



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> |
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| 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 -NDNQI RN Survey -Patient Experience Data |

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| <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 |

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

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: