



tsHP Strategic PLAN At-A-Glance

This Strategic Plan is designed as a multi-year (3-5) plan. It is intended to provide a framework to guide the leaders of TSHP and its interest groups in identifying specific tasks to support the identified goals and strategies. The strategies indicated are not presented in any particular order.

MISSION

Texas Society of Health-System Pharmacy (TSHP) is a strong and vibrant membership-driven society of pharmacists, technicians, students, and professional colleagues who advocate for optimized patient care, professional practice, and public health.

VISION

Leading the
pharmacy profession
by advancing patient care

CORE VALUES

Community
Leadership
Education
Advocacy
Research

NEXT STEPS

- ▶ Reviewed and approved by the TSHP Board of Directors on November 15, 2025.
- ▶ TSHP Executive Committee shall be charged with the distribution of goals and strategies to appropriate member interest groups.
- ▶ Relevant councils, committees, sections, and task forces shall work in collaboration with TSHP Staff to draft and execute tasks.
- ▶ TSHP Executive Committee shall be responsible for review, evaluation, and adjustment to meet the Society's changing needs and goals.

 tshp Strategic Plan		Goals	Strategies
STRATEGIC PILLARS	ADVOCACY	Drive pharmacy policy and practice to promote healthy communities	- Expand capacity for representation among legislative and regulatory bodies. - Legislative engagement: increase pharmacy influence in legislative, regulatory, and advisory capacities; identify and advocate for “model language.” - Collaborate with other professional healthcare organizations to achieve common policy goals through coordinated outreach.
		Advocate the value of pharmacy practice with patients, practitioners, and policymakers to improve health outcomes.	- Legislative engagement: increased transparency and legislative/regulatory fluency among members and relevant stakeholders. - Grassroots advocacy: engage in activism with individuals in local communities to influence public policy and drive change. - Collaborations to address community needs: partnerships or promotions with community-based organizations and causes of pharmacy and health relevance. - Visibility and storytelling: stories designed to connect meaningfully and highlight relevance for policymakers. - Community advocacy: policy promotion to patients and non-health professionals.
	PRACTICE ADVANCEMENT	Promote practice changes that advances pharmacy workforce sustainability	- Legislative engagement: identify and promote policies shown to support pharmacy workforce sustainability. - Promote practice model innovation: identify and promote best practices with demonstrated ability to optimize and fund practice models. - Identify ways to integrate technology effectively - Leadership development: promote pharmacy management training to meet future workforce demands among health-systems (pharmacy management and advanced technician roles). - Member engagement, networking, and participation: promote pharmacy-related careers and endorse and reward social engagement.
		Champion best practices to improve health and quality outcomes	- Foster an environment to share findings to advance leading pharmacy practices. - Identify and promote sustainable practice models to support underserved populations.

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STRATEGIC PILLARS	ORGANIZATIONAL VIABILITY ADVANCEMENT	Ensure long-term financial stability of TSHP	• Diversify revenue streams. • Collaborate with employers and health-systems to identify ways to address workforce needs through engagement with TSHP. • Establish a structure to empower staff to advance organizational initiatives efficiently.
		Increase membership recruitment and retention	• Offer relevant products and services that pharmacy professionals need: new product and service development. • Foster community and social engagement. • Evaluate and optimize the value of existing services and products. • Modernize recruitment and communication strategies to increase membership and retention. • Drive organizational value beyond individual member benefit.
		Cultivate sustained organizational health of affiliated chapters	• Identify and work to eliminate barriers for local chapter leaders. • Identify and develop future leaders.
		Establish TSHP as a strategically driven organization	• Identify responsible parties to drive strategies forward. • Establish a structure for driving execution of the Strategic Plan: policy to ensure strategic plan alignment.
	PROFESSIONAL DEVELOPMENT & EDUCATION	Position TSHP as the premier provider of advanced, pharmacy practice-relevant education and professional development	• Identify and implement career development resources. • Content and delivery innovation. • Collaborations with peer pharmacy groups. • Support student educational and personal development.
		Expand pharmacy education for other health disciplines	• Content innovation. • Collaboration with other disciplines.