



RITA SMITH

**PROJECTED GOALS for 2012**

**INSTRUCTIONS**

VP's Name: Enter Name - Use Drop Down List

**Under column "A", enter *at least 3* goals in order of importance for 2011.**

Title: 0 SVP, Patient Care Services/

Dept: 0 Nursing CNO

DOH: 0 12/31/1999 Dept #: 0

PRIORITY RATING	Column "A" GOAL DESCRIPTION	Column "B" RESULTS AND EVIDENCE OF SUCCESS	Column "C" RATING
1	Successful implementation of EMR, documentation and CPOE.	100% use of documentation in M/S, CCU, Psych and Peds and ED holding.	X
2	Successful re-designation for Magnet.	Submit document by Oct. 2012. Document accepted and successful survey by December 31, 2012.	X
3	Reduce non-holiday OT to 3% or less across all units by 2012.	Closely manage positions to prevent OT as a filler for vacancies and successful survey for vacancies. Hire PT whenever possible for flexibility.	X
4	Increase operational capability of OR and CCU to accommodate 250 open hearts in 2012.	Train and retain staff in OR. Increase depth in CT staffing in CCU to be able to consistently handle multiple hearts/day.	X
5	Restructure inpatient and OBS units to maximize patient capacity and improve patient flow.	Open 10 bed Pulmonary/Surgical Step down unit and 14-bed OBS unit on 5E. Increase tele capacity to 39 on 6E.	X
6	Model culture change for Patient Engagement by performing VP rounding every week consistently communicate issues and resolutions.	100% compliance with rounding and feedback. Submit rounding reports with follow-up.	X

7 ED Flow → 1cc - perception - Demand Management  
 & Succession + Recruitment - A.M.  
 For Critical Care  
 (DIT)