



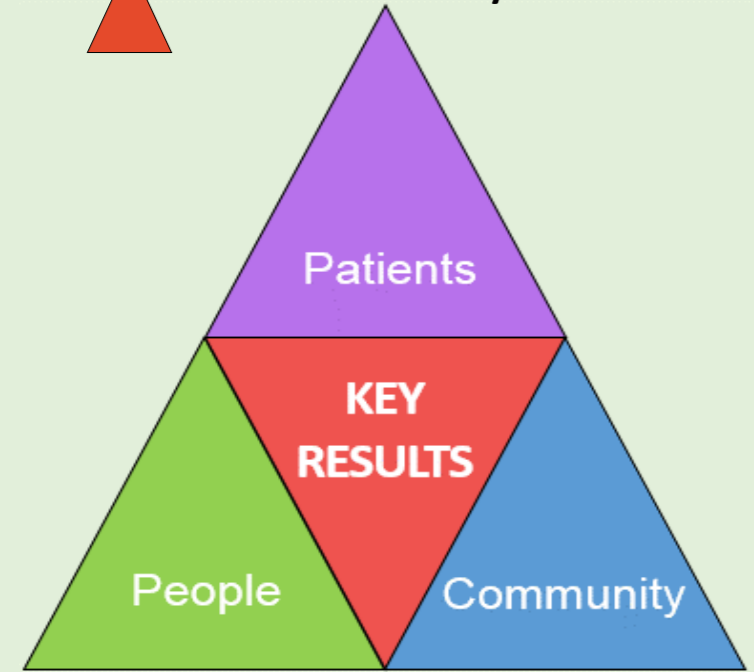
Nursing Strategic Plan 2021 - 2023



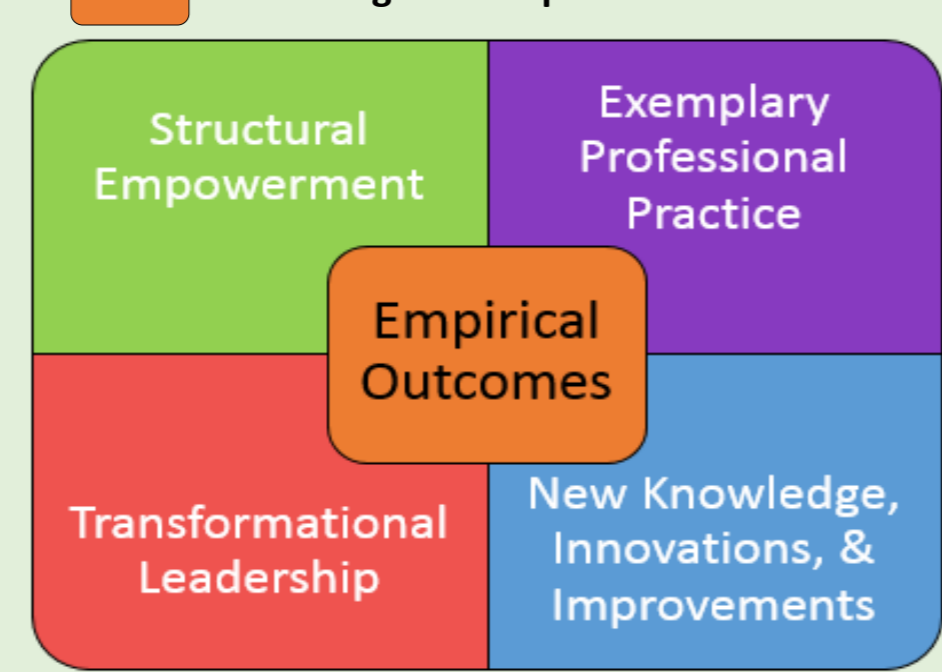
"Working together, we improve people's lives."

Quality of Patient Care	Research and Innovation	Collaborative Culture	Exemplary Professional Practice	Community Integration
<p>▲ ■ ★ 1 10 Empower staff to create a culture of safety and high reliability.</p> <hr/> <p>▲ ▲ ■ ● Engage nursing in the use of nurse peer feedback at all levels.</p> <hr/> <p>▲ ▲ ▲ ■ ★ 1 ★ 3 Demonstrate continuous improvement in nurse sensitive clinical indicators, nurse engagement, & patient satisfaction.</p>	<p>▲ ■ ■ ■ Develop & enhance nurse's ability to research and translate evidence-based findings into practice.</p> <hr/> <p>▲ ▲ ■ Foster & strengthen nursing research from an idea through the research process.</p> <hr/> <p>▲ ■ ★ 2 ● Engage & involve staff in nursing informatics to bridge new care delivery models into clinical practice.</p> <hr/> <p>▲ ▲ ■ ■ ● Leverage professional organizations through networking, and sharing evidence-based information and expertise to improve nursing practice.</p>	<p>▲ ▲ ■ ■ ★ 1 2 Enhance interprofessional relationships inclusive of nursing to improve the patient and family experience.</p> <hr/> <p>▲ ■ ■ ■ ★ 3 ★ 4 Increase staff engagement & improve patient outcomes through the use of shared decision making, teamwork, and recognition across nursing.</p> <hr/> <p>▲ ■ Continue visibility, accessibility, and communication of nursing leadership, inclusive of the CNO.</p> <hr/> <p>▲ ▲ ■ ● ★ 3 ★ 4 Engage nurses in recruitment and retention activities.</p>	<p>▲ ■ ■ ■ ● Promote & nurture mentoring relationships in the work setting to connect people, share knowledge and build skills for future development.</p> <hr/> <p>▲ ■ ● Implementation of succession planning activities to enhance professional growth for all roles in nursing.</p> <hr/> <p>▲ ■ ★ 3 ★ 4 ● Foster resiliency and wellness through the care of colleagues in our daily work.</p> <hr/> <p>▲ ■ ■ ● Encourage continuous professional development and advancement through organizational support of lifelong learning.</p> <hr/> <p>▲ ■ ■ ■ ● Engage nurses in teaching activities to create optimal learning opportunities.</p>	<p>▲ ▲ ■ ■ ★ 1 Highlight opportunities for nurses to demonstrate advocacy to positively impact patient care.</p> <hr/> <p>▲ ■ ■ ★ 3 1-12 Support nurses to participate in community outreach/volunteering to promote health and wellness.</p> <hr/> <p>▲ ▲ ■ ■ ■ ★ 3 1-12 Enhance interprofessional care coordination across the continuum of care through strong community partnerships.</p> <hr/> <p>▲ ▲ ■ ■ ■ ★ 4 Elevate opportunity in nursing profession to encourage self awareness and respect to recognize individual contributions.</p>

▲ UVMHN CVPH Key Results



■ ANCC Magnet Component Model



★ FY21 CVPH & Alice Hyde Strategic Plan

AREA OF FOCUS	STRATEGIC OBJECTIVE	FY 2021 STRATEGIC TACTICS	
		OUR PATIENTS & FAMILIES	OUR PEOPLE
OUR PATIENTS & FAMILIES	1 Patient & Family Experience	- Improve & achieve the inpatient "rate the hospital" score of the 40th percentile and the Medical Practices "overall" score to 60th percentile for quarter ending FY 2021	
	2 Clinical Integration/EPIC	- Achieve EPIC Wave 3 milestones for FY 2022 implementation - Support the creation of Network Clinical Departments within the Medical Group	
OUR PEOPLE	3 Employee Engagement	- Achieve an overall of 80% on time completion of all evaluations by the end of FY 2021	
	4 Individual Accountability	- Achieve an overall average of 55% completion rate for employee biannual nurse surveys by end of FY 2021 - Successfully recruit & fill our Alice Hyde/CVPH shared Equity, Diversity & Inclusion leadership role	
OUR COMMUNITY	5 Budgeted Margin	- Achieve the budgeted margin of 0.5% for FY 2021, leveraging top recommendations identified through our ECG engagement	
	6 Budgeted Volumes	- Achieve the combined budgeted goal of targeted volumes by the end of FY 2021	

Adirondacks ACO Quality Measures

1 Preventive Care & Screening for Clinical Depression including: follow up plan, remission, & med management	7 Statin Therapy for the Prevention and Treatment of Cardiovascular Disease
2 Follow up after ER visit for mental illness & for ETOH and other drug dependence 7 day	8 Women's Health Screenings: Breast cancer, cervical cancer, postpartum care, & chlamydia
3 Well Care Visits (birth to 21 years)	9 Colorectal Cancer Screening
4 Controlling High Blood Pressure	10 Fall Screening for future fall risk
5 Diabetes: Hemoglobin A1C Poor Control (>9%)	11 Tobacco Use: Screening & Cessation Intervention
6 Immunizations Infant to Adult (Influenza, HPV, etc.)	12 HIV Viral load Suppression

*See 2021 ACO Quality Measures for full details

● Employee Growth & Development Tool

