

FY24 CDH Nursing Strategic Roadmap

Deliver Exceptional Care and Experience

Enhance People, Culture and Resources

Advance and Extend Medical Science and Knowledge

STRATEGIC DIRECTIONS

Care Delivery:

Interprofessional Collaborative Practice & Quality and Safety Outcomes

Embody an interprofessional relationship based care model that exemplifies collaborative practice leading to top decile performance in patient experience, safety and clinical quality

Care Profession:

Caring & Healthy Environment

Exemplify an environment that demonstrates nursing excellence, one that welcomes diversity in thought, practice and culture through collaborative interprofessional practice, and one that promotes career development, encourages lifelong learning and nurtures well being and safety

Care Innovation:

Interprofessional Innovation & Research

Advance a rich culture of inquiry that cultivates innovation resulting in the creation, implementation and dissemination of new knowledge

Priority #1: Advance a high reliability care environment supporting the NM Quality Plan

Goal: Progressive improvement in nurse sensitive indicators and clinical care delivery

Goal: Enhance patient experience and patient relationships

Priority #1: Embed and advance system work surrounding diversity, equity and inclusion

Goal: Partner with Social Determinants of Health (SDOH) steering committee to enculturate strategies at all levels

Priority #2: Enculturate resiliency, respite, and work life balance

Goal: Build a flexible workforce which includes flexible scheduling, shifts and roles

Goal: Address burnout, moral distress and compassion fatigue as barriers to nurse retention with guidance from the Chief Wellness Officer

Priority #3: Amplify psychological and physical safety of the nursing workforce

Goal: Address physical safety (patient handling, workplace exposure, chronic stress)

Goal: Ensure psychological safety (address incivility, bullying workplace violence)

Priority #1: Innovate care delivery models

Goal: Develop, implement and evaluate care delivery models/workforce redesign

Goal: Implement IT innovative solutions enhancing nurse efficiency

Goal: In partnership with Human Resources, develop a formalized and customizable total compensation program for nurses that is based on market intelligence and generational needs.

Priority #2: Cultivate nursing science through professional advancement, evidenced based practice, quality improvement and translational research

Goal: Host Patient Care Innovation Summit

Goal: Collaborate on research studies across academic medical center and health network hospitals

Goal: Advance nursing career development through innovative onboarding, education and advancement opportunities.