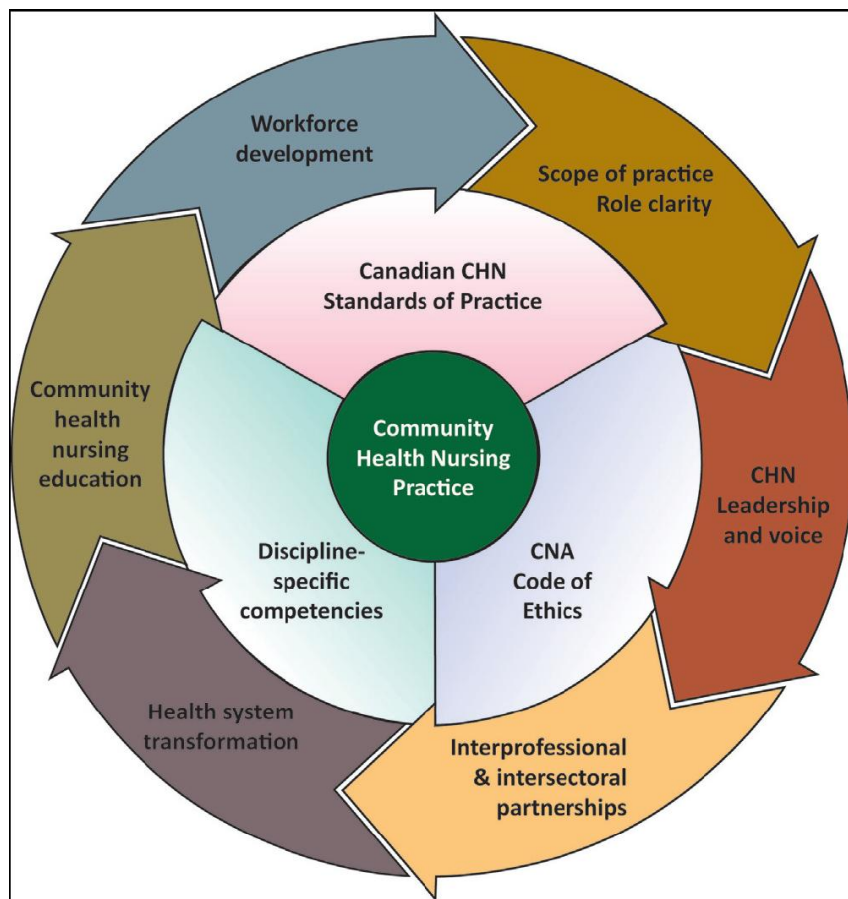
- a summary from the synthesis report
- summaries of actions undertaken in 2010 by key partners in community health in Canada
- strategic [√] and tactical [o] actions (suggestions) for going forward

# Role clarity



**Community health nurses need to work at full scope and with greater clarity for the role in all domains of practice**

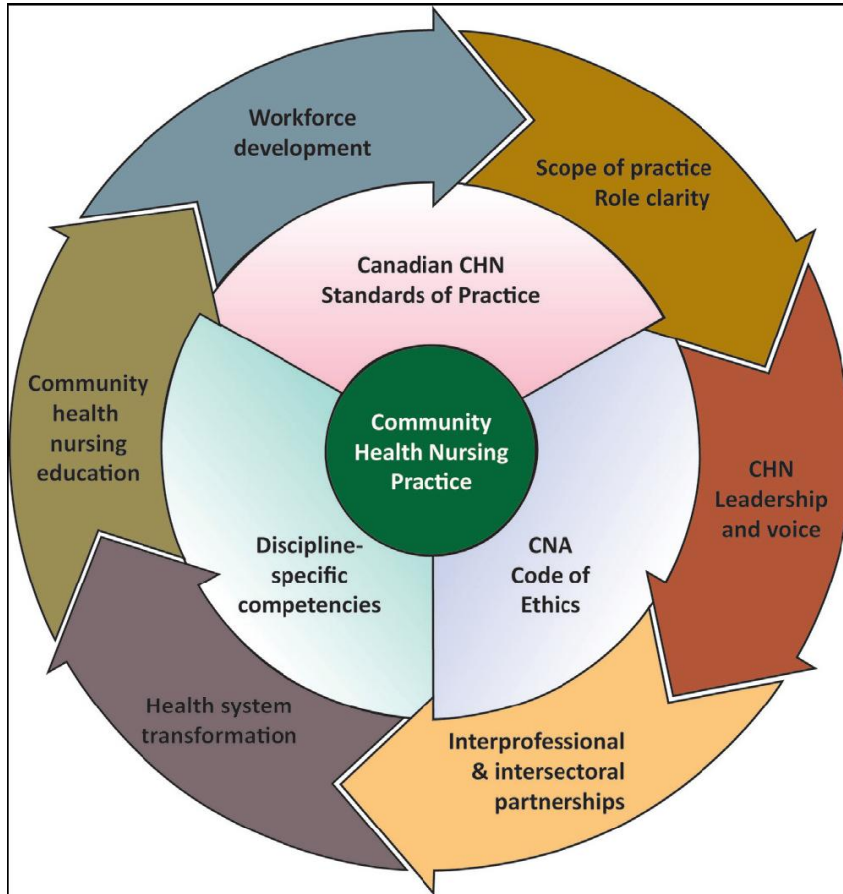
# Leadership



**Nursing leadership is necessary to support community health nursing practice and provide a voice for the profession**

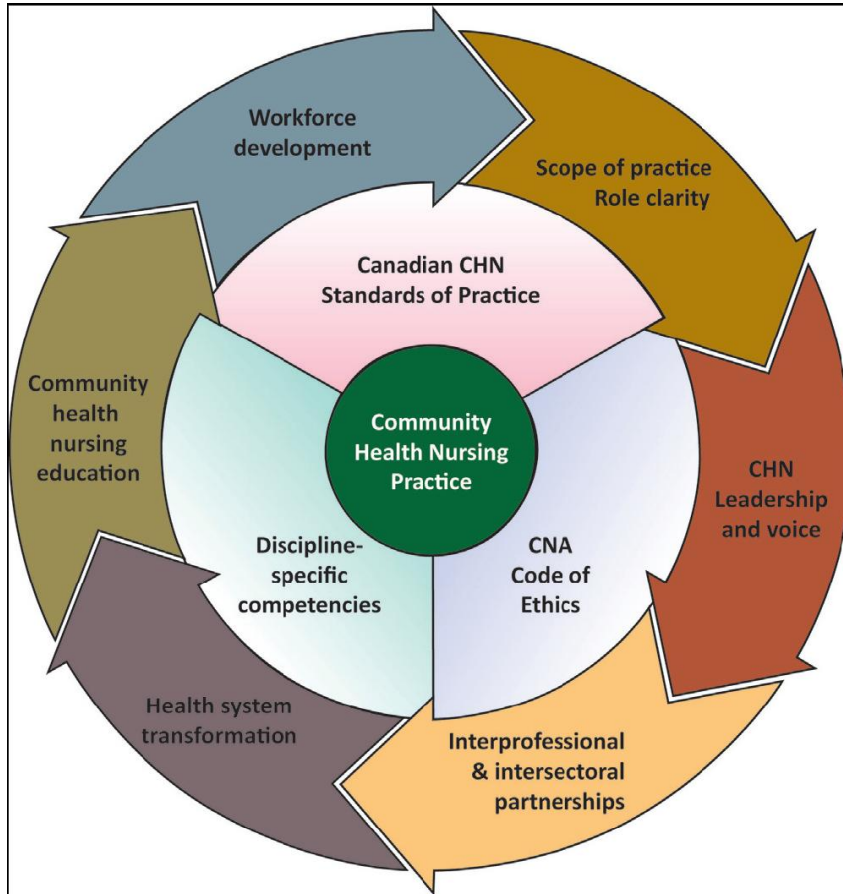


# Collaboration



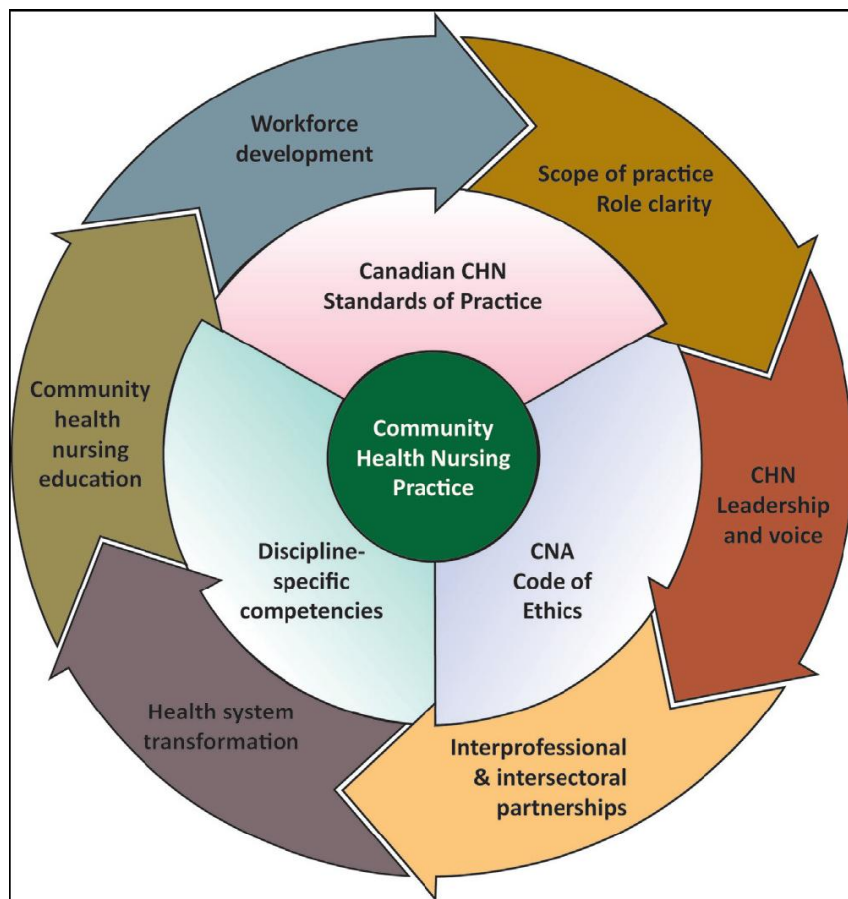
**Build on successful collaboration within nursing and strengthen partnerships with other professionals and sectors**

# System Reform



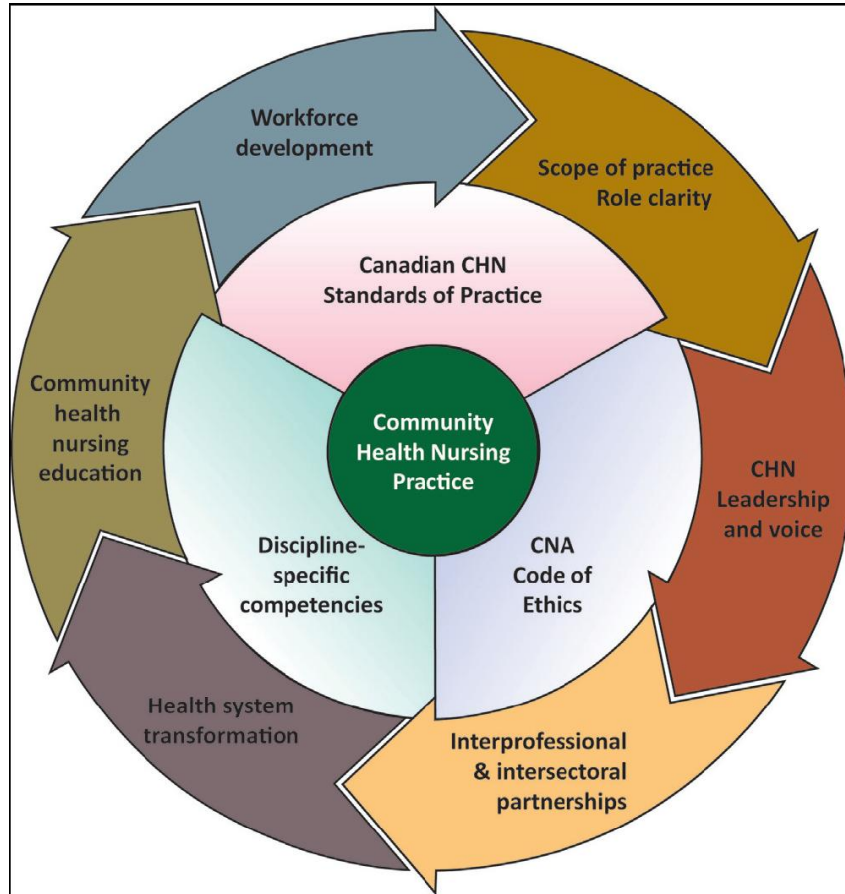
**Transform the health care system into a system for (community) health**

# Nursing Education



**Support strong  
educational  
preparation in  
community health  
nursing**

# Workforce Development



**Improve access to a range of professional development resources to advance community health nursing capacity**

# Next steps CHNC?

The Blueprint for Action is a living document

- Leadership with shared ownership
- A “starting place” for discussion and further collaboration
- Local and regional discussions: priority setting, refinement, action
- Consensus meeting – charter
- Future conference themes

# Next steps CHNC?



## Communication

- Translated into French
- Communicated with intensity
- Multiple forms
- In as many forums as often as possible
  - Poster presentation CPHA conference June 2011

# Next Steps CHNC?

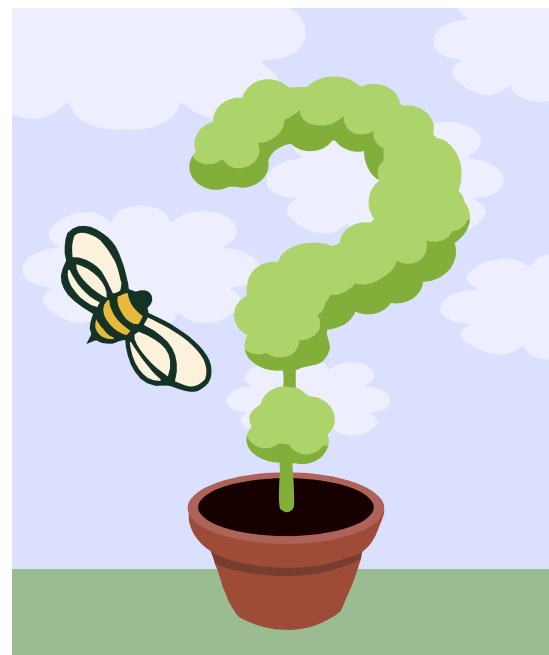
- Integrate outcome into CHNC strategic planning
- Local and regional discussions: awareness, priority setting, refinement, action

# Kotter Change Model (1996)

- Create urgency
- Form a powerful coalition
- Create a vision for change
- Communicate the vision
- Remove obstacles
- Create short term wins
- Build on the change
- Anchor changes in corporate culture



# Questions?



# Consultation

- Priority setting activity
  - Arena
  - Actions
- Exemplars

# Table discussion

1. What is going right in this arena?
2. How do we create a sense of urgency in this arena of action?
3. What are the “low hanging fruit” – easier wins? What are the actions at a local, provincial/territorial, national, professional association level? Who are the partners?
4. What do we need to make these happen? Where can we go to get what we need?

# CHNC, a blueprint & Yoda



COMMUNITY  
HEALTH NURSES  
OF CANADA



INFIRMIÈRES ET INFIRMIERS  
EN SANTÉ COMMUNAUTAIRE  
DU CANADA

# Yoda

**“Do or do not...  
there is no  
try!” and**

**“May the force  
be with you.”**

**or**

**“May the force  
be with us all!”**



**Thank you**

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