



FY 2014/ 2015 VMC NURSING ANNUAL WORK PLAN
Term: 1/16/14 - 9/30/15

<i>Shared Decision Making Councils</i>	<i>Nurse Executive Council</i>	<i>Nurse Congress</i>	<i>The Practice Council</i>	<i>Quality of Care, Improvement & Safety Council</i>	<i>The Recognition Council</i>	<i>Unit Based Councils</i>
Alignment with the System of Management	Workforce Development Professional Practice Quality & Safety Integration & Alignment	Professional Practice Integration and Alignment	Professional Practice Quality & Safety	Quality & Safety Integration and Alignment	Workforce Development	Professional Practice Workforce Development Quality & Safety
NURSING STRATEGIC GOALS	<p><i>We aspire to provide nurses with an environment that supports professional practice, health and well-being to include:</i></p> <ul style="list-style-type: none"> -Work Life Balance -Healthy workforce initiatives -Professional Growth & Development -Intra and Inter Professional Relationships -Refined Shared Decision Making Model 	<p><i>We aspire to provide nurses with an environment that supports professional practice.</i></p> <ul style="list-style-type: none"> -Professional Relationships -Peer Review -Shared Decision Making Model -Nursing workforce implication on patient care at VMC 	<p><i>We aspire to develop and implement evidence based nursing practices that foster quality of care, safety and patient family engagement.</i></p> <ul style="list-style-type: none"> -Policies and Procedures -Evidence Based Practice -Inter-professional Collaboration -Nurse Driven Protocols -Leverage technology to support practice 	<p><i>We aspire to provide cutting edge programs and services to achieve high reliability in nursing care delivery.</i></p> <ul style="list-style-type: none"> -Nurse Sensitive Indicator Data -Organizational Quality Initiatives -Inter-professional Collaboration 	<p><i>We aspire to recognize and retain the best nurses.</i></p> <ul style="list-style-type: none"> -The Great 100 Nurses -Nurses Week -Nursing Annual Report -DAISY Award -Fanning the Flame -National Certification Day 	<p><i>We aspire to provide exemplary patient care and experiences to drive exceptional outcomes.</i></p> <ul style="list-style-type: none"> -Unit level nurse sensitive indicator data -% BSN Prepared -% Specialty Certified -NDNQJ RN Survey -Patient Experience Data

<p>SCOPE OF WORK</p>	<ul style="list-style-type: none"> -Develop Organizational Plan for specialty certifications -Develop Organizational Plan for Journey to 80% in 2020 -Develop Organizational Retention Plan -Develop Organizational NDNQI RN survey action plan -Refine the Shared Decision making Model -Leverage Partnerships with Physicians to drive excellence -Nursing Leadership succession planning -Healthy workforce activity 	<ul style="list-style-type: none"> -Develop plans to foster intra-professional relationships -Develop and enhance Peer Review Process -In concert with NEC, refine the current shared decision making process -Data Analysis re: NDNQI RN survey -Develop White paper on “The Aging Workforce” 	<ul style="list-style-type: none"> -Evaluate and streamline policies and procedures -Partner with EBP Committee to develop nurse driven protocols for VS, I & O, Restraints, Foleys -Leverage the talents of the inter-professional team to drive outcomes 	<ul style="list-style-type: none"> -Track, trend and develop plans of action to address organizational nurse sensitive indicator data that does not outperform the benchmark -Partner with HSQIC to evaluate and continuously improve outcomes -Integrate strategies to elevate the scholarship of the unit quality posters -HCAHPS improvement processes related to nursing sub-scores -Partner with the OPFE 	<ul style="list-style-type: none"> -Lead the writing and application submission for the Great 100. Set a target for the # of submissions -Plan and implement Nurses Week activities -Produce the Nursing Annual Report -Plan and implement the National Certification day breakfast -Program evaluation refinement -DAISY Award as a separate subgroup 	<ul style="list-style-type: none"> -Assess, plan and develop actions to address unit level nurse sensitive indicator data -Develop strategies and targets to increase the # of BSN prepared nurses -Develop unit targets to increase the # of specialty certified nurses -Develop action plans to address RN Survey data that does not outperform the benchmark -In partnership with patient advisors, address patient experience data below the benchmark -R2Care strategies
<p>METRICS</p>	<ul style="list-style-type: none"> -2% annual increase in specialty certifications organization wide -50% of the VMC nursing community minimally BSN or higher degree prepared -Organizational turnover rates < 10% -NDNQI RN Survey data outperforms national benchmarks against Magnet organizations -Shared Decision Making Model Enculturated -Strike Teams Deployed as needed 	<ul style="list-style-type: none"> -Implementation of Peer review process -Successful integration of a refined shared decision making model that is enculturated across the organization -Develop actions to address systemic NDNQI RN survey data that does not outperform the mean 	<ul style="list-style-type: none"> -Policies and procedures streamlined -Nurse Driven Protocols Developed -Fully integrate the inter-professional team in the refined shared decision making model 	<ul style="list-style-type: none"> -Nurse Sensitive Indicator Data Outperform National Benchmarks -Patient Experience Data top docile of national benchmarks 	<ul style="list-style-type: none"> -30 nominations submitted to the Great 100 (15 - 20 nurses selected) -DAISY Award Quarterly -Retention rates better than national benchmarks -Annual Report Produced -National Certification day breakfast planned and implemented -Nurses Week Activities Planned and implemented 	<ul style="list-style-type: none"> -Unit level Nurse sensitive indicator data outperforms the national benchmark against Magnet Organizations -50% of nurses minimally BSN prepared -Increase percentage of specialty certified nurses -Action Plans -High reliability in performance of return to care strategies -95% or > performance with return to care strategies

<p>NURSING RESEARCH PRIORITIES <i>(Goal: 1 nurse led research study)</i></p>	<p>-Explore the impact of the work environment on satisfaction & turnover</p> <p>-Explore the impact of Professional Development on patient outcomes</p>	<p>-Explore incivility in the workplace (nurse to nurse)</p> <p>-Explore the impact of change on direct care nurses</p>	<p>-Explore best practices for developing nurse driven protocols</p>	<p>-From Quality Poster Presentations to manuscripts</p>	<p>-The impact of nurse recognition programs on nurse retention</p>	<p>-Explore the impact of specialty certification on patient outcomes</p> <p>-Explore the impact of degree level on patient outcomes and nurse turnover</p>
<p>MAGNET® Model Components</p>	<p>Empirical Outcomes</p> <p>Exemplary Professional Practice</p> <p>Structural Empowerment</p> <p>Transformational Leadership</p>	<p>Empirical Outcomes</p> <p>Exemplary Professional Practice</p> <p>Transformational Leadership</p>	<p>Empirical Outcomes</p> <p>Exemplary Professional Practice</p> <p>New Knowledge Innovations & Improvement</p>	<p>Empirical Outcomes</p> <p>Exemplary Professional Practice</p> <p>New Knowledge Innovations & Improvement</p>	<p>New Knowledge Innovations and improvements</p> <p>Structural Empowerment</p> <p>Transformational Leadership</p>	<p>Exemplary Professional Practice</p> <p>New Knowledge Innovations and improvements</p> <p>Transformational Leadership</p>
<p>The VMC NURSING PROFESSIONAL PRACTICE MODEL</p>	<p>Collaboration</p> <p>Professionalism</p> <p>Professional Development</p>	<p>Caring/Holistic Partnerships</p> <p>Collaboration</p> <p>Nursing Art and Science</p>	<p>Caring</p> <p>Collaboration</p> <p>Professional Development</p>	<p>Caring</p> <p>Collaboration</p> <p>Nursing Art and Science</p>	<p>Caring</p> <p>Collaboration</p> <p>Nursing Art and Science</p>	<p>Caring</p> <p>Collaboration</p> <p>Nursing Art & Science</p>

Reviewed & endorsed by NA Team 2/1/13; Nurse Congress 3/12/13; VMC Nurse Executive Council and Nurse Congress. **Ratified at Combined Shared Governance 1/16/2014.**
September 30, 2015

WORKPLAN EXPIRATION DATE: