

Development of Professionals and Resources – Fiscal Year 2013

1.1 Develop strategies to attract and retain nursing staff

FY 2013	Project leader(s) Council Involvement	Initiatives
a. Integrate Initiatives that promote employee engagement	Nurse Retention and Satisfaction Council	<ul style="list-style-type: none"> • support department and unit-based social initiatives
b. Develop strategies/ solutions that help retain staff	Nurse Retention and Satisfaction Council	<ul style="list-style-type: none"> • Promote nurse engagement via Promotion of the <ul style="list-style-type: none"> - Clinical leader - UPC Meetings - Council Involvement - Education Initiatives

1.2 Develop and implement educational programs to advance staff nurses and leadership to develop and expand their roles

FY 2013	Project leader(s) Council Involvement	Initiatives
a. Expand and develop Nursing Grand Rounds to incorporate more staff nurse presentations	Nancy Pain RN, NP Nursing Education and Professional Development Committee	<ul style="list-style-type: none"> • Promote the use of Ground Rounds as a clinical ladder project • Encourage/ mentor staff nurses into this role
b. Expand and develop Nursing Peer Review	Nursing Quality and Safety Council	<ul style="list-style-type: none"> • Redefine criteria for presentation to peer review • Promote the relevance of peer review the nursing units
c. Redesign and implement a new Professional Education Department model	Rita Smith Education and Professional Development Department	<ul style="list-style-type: none"> • Assess existing models • Determine the scope of the Education Department • Incorporate unit-based educator
d. Increase specialty professional certification	Rita Smith Cheryl Owens	<ul style="list-style-type: none"> • Offer incentives to increase certification for example:

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	Educational and Professional Development Council	<ul style="list-style-type: none"> - pay for review course - offer in-house testing - reimburse cost of exam - requirement for nursing managers
e. Increase membership in professional organizations	Rita Smith Cheryl Owens Educational and Professional Development Council	<ul style="list-style-type: none"> • Give paid time-off to attend meetings • Encourage attendance in and participation in local chapter and national conferences • Encourage the establishment of local chapters to promote attendance

Advancement of New Knowledge – Fiscal Year 2013

2.1 Continue to advance an infrastructure to support evidence-based practice and nursing research

FY 2013	Project leader(s) Council Involvement	Initiatives
a. Expand research consortium membership to increase staff nurse involvement	Mabel LaForgia RN, CNL Research Council	<ul style="list-style-type: none"> Utilize the clinical ladder approach to entice staff nurses to participate in research
b. Expand “Research Day” to incorporate poster presentations as well as outside lecturers	Mabel LaForgia RN, CNL Research Council	<ul style="list-style-type: none"> Promote widely throughout hospital

2.2 Increase the visibility of JCMC nurses both nationally and internationally

FY 2013	Project leader(s) Council Involvement	Initiatives
a. Increase the number of research studies developed/ published and presented	Rita Smith Mabel LaForgia RN, CNL Dr. S. Salmond	<ul style="list-style-type: none"> Promote education and support for poster presentations and speaking engagements
b. Develop a publication committee to help develop writing skills for nurses	Rita Smith Dr. S. Salmond	<ul style="list-style-type: none"> Encourage Nurse Managers to participate in this committee

Professional Practice – Fiscal Year 2013

3.1 Develop an environment that supports the current professional Practice Model

FY 2013	Project leader(s) Council Involvement	Initiatives
a. Imbed the current model of Patient-Centered family Focused Care across the organization	Cheryl Owens Professional Practice Council	<ul style="list-style-type: none"> • Develop posters for each unit that portrays the PPM • Engage staff nurses in methodologies that encompass the PPM
b. Refine and limit the number of nursing models of care used	Professional Practice Council	<ul style="list-style-type: none"> • Involve staff nurses in the development of unit-based models of care

3.2 Develop and implement Innovations that foster top decile performance on all sensitive quality indicators and patient satisfaction

FY 2013	Project leader(s) Council Involvement	Initiatives
a. Achieve improvement in falls, CLABSI and pressure ulcers	Claudia Garzon Quality and Safety Council	<ul style="list-style-type: none"> • Continuously monitor nursing scorecard • Examine all fall-outs for reasons/ issues
b. Advance performance on nurse specific satisfaction indicators	All Nursing Leaders Quality and Safety Council	<ul style="list-style-type: none"> • Monitor all patient satisfaction initiatives

Professional Practice – Fiscal Year 2013

3.3 Evaluate current staffing structure to insure growth

FY 2013	Project leader(s) Council Involvement	Initiatives
a. Evaluate leadership models to incorporate assistant nurse managers and charge nurses	Rita Smith Nursing Leadership Council	<ul style="list-style-type: none">• Evaluate cost effectiveness of this model• Initiate standardized job descriptions for this model
b. Evaluate the status of current staffing models	Nursing Leadership Council Professional Practice Council	<ul style="list-style-type: none">• Evaluate the need for increased assistive personnel

Health Practice Environment – Fiscal Year 2013

4.1 Develop and implement programs which foster employee safety

FY 2013	Project leader(s) Council Involvement	Initiatives
a. Reduce employee injuries through the use of safe patient handling devices	Ellen Brummer Safe Patient Handling Committee	<ul style="list-style-type: none"> • Monitor injuries and device usage • Insure education on use of devices is disseminated on a continual basis

4.2 Utilize technology to increase efficiency and effectiveness of nurses

FY 2013	Project leader(s) Council Involvement	Initiatives
a. Complete implementation of Sorean EMR system	Nursing Informatics Committee Theresa Boruta Information Technology Committee	<ul style="list-style-type: none"> • Insure that all staff are educated in a timely manner
b. Implementation of Centricity Obstetric System to Post Partum Unit and the NICU	Lilian Reyes Information Technology Committee Nursing Informatics	-
c. Implementation of Operating Room Information System	Kelly Loo Vikki Ebanks Information Technology Committee Nursing Informatics	-