



## 2017-2020 Nursing Strategic Plan - Projects

Employee Engagement		Growth/Finance/Operational Performance	Clinical Outcomes	Mission/Customer Experience
Inspiring and Developing Our People		Develop and Thrive Under New Care Delivery and Economic Models	Improving and Innovating in Quality and Patient Safety	Building Enduring Relationships with Communities We Serve
<p><b>1. Lead through shared governance</b></p> <p>a. Shared governance is practiced at each site and system</p> <p>b. AH CEC Focus Areas</p> <ul style="list-style-type: none"> <li>- Professional Ladder</li> <li>- Nursing Recognition</li> <li>- BSN &amp; Certification</li> <li>- AH Nurse Defined/Promoted</li> </ul> <p><b>2. Every organization is in active pursuit of Magnet or Pathway to Excellence</b></p> <p>a. A gap analysis and plan developed by each site</p> <p>b. Each site is working their plan</p> <p><b>3. Provide a Healthy Work Environment</b></p> <p>a. Wellness</p> <p>b. Resilience</p> <ul style="list-style-type: none"> <li>a. 2nd victim</li> <li>b. Incident debriefing</li> <li>c. Lateral violence</li> </ul>	<p><b>4. Workforce Planning for Current and Emerging Care Delivery Roles</b></p> <p>a. New RN grad residency program and specialty nursing transition program</p> <p>b. Onboarding experienced RNs</p> <p>c. Specialty nursing and transition programs</p> <p>d. A system standard for education and competencies</p> <p>e. Develop education track for new care delivery roles - APN's, CRNAs, RNs</p> <p><b>5. All Nursing Leaders and Emerging Leaders Participate in Professional Development</b></p> <p>a. There is a succession plan in place for CNOs and leaders</p> <p>b. Nursing leadership development program - new and emerging leaders.</p> <ul style="list-style-type: none"> <li>- CNO residency program</li> <li>- CNO mentoring program</li> <li>- Support for CNO for ongoing professional development and Lifelong Learning</li> </ul>	<p><b>1. Innovative Care Delivery Models that meet the community needs</b></p> <p>a. Define model and roles for top 5% Medicaid and at risk</p> <ul style="list-style-type: none"> <li>- APNs, RNs in collaboration with other interdisciplinary roles</li> </ul> <p>b. Population Health is a foundational competency for all</p> <ul style="list-style-type: none"> <li>- Competencies developed, educated and measured</li> </ul> <p>c. Behavioral Health is a foundational competency for all</p> <ul style="list-style-type: none"> <li>- Competencies developed, educated and measured</li> </ul> <p><b>2. Define a seamless care delivery model across the care continuum</b></p> <p>a. Nursing role defined in LOS and level of care management</p> <p>b. Nursing role defined in transitions and throughput</p> <p><b>3. Defined structure and process for effective resource stewardship</b></p> <p>a. Scheduling/Staffing Model</p> <p>b. Workforce Optimization &amp; Efficiency</p> <p>c. EMR Optimization</p>	<p><b>1. Lead in quality to achieve top decile performance</b></p> <p>a. Safety</p> <p>b. Mortality</p> <p>c. Appropriate Hospital Use</p> <p><b>2. Evidence Based Care is evident in nursing practice</b></p> <p>a. Best Practice Care Bundles</p> <p>b. Nurse Sensitive Indicators</p> <p>c. Early Mobility</p> <p>d. Evidence Based Leadership</p> <p><b>3. Build and Sustain a Culture of Safety</b></p> <p>a. A system plan for all care settings is developed and implemented</p> <p>b. System tools for improvement and efficiency are the basis for high reliability (LEAN, CAP, etc)</p>	<p><b>1. Lead in Mission Focus and Spiritual Care</b></p> <p>a. Nurses understand their role in the provision of spiritual care and incorporate the knowledge into practice</p> <p><b>2. Exceptional patient experience will be evident in every interaction</b></p> <p>a. Five "Must Haves" are a core part of practice</p> <ul style="list-style-type: none"> <li>- AIDET</li> <li>- Bedside Shift Report</li> <li>- Purposeful Hourly Rounding</li> <li>- Nurse Leader Rounding</li> </ul> <p>b. Integrating empathy into care is a core part of practice</p> <p><b>3. Patient engagement incorporates interactions across the continuum</b></p> <p>a. Motivational interviewing is a competency for nurses in all setting</p> <p>b. Teachback is a competency for nurses in all settings</p> <p><b>4. Nurses lead wellness in the community</b></p> <p>a. Nurses lead and are participants in targeted community wellness activities</p>