

Nursing Strategic Plan 2014-2016

This document provides high-level overview of our Nursing Strategic Plan for 2014-2016. The goals outlined in this plan are based on the foundations of our Relationship-Based Care Model and are an extension of Allina Health’s mission, vision and values.

Professional Nursing Practice Model

Built on the foundations of the individual relationships nurses establish with patients and families, the Professional Nursing Practice Model incorporates all of the components necessary for the delivery of exceptional nursing care. The diagram of this model provides a visual representation of the fundamental components of nursing practice that are defined in the Allina Charter for Professional Nursing Practice. The model is meant to demonstrate all of the things nurses inherently know as part of their professional practice.



Our guiding principles have been and will continue to be Allina Health’s mission and vision.

Our mission

We serve our communities by providing exceptional care, as we prevent illness, restore health and provide comfort to all who entrust us with their care.

Our vision

- Put the patient first.
- Make a difference in people’s lives by providing exceptional care and service.
- Create a healing environment where passionate people thrive and excel.
- Lead collaborative efforts that solve our community’s health care challenges.

Serving Patients

Patient Experience

- Leader in the nation in patient experience as measured by patients that recommend United Hospital in the 65th percentile by 2014, 75th percentile by 2016.
 - o Implement bedside shift report on all patient care units by 2014.
 - o Continue nurse leader rounding, every patient, every day.
 - o Establish workgroup to explore how to improve communication between RN and provider.

Nursing Quality

- Per the 2014-2016 nursing strategic plan, the goal is to ENSURE that all nursing quality indicators are met including measures around pain, skin care, falls, infection prevention and hand hygiene.
 - o Pain Management:
 - Participate in Allina Health pain flow sheet redesign workgroup.
 - Support ongoing unit specific pilot projects (2500 algorithm, 2400 comfort scale.)
 - Implement pain champion recommendations at unit level.
 - Participate in Allina Health care plan redesign workgroup so that every patient will have an individualized care/pain plan by 2016.
 - o Skin Care:
 - Support Allina Health skin integrity workgroup and recommendations from United champions to achieve two or less pressure ulcers for 2014 as measured by quarterly P&I study.
 - o Implement Falls Committee recommendations to decrease falls with harm to a rate of .76 by 2014.
 - o Infection Prevention:
 - Reduce incidence of CLABSI to 0.
 - Continue hand hygiene efforts to reduce incidence of c. diff as measured by hospital incidence rate.
 - Implement nurse driven protocol to reduce incidence of CAUTI by end of 2014.
 - Support work of CUSP and CAT team initiatives.
 - o Hand Hygiene:
 - Ongoing roll out of “Approach and Coach” method of giving feedback to achieve 85 percent hand hygiene compliance rate.
 - Complete all staff signing of hand hygiene pledge by end of 2014.

Enhancing Nursing Excellence and Innovation

- Build the link between strategic plan and nursing daily work
 - Identify and implement a communication strategy/structure that provides regular data and tactic updates to unit based councils and beyond by 2014.
- Maintain and promote an evidence based, nurse driven practice improvement environment as evidenced by participation in AATP, Quality Improvement projects, Positive Deviance, Kaizen, CAT teams and evaluate how to incorporate evidence based changes.
- Encourage, support and celebrate certification and degree advancement and completion as measured by an increase from 48 percent BSN rate to 80 percent by 2020 as well as a certification rate increase from 20 percent, to goal of 25 percent.
- Evaluate appropriateness of resuming Magnet journey.
- Increase staff nurse participation in projects to promote change.
- Provide transparency of clinical outcome data.
 - Explain importance of nursing interventions to patients in a way they can understand.
 - Use a consistent format of data presentation across units.

Strengthening Nursing Leadership and Infrastructure

- Define and communicate the different leadership roles present at United.
- Share all leader goals with staff, including business goals.
- Strengthen communication by utilizing Assistant Clinical Manager role to disseminate ongoing updates for nursing staff through regular meetings and expectation that information is shared with unit staff.
- Promote utilization of clinical resources to support professional growth and development of bedside RN.
 - Identify current resources and new opportunities for bedside RN new leaders/career development across Allina Health.
 - Continue to increase recognition of clinical excellence by the RN, and professional growth and development through established programs as measured by individual reports of recognition and value on employee engagement survey (ongoing.)
- Promote collaborative, respectful and constructive relationships.
 - Implement and follow Allina Health's Commitment to Care.
- Promote employee development of and/or participation in community activities.
 - Use Mission Matters to promote and log hours to extend the impact of volunteer activity.



*“Unless we are making progress
in our nursing every year,
every month, every week,
take my word for it
we are going back.”*

Florence Nightingale, 1914



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