

ACTION LIST:
 CANO/ACIO Strategic Plan 2010 to 2013
 Draft 2-- July 2010

Strategic Direction	Objective	Action Item	Deliverables	Accountable BOD member	Supported by	Project start date	Project end date	Status
	to promote oncology nursing among students	implement approved marketing plan to increase: student membership in CANO/ACIO and number of nursing students entering oncology nursing	a 5% increase in student membership for 2010, 2011 and 2012	DAL--External	DAL--Membership	January 1, 2010	January 1, 2013	
			increase awareness of student category, distribute CANO/ACIO membership form to students online via CNSA	DAL--External	BOD	January 1, 2011	January 1, 2013	
			investigate the feasibility of providing a video conference on oncology nursing offered to all nursing programs across the country	DAL--External	BOD	January 1, 2011	January 1, 2013	
		to investigate organizational barriers that students may face to join CANO/ACIO	re-write the CANO/ACIO bylaws to accept student membership	DAL--Membership	BOD	October 1, 2009	October 1, 2009	complete
			survey the student membership and find out what their needs are	DAL--Research	DAL--Education, DAL--Membership	April 1, 2011	October 1, 2011	
			create a student corner on the CANO/ACIO website	DAL--Communications	MMI	January 1, 2011	December 31, 2011	
			establish a student travel grant to attend the annual conference	DAL--External	BOD	January 1, 2011	January 1, 2013	
		to support nursing student placements in oncology	connect with professors and students to ask them to submit thought provoking work done by students	CONJ Editor	DAL--External	January, 2011	December 31,2012	
			send a letter out to schools of nursing inviting them to submit the work of students, and do presentations	DAL--External	DAL--Membership	January 1, 2010	January 1, 2013	
		to support nursing student placements in oncology	to find out why oncology does not accept nursing student placements	DAL--Research	DAL--Membership	April 1, 2011	April 1, 2012	
			to develop a position statement on student placements in oncology	DAL--Communications	BOD	April 1, 2012	December 1, 2012	

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		evaluate how the current model for advertisement the student presentations and requests has worked with the chapters	to develop and implement a new plan for increasing the number of student presentations, including potentially partnering with desouza	DAL--External	DAL--Membership	June 1, 2010	December 1, 2010	
			modify advertising for this initiative based on feedback and continue with annual campaign to the schools of nursing	DAL--Membership	DAL--External	June 1, 2010	December 1, 2010	
	increase presence at CNSA		BOD to attend the CSNA annual conference and have an exhibit booth	DAL--External	BOD	2 011	2 011	
			work with C2CC to hold their initiative conversation cafes with students	DAL--External	BOD/MMI	2 010	2 11	
			work in partnership with de Souza to have a joint booth at the CNSA 2011 conference	DAL--External	BOD	2 010	2 011	
			partner with the e-mentorship program and develop a communications plan re: mentorship opportunities	DAL--Membership	MMI	2 13	2 013	
	to promote oncology nursing to nurses in general	develop a presentation similar to the 'student initiative' that can be used to recruit new nursing members to CANO	create an oncology nursing promotion tool kit	DAL--Membership	MMI	January 1, 2011	June 1, 2011	
		develop an annual membership drive to recruit new members from the less involved practice settings such as: homecare, inpatient and community institutions	produce and mail the membership drive; have a 10% increase in membership in 2010, 2011, 2012	DAL--Membership	MMI	October 1, 2010	June 1, 2011	
			hold a session or think tank for strategies around recruitment	DAL--Membership	CPSC	February 1, 2011	September 1, 2011	
			create a membership pack for registered nurses	DAL--Membership	MMI	June 1, 2011	June 1, 2012	

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Fuel the Passion	to promote oncology nursing to oncology nurses	promote the reduced membership rate for first time members together with the conference registration	promote the reduced membership rate at the CANO/ACIO 2010, 2011, 2012 conference	DAL--Membership	MMI	January 1, 2010	December 31, 2013	
		send membership packs to CNA registered oncology nurses	send packs by June of each year	DAL--Membership	MMI	June 1, 2010	June 1, 2010	Ongoing
		submit an abstract to the CNA conference that promotes, informs nurses about oncology nurses	develop the content and presentation of an abstract on the importance of oncology nursing	DAL--External	DAL--PP	January 1, 2010	annual	
		secure support from CNA on CANO/ACIO position statements	send CANO/ACIO position statement to CNA	DAL--External	President	January 1, 2010	December 31, 2013	
	Increase the profile of CANO/ACIO members, oncology nurses amongst partners	Promote the work and achievements of CANO/ACIO members	continue to nominate nurses to international and national awards; submit one per year	DAL--External	MMI	Ongoing		
			nominate CANO/ACIO members to sit on key multi-disciplinary working groups	VP	Exec Committee	Ongoing		
			Profile the achievements of oncology nurses within CANO/ACIO connections	DAL--Communications	Connections Committee	Ongoing		
	increase the profile of CANO/ACIO amongst the Canadian general public	organize a publicity campaign for OND	In 2011 have a minimum of two news stories in each major news medium (TV, online, magazine, newspaper)	DAL--Communications	MMI	Fall 2010	Winter/Spring 2011	
	develop and formalize partnerships with organizations that share CANO/ACIO goals	develop a prioritized list of potential CANO/ACIO partners	develop partner development policy	DAL--External	President	January, 2010	April, 2010	complete
		develop one MOU per year 2010, 2011, 2012	DAL--External	President	January 1, 2010	annual		

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Presence in Canada	increase CANO/ACIO profile in the online environment	develop CANO/ACIO twitter	have 10 CANO/ACIO followers	DAL--Communications		January 1, 2010	April 1, 2010	Complete	
		Develop CANO/ACIO Facebook	have 50 facebook members	DAL--Communications		January 1, 2010	April 1, 2010	Complete	
		Develop CANO/ACIO blog	write a weekly blog	DAL--Communications	MMI	January 1, 2010	December 1, 2010		
		produce educational sessions using webinars	hold a minimum of three sessions per year	DAL--Education	MMI	ongoing			
		redesign a user friendly website	new website	Executive	MMI	October 1, 2010	October 1, 2010	complete	
		increase the French website	create a prioritized list of pages to translate	DAL--Communications	Quebec Chapter	June 1, 2010	December 1, 2013		
	have an up to date communications strategy	review and update the communications plan	re-prioritize based on updated plan	DAL--Communications	MMI	January 1, 2011	June 1, 2011		
	ensure that membership has tools to advance oncology nursing practice	Provide membership with resources to assist them in self-learning, professional development	provide members with a "how to become a CONJ-writer toolkit"	CONJ Editor	DAL--Education, DAL--Membership	January 1, 2011	December 1, 2011		
			on the CONJ homepage provide resource to members on how to write a clinical homepage and how to turn your thesis into an article, etc.	CONJ Editor	DAL--Education, DAL--Membership	January 1, 2011	December 1, 2011		
			provide links to resources on areas of practice such as distress screening	DAL--PP	DAL--Education	June 1, 2010	December 1, 2010		
			Provide members with a survivorship toolkit	President	Survivorship Working Group	January, 2010	April 1, 2011		
			provide membership with access to experienced oncology nursing researchers	develop a database of oncology nursing researchers	DAL--Research	DAL--PP	July 1, 2011	July 1, 2012	
				workshop at the CANO/ACIO 2010 conference	DAL--PP	VP	January, 2010		

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Knowledge Ex	ensure that oncology nurses have national standards for chemotherapy administration	Complete phase 2 and 3 of the National Strategy for Chemotherapy Administration	Chemotherapy admin standards have been developed, pilot tested, revised and placed on the CANO/ACIO website	DAL--PP	VP	October 1, 2010		
			Implementation toolkit also developed and tested; placed on CANO/ACIO website	DAL--PP	VP	April 1, 2011		
			CANO/ACIO Position Statement on chemotherapy administration on website	DAL--PP	VP	June 1, 2011		
			evaluation plan in place	DAL--PP	VP	April 1, 2011		
			Official partnerships and collaborations established to ensure the ongoing sustainability of the Chemo admin standards, competencies and educational resources.	DAL--PP	VP	Ongoing		
			Consultation with international oncology professional organizations to advise re: chemotherapy administration standards and competencies	DAL--PP	VP	Ongoing		
	CANO/ACIO to support members who work in clinical practice	provide educational tools specifically for clinical practice	create a curriculum for inclusion in the conference for oncology nursing basics	DAL--Education	CPSC, SPC	January 1, 2011	October 1, 2011	
		consider the clinical perspective in all communications medium	populate clinical part of the member webpage, can blog address clinical practice	CONJ Editor, DAL-Communication	BOD	Ongoing		
	ensure that CANO/ACIO is responsive to the changing needs on oncology nursing practice	ensure that members have guidelines on national issues facing oncology nursing	identify what is the next area of professional practice that needs CANO/ACIO standards, guidelines, etc. (e.g. distress guidelines)	DAL--PP	VP	June 1 2011-June1 2012	June 1, 2012	

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Exchange		provide mentorship opportunities mentor members to become proficient writers so that they can be published in CONJ	match all individuals who express an interest in mentorship	DAL--Education	MMI	Ongoing		
	Growth and Sustain ability	encourage healthy work environment	create a tool kit for healthy living for oncology nurses; including safety issues around chemotherapy, etc.	post toolkit in CANO/ACIO website and distribute to membership	DAL--PP	DAL--Education	April 1, 2011	December 31, 2011
create a position statement on healthy work environments for oncology nurses			post and distribute	DAL--Communications	BOD	April 1, 2011	September 1, 2011	
literature review around healthy work environment			provide information to members	DAL--Research	DAL--Education, DAL--PP	October 1, 2010	April 1, 2011	
present leadership workshops at the CANO/ACIO 2011 conference			have a minimum of 50 people attend the leadership pre-conference	MMI	Exec Committee	January 1, 2010	September 1, 2010	achieved
ensure that CONJ is available to members and the general public online		create an business plan for moving CONJ online	implement by April 2011	MMI	CONJ Editor	June 1, 2010	April 1, 2011	
		create a funding strategy for moving CONJ online	seek external grants	MMI	CONJ Editor	June 1, 2010	April, 2010	
		launch and promote CONJ online	create and implement a publicity campaign	DAL--Communications	CONJ Editor, MMI	June 1, 2010	April, 2010	
increase online merchandise sales		launch an online bookstore	create the infrastructure for selling ONS books online	MMI	DAL--PP, DAL--Education, CONJ Editor	December 1, 2009	April, 2010	complete
			create the infrastructure for selling members books online	MMI	DAL--PP, DAL--Education, CONJ Editor	July 1, 2010	December 31,2010	
		launch a promotions campaign of bookstore	ensure that bookstore is promoted through all CANO/ACIO medium	MMI	DAL--Communications	July 1, 2010	July 1, 2011	
		launch ad sales on CANO/ACIO website	create infrastructure for ad sales	MMI	BOD	January, 2010	April, 2010	complete
		create a BOD recruitment, retention and succession plan	formalize a system for identifying oncology nursing leaders and increase their involvement in the association	BOD	BOD	October 1, 2010	October 1, 2011	

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	ensure that CANO/ACIO BOD is sustainable and appealing for volunteer		ensure nurses who wish to become CANO/ACIO leaders are identified, supported and encouraged	BOD	BOD	Ongoing			
			ensure that committee chairs are provided with opportunities to further develop leadership skills	BOD	BOD	Ongoing			
			ensure that BOD members who need specific training in order to carry out their duties are provided with either mentorship of access to training courses	BOD	BOD	Ongoing			
		review the DAL positions on an bi-annual basis to ensure that they are sustainable	ensure that BOD members are supported	BOD	BOD	Ongoing		Ongoing	
	Maximize the impact of CANO/ACIO Chapters and SIGS	examine the chapter funding structure and chapter agreements	make recommendations to BOD and Chapters to update chapter agreement	DAL--Membership	BOD	October 1, 2010	October 1, 2011		
		investigate ways of restructuring the chapter agreements so that funding for chapters is tied to local membership drives, etc.	make recommendations to BOD and Chapters to update chapter agreement	DAL--Membership	BOD	October 1, 2010	October 1, 2011		
		examine the SIG structure and work with SIGs to promote them and increase their membership	make recommendations to BOD restructuring SIGS by creating SIG agreement	DAL--Membership	BOD	October 1, 2010	October 1, 2011		
		understand the needs of member needs	revise the membership survey so that it is linked to the CANO/ACIO strategic plan and objectives; the goal of the membership survey is to ensure that we understand member needs	write, disseminate and analyze results of member survey	DAL--Membership	DAL--Research	October 1, 2010	April 1, 2011	