

STRATEGIC PLAN

Domain Of Board

Values
What we believe is right and important

Vision
What we want to be

Mission
Why we exist

Goals
What we must achieve to be successful

Strategies
Actions we will take to achieve our goals

Objectives
Measurable results leading to achievement of goals

Activities/Tactics
Programs, services, admin to implement strategies

Measures
Indicators and Monitors of Success

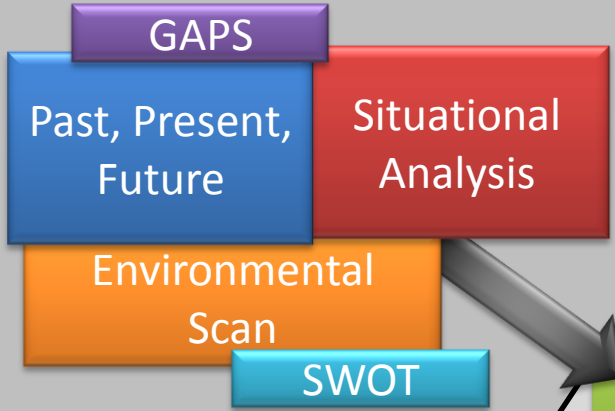
M1 M2 M3 M4 M5 M6

Targets
Desired level of performance & timeliness

T1 T2 T3 T4 T5 T6

Operational Plan

Domain Of Mgt.



NURSING'S STRATEGIC GOALS

Provider of Choice	Employer of Choice	Community Catalyst	Financial Vitality
Provide outstanding nursing care to patients.	Provide an innovative work environment resulting in a progressive and engaged nursing workforce.	Initiate and/or participate in local, state, national, and global initiatives aimed at advancing nursing care and/or the nursing profession.	Implement service specific programs aimed at improving efficiency, enhancing revenue, and/or reducing expense.
Drive progressive improvement of the patient experience with nursing care.	Drive development and advancement of the nursing profession.		

PROVIDER OF CHOICE

Clinical Nursing Care Strategy: Provide Outstanding Nursing Care For Patients.

Objective: Implement new and/or improved patient care processes that are evidenced-based

Tactic: Fall Prevention (who should lead it)

Tactic: Safe Surgery Collaborative (Hardee)

Tactic: VAP Collaborative (Mace)

Tactic: PQCNC Collaborative (Beckman)

Tactic: Pressure Ulcer Prevention (Huey)

Tactic: Bariatric Program/Safe Patient Handling (Bumgarner)

Tactic: Wrist-band Standardization (Jolly)

Tactic: Pain Management – not yet assigned

Tactic: Suicide Prevention (Billings)

Objective: Implement new and/or improved technology aimed at improving patient safety

Tactic: Implement Bedside Medication Verification (BMV) (Whitesides)

~~Tactic: PCA Pumps with Capnography Monitoring – COMPLETE~~

Tactic: Meditech 6.0 NUR (Whitener) and OR Modules (??)

Objective: Revise the Care Delivery Model to enhance the use of expert RNs at the bedside (Beard)

Tactic:

PROVIDER OF CHOICE

Patient Experience Strategy: Drive Progressive Improvement Of The Patient's Experience With Nursing Care.

Objective: Outperform national comparative benchmarks (Press Ganey) for patient satisfaction with nursing care

Women's and Children's Service (Beckman)

Medical Surgical Critical Care Service (Bumgarner)

Emergency Department (Scronce)

Psychiatry (Billings)

Tactic: Develop Medical/Psychiatry service

Surgical Services (Hardee)

EMPLOYER OF CHOICE

Nursing Workforce Strategy: Provide An Innovative Workforce Environment Aimed At Achieving A Progressive And Engaged Nursing Workforce.

Objective: Nurse Satisfaction

Tactic: Outperform national comparatives (NDNQI) for nurse satisfaction. (who?)

Objective: Compensation and Benefits

Tactic: Revise CVMC Nurse Registry program (Andreu)

Tactic: Complete RN compensation analysis (Beard)

Tactic: Holiday Differential (Beard)

Tactic: RN "on call" pay (Bumgarner)

Objective: Reward & Recognition

Tactic: Nurse's Week (Beard)

Objective: Maintain Magnet Designation

Tactic: Magnet Re-Designation Written Application for 2014 (Bumgarner)

Tactic: Magnet Coalition (Jolly)

Tactic: Magnet Captains Development (Carswell)

Tactic: NDNQI Data (Jolly)

Objective: Recruitment and Retention

Tactic: Develop a 5 year supply and demand analysis for key nursing positions (Beard)

Tactic: Explore and implement support for the aging workforce (Hardee)

Tactic: Revise CDC responsibilities (Beard)

Tactic: Workforce Diversity – defer till later not yet assigned

EMPLOYER OF CHOICE

Nursing Professional Development Strategy: Drive Development And Advancement Of The Nursing Profession

Objective: On-boarding of new nursing staff

Tactic: Revise the CNIP program to incorporate Transition into Practice initiatives (Andreu)

Tactic: Nurse Orientation (Andreu)

Objective: Formal Education & Board Certification

Tactic: Increase number of Bachelor's and Master's degree RNs to 50.5% by December, 2011

Tactic: Increase number of Doctoral degree RNs by 2 by December 2013.

Tactic: Increase number of board certified direct care RNs to 56% by December, 2011.

Tactic: Increase number of board certified leadership RNs to 100% by December, 2011.

Objective: Leadership Development

Tactic: Nurse Leadership Development Program (Scronce)

Objective: Professional Development

Tactic: PEP program (Andreu)

Tactic: Professional Nursing Bylaws (Andreu)

Tactic: Education needs assessment for nurses at all levels/settings (Andreu)

Tactic: Professional publishing (Beard)

COMMUNITY CATALYST

Nursing Community Catalyst Strategy: Initiate And/Or Participate In Local, State, National, And Global Initiatives Aimed At Advancing Nursing Care And/Or The Nursing Profession.

Objective: Nursing Education

Tactic: Regionally Increasing Baccalaureate Nurses Project – RIBN (Hardee)

(<http://www.ffne.org/ribn-project>)

Financial Vitality

Implement Service Specific Programs Aimed At Improving Efficiency, Enhancing Revenue, And/Or Reducing Expense.

Objective: Emergency Department (Scronce)

Tactic: Lynx

Objective: Medical Surgical Critical Care Service (Bumgarner)

Tactic: Pavilion Oncology Project

Tactic: Relocation of Dialysis Service

Objective: Psychiatry (Billings)

Tactic: Managed Medicaid (1915b/c Medicaid Waiver)

Tactic: “3-way contract” beyond 2013

Tactic: Public Mental Health system partnership following LME merger

Tactic: Secure Care feasibility and relocation project (Associated with Med/Psych project)

Objective: Surgical Services (Hardee)

Tactic: Pre-bill assessment

Tactic: OR Renovation Project

Objective: Women’s and Children’s Service (Beckman)

Tactic: Pavilion Birthing Center & Nsy Project

Tactic: High Risk OB Services

Tactic: APN Billing Process

Tactic: NMW Program Efficiency