**Centura Nursing Council Strategic Planning**

**FY2013**

| **Strategic Priority** | **Objectives** | **Metrics** | **Initiatives (Leader)** |
| --- | --- | --- | --- |
| Maximize Revenue Capture from VBP(Getting Better) | Enhance Performance on Metrics Tied to Payment | * HCAHPS scores
* HAIs (SSI, CLABSI, CAUTI)
* Pressure ulcer/1000 days
* Injury Falls/1000 days
* VBP metrics
* Percent BSN
 | * Prioritize targeted interventions for key indicators (i.e., toolkits) and integrate with CHAH
* Integrate quality goals into PFDs at unit level
* Standardize/reduce variation in clinical practice
* Enfranchise patients and families in care processes (CNPC)
* Integrate strategies for pressure and injury falls with post acute care
	+ LOOK bedside handoffs (CNPC)
	+ Improve peer accountability (CNPC)
	+ Relationship Based Care (Holly)
* Integrate strategies for pressure and injury falls with post acute care
* Maximize VBP return
* Identify opportunities for nursing documentation to improve revenue capture (Sharon K/Mike)
* Standardize education requirements in leader job descriptions
* Establish Manager and Director peer review process
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| Bend the Cost Curve (Getting Better & Different) | Prevent Unnecessary ReadmissionsEmbed Risk Assessments into Workflow | * 30 day all cause readmission rate
* 30 day disease specific readmission rates (AMI, HF, pneumonia)
 | * Assess current project activities, ensure alignment across the system
* Support, monitor, implement from the LAH pilot (Melody/Rhonda)
* Enable a safe transition home with immediate follow up care for most vulnerable patients
* Consider instilling self care habits (Marcia)
* Develop electronic data collection for readmission risk (Melody/Sharon K)
* Provide information to nurse leaders on SCDN and Care Coordination
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| Bend the Cost Curve (Getting Different) | Flex Staffing to Actual Demand | * Frontline nurse turnover
* Nursing $/CMIAA
 | * Summit Medical Center to pilot hospital-wide flexing plan (Jodee)
* Enhance staff skills with Clairvia
* Improve ability to flex to and from specialty areas
* Innovate online competency support for specialties
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| Bend the Cost Curve(Getting Different) | Innovate on the Inpatient Staffing Model | * Length of stay (in targeted or piloted areas)
* Nurse and support personnel turnover
* Nursing $/CMIAA
* Pressure ulcer incidence/1000 days
* Injury Falls/1000 days
 | * Increase PCA skill set
	+ See case studies/NICHE suggestions
	+ Evaluate systems/processes/structures to support PCA skill sets (Noreen)
	+ Evaluate LPN model (Lesley/Mike)
* Complete gap analysis for credentialing ASCENT nurse residency program (Noreen)
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| Expand Effective Capacity(Getting Better) | Achieve Zero-Defect for Preventable Complications | * HAIs (SSI, CLABSI, CAUTI)
* DVT incidences/1000 patient days
* Injury Falls/1000 days
* LOS
 | * Widely display metrics/dashboards, focus on compliance and results
* Document LOS impact on HAIs
* Leverage CNPC to ID and implement next best practices
* Invest in innovation for complex patients (i.e. risk staffing)
* Obtain nurse-sensitive data for VTEs
* Evaluate teach interventions in CIS for DVT patients (Rhonda LAH pilot)
* Collaborate with EVAL to include patient impact for AEs
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| Hardwire Common Purpose(Getting Better) | Drive Individual Accountability | * Press Ganey &/or PES scores
* HCAHPS scores
* HAIs (SSI, CLABSI, CAUTI)
* Pressure ulcer incidence/1000 days
* Injury Falls/1000 days
 | * Increase frontline ownership through greater input
	+ Embed peer feedback into workflow (CNPC)
	+ Provide “Instilling Frontline Accountability: Best Practices for Enhancing Individual Investment in Organizational Goals” session October 19, 2012
* Use associate engagement data to make improvements
* Refine system-wide peer review/accountability (CNPC)
* Redesign CARE bonus program methods for payout (Marlo)
* Provide Peer-Peer Accountability education
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| Hardwire Common Purpose(Getting Different)Sharon K | Position Nursing at a Best-in-Class Partner for IT(Informaticists should advise on this strategy) | * Meaningful use
 | * Establish CNIO position
* Cultivate informatics expertise (Sharon Kirby & team)
* Ensure data integrity (Sharon Kirby & Kerri Webster)
* Promote timely documentation/discharges (Sharon Kirby & team)
* Build integrated electronic care plans – KOIN (Sharon Kirby & team)
* Define CNO role in enterprise wide IT initiatives (Sharon P)
* Use advisory board resources for best practices
* Talent procurement for Informaticists
* Standardize handoff report and access it with ICON
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