TENNESSEE SOCIETY OF HEALTH-SYSTEM PHARMACISTS
STRATEGIC PLAN
MISSION AND GOALS

Mission Statement

TSHP's mission is to promote and support safe and effective pharmacy patient care services.

Goals and Objectives

1. Support the implementation and provision of pharmacy patient care services.
    a. Identify successful pharmacy patient care services programs and techniques for demonstrating cost-effectiveness.
    b. Provide education and training.
        1. Continue to support the technician training programs and ongoing continuing education programs.
        2. Develop innovative ways of educating pharmacists to provide pharmacy patient care services.
    c. Provide a forum for networking within the profession and encourage networking among other healthcare professionals.
    d. Actively foster practices in health systems that reduce drug related problems and enhance the safety of medication use.
2. Represent health-systems pharmacists within the profession, in other healthcare professions, and in the public sector.
    a. Promote and market pharmacy patient care services in both the professional and public arenas.
    b. Increase membership to empower the profession.
    c. Influence legislation and regulations that will impact pharmacists' ability to provide pharmacy patient care services.
3. Continually assess and improve the value of the organization and the process of meeting the needs of health-systems pharmacists.
    a. Conduct needs assessments.
    b. Annually assess and revise strategic plan.

Under revision 7/13/05, previously revised 4/8/99; Revised 9/9/10

Tennessee Society of Health-System Pharmacists
Action Plan

GOAL 1. SUPPORT THE IMPLEMENTATION AND PROVISION OF PHARMACY PATIENT CARE SERVICES

OBJECTIVE A. Identify successful pharmacy patient care services programs and techniques for demonstrating cost-effectiveness.

	ACTION PLAN STEPS	RESPONSIBILITY	TARGET DATE	RESOURCES REQUIRED	ORIGIN OF RESOURCES
1.	Publish in *Tennessee Pharmacist* articles describing pharmacy patient care services programs that are winners of innovative pharmacy practice awards each year.	Awards Committee and Executive Committee, TPA Office	Ongoing	Articles for journal	Awards Committee Chairperson or committee member and TSHP Executive Committee
2.	Recommend midyear and annual meeting program. Include at least one pharmacy patient care services/practice management program. Request the winners of the Innovative Practice awards to present their practices at the midyear or annual meeting.	TSHP Executive Committee or ad hoc committee	Ongoing	Annual meeting programming	TSHP Executive Committee or ad hoc committee. Winners of Innovative Practices Awards
3.	Identify models of seamless or integrated healthcare systems as it relates to pharmacy patient care services.	TSHP Executive Committee	TBD	Web site would contain links to other associations and resources	TSHP Executive Committee

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GOAL 1. SUPPORT THE IMPLEMENTATION AND PROVISION OF PHARMACY PATIENT CARE SERVICES

OBJECTIVE B. Provide education and training.

1. *Continue to support technician training programs and ongoing continuing education programs.*

	ACTION PLAN STEPS	RESPONSIBILITY	TARGET DATE	RESOURCES REQUIRED	ORIGIN OF RESOURCES
1.	Solicit from ASHP and publish list of ASHP-accredited technician training programs, contacts, addresses and phone numbers.	TSHP/TPA staff	Ongoing	Provide list of technician training programs with contact information in the Technician section on web site	TSHP/TPA staff
2.	Continue to support requests for assistance in developing new training programs.	TSHP/TPA staff	Ongoing	TSHP/TPA staff time	TSHP/TPA staff time

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GOAL 1. **SUPPORT THE IMPLEMENTATION AND PROVISION OF PHARMACY PATIENT CARE SERVICES**

OBJECTIVE B. Provide education and training.

2. *Develop innovative ways of educating pharmacists to provide pharmacy patient care services.*

	ACTION PLAN STEPS	RESPONSIBILITY	TARGET DATE	RESOURCES REQUIRED	ORIGIN OF RESOURCES
1.	Identify and develop clinical, financial, business and managed care skills programs, maximizing medication therapy management and Medicare reimbursement.	TSHP Executive Committee	Ongoing	Annual meeting programming and additional programs. Add budget line item.	TSHP Executive Committee
2.	Investigate new teaching strategies and techniques to develop technical knowledge and skills for pharmacists and pharmacy technicians.	TSHP Executive Committee	Ongoing		TSHP Executive Committee
3.	Identify resources needed to develop and produce new educational methods, (e.g., "smart classroom" type programs, interactive sessions similar to ASHP workshops, student college bowls, problem based learning session).	TSHP Executive Committee	Ongoing	Information from College of pharmacy regarding availability of technology and expenses involved.	TSHP Executive Committee
4.	Continue to retool TSHP Annual Meeting format	TSHP Executive Committee and Program Committee	Ongoing	Annual meeting programming	TSHP Executive Committee and Program Committee

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GOAL 1. SUPPORT THE IMPLEMENTATION AND PROVISION OF PHARMACY PATIENT CARE SERVICES

OBJECTIVE C. Provide a forum for networking within the profession.

	ACTION PLAN STEPS	RESPONSIBILITY	TARGET DATE	RESOURCES REQUIRED	ORIGIN OF RESOURCES
1.	Maintain listservs for membership	TSHP Executive Committee	Ongoing	Listserv moderators and TPA technical support	TSHP Executive Committee
2.	Use the Member Survey to identify: a. New listservs that are interest-focused b. Roundtable topics for upcoming Midyear and Annual Meetings c. Reduce the Member surveys to more narrow and specific focuses each year	TSHP Strategic Planning Committee	Two months before Midyear or Annual Meetings	Committee Chair time	Strategic Planning Committee

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GOAL 1. SUPPORT THE IMPLEMENTATION AND PROVISION OF PHARMACY PATIENT CARE SERVICES

OBJECTIVE D. Actively foster practices in health systems that reduce drug-related problems and enhance the safety of medication use.

	ACTION PLAN STEPS	RESPONSIBILITY	TARGET DATE	RESOURCES REQUIRED	ORIGIN OF RESOURCES
1.	Implement and continue to support a Universal Medication List and Medication Reconciliation process for Tennessee	TSHP Executive Committee and all TPA Committees	Ongoing	Marketing at all TPA facilitated meetings to get the word out and promote use. Add budget line item to cover costs.	TSHP Executive Committee and TPA Board
2.	Support the exchange of information across the continuum of care.	TSHP Executive Committee and all TPA Committees	Ongoing	Time to establish contact with Q-Source	TSHP Executive Committee and TPA Board
3.	Encourage health-systems pharmacists to promote these aspects of pharmacy patient care services to public policy makers, opinion leaders, medicine (TMA), nursing (TNA), health system administrators (THA), managed care leaders, payers, and health care consumers.	TSHP Executive Committee	Ongoing	Membership time, currently available literature (i.e., ISMP, USP, IHI, etc.)	Membership

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GOAL 2. REPRESENT HEALTH-SYSTEMS PHARMACISTS WITHIN THE PROFESSION, IN OTHER HEALTH CARE PROFESSIONS, AND IN THE PUBLIC SECTOR

OBJECTIVE A. Increase membership to empower the profession.

	ACTION PLAN STEPS	RESPONSIBILITY	TARGET DATE	RESOURCES REQUIRED	ORIGIN OF RESOURCES
1.	Set specific annual membership goal.	Membership Committee	Ongoing	Past membership records, number of practicing health systems pharmacists in TN	TSHP/TPA staff and Board of Pharmacy
2.	Identify members and non-member's needs, practice setting and location.	TSHP Membership Committee	Ongoing	Needs assessment survey and computer printout of non-members by: a. city b. hospital c. last year as member	Staff
3.	Compare recruitment and retention strategies to ASHP and successful state societies.	TSHP Membership Committee			
4.	Develop marketing strategy to reach targeted populations (i.e., recent graduates/ residents and non-hospital based practitioners, etc.).	TSHP Membership Committee	Next meeting of Membership Committee	Meeting time and expense to identify target groups, develop and implement plan	TSHP Membership Committee
5.	Identify Directors of Pharmacy and/or pharmacy leaders in each hospital or city to serve as key recruiters.	TSHP Membership Committee	Annually	Mailings by TSHP staff	TSHP
6.	Monitor progress toward reaching established goal.	TSHP Membership Committee from new membership lists generated by THSP staff	Quarterly, present at Midyear and Annual Meetings	New membership lists	Staff

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GOAL 2. **REPRESENT HEALTH-SYSTEMS PHARMACISTS WITHIN THE PROFESSION, IN OTHER HEALTH CARE PROFESSIONS, AND IN THE PUBLIC SECTOR**

OBJECTIVE B. Influence legislation and regulations that will impact pharmacists' ability to provide pharmacy patient care services.

	ACTION PLAN STEPS	RESPONSIBILITY	TARGET DATE	RESOURCES REQUIRED	ORIGIN OF RESOURCES
1.	Encourage health systems pharmacists to participate in legislative activities through: a. Annual leadership conference b. Annual meeting programming c. Inclusion of legislative report on agenda for annual business meeting d. Encouraging members to serve on TPA legislative committee	TSHP Executive Committee	Ongoing	a. List of health systems pharmacists to invite b. Programming c. Designation of individual to prepare and give report d. Identify key individuals to recruit	TSHP Executive Committee
2.	Determine what regulations need to be revised to enhance pharmacy patient care services.	TSHP Executive Committee, TSHP ad hoc Legislative Committee	Ongoing	Members to serve on Board of Pharmacy Committees to review regulations	TSHP membership
3.	Notify membership of pending legislation and ask for communication with legislators.	TSHP/TPA staff	Ongoing	Staff's time and mailing/faxing expenses. Utilize web site.	TSHP/TPA staff
4.	Represent health-systems pharmacy issues to the Board of Pharmacy.	TSHP Executive Committee with assistance from appropriate members of the society.	Ongoing		TSHP
5.	Support TSHP Member participation at the ASHP Legislative Activities Day a. As the budget allows b. Participate in legislative conference calls	TSHP Executive Committee, and interested members	Ongoing	Budget for trips, and time for calls	TSHP Members and staff

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GOAL 3. CONTINUALLY ASSESS AND IMPROVE THE VALUE OF THE ORGANIZATION AND THE PROCESS OF MEETING THE NEEDS OF HEALTH-SYSTEM PHARMACISTS

OBJECTIVE A. Conduct needs assessment for members and non-members.

	ACTION PLAN STEPS	RESPONSIBILITY	TARGET DATE	RESOURCES REQUIRED	ORIGIN OF RESOURCES
1.	Provide pilot survey on listserv	TSHP Membership Committee, Strategic Planning Committee, and TSHP/TPA staff	Annually	TSHP	
2.	Utilize results of pilot to prepare e-mail/mail survey for TSHP membership	TSHP Membership Committee, Strategic Planning Committee, and TSHP/TPA staff.	Annually	TSHP/TPA staff time and expense	TSHP
3.	Utilize results of surveys to develop marketing plan, future programs, and restructure the society if necessary.	TSHP Membership Committee, Program Committee, and Executive Committee	Annually	Meeting time and expenses	TSHP

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GOAL 3. CONTINUALLY ASSESS AND IMPROVE THE VALUE OF THE ORGANIZATION AND THE PROCESS OF MEETING THE NEEDS OF HEALTH-SYSTEM PHARMACISTS

OBJECTIVE B. Annually assess and revise strategic plan.

	ACTION PLAN STEPS	RESPONSIBILITY	TARGET DATE	RESOURCES REQUIRED	ORIGIN OF RESOURCES
1.	TSHP Previous Officer will chair the Strategic Planning Committee, and will develop a process to guide the Committee	TSHP Strategic Planning Committee Chairperson	Annually	Chairperson's time	
2.	Obtain results of needs assessment survey.	TSHP Strategic Planning Committee Chairperson	Annually	Results of needs assessment, mailing of results to committee members	TSHP
3.	Assess whether needs correlate with goals of TSHP.	TSHP Strategic Planning Committee	Annually	Committee members' time	TSHP Strategic Planning Committee
4.	Prioritize needs	TSHP Strategic Planning Committee	Annually	Meeting time and expenses	TSHP
5.	Revise Strategic Plan to correct deficiencies and meet future needs.	TSHP Strategic Planning Committee	Annually	(as above)	TSHP
6.	Present plan to Executive Committee prior to annual meeting.	TSHP Strategic Planning Committee Chairperson	Annually	Copies of plan	TSHP
7.	Post revised plan on web site. Present highlights of revisions at Annual Meeting.	TSHP Strategic Planning Committee Chairperson, TPA staff	Annually	Summary of plan revisions	TSHP