



# Northwestern Medicine McHenry Hospital

FY22-24 Nursing Strategic Roadmap

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# NMMH Nursing Strategic Roadmap

FY2022-FY2024

**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 and employee experience, patient and employee safety and clinical quality*

**Goal #1:** Enculturate the principles of a highly reliable organization.

#### **Objectives:**

- Advance inpatient and outpatient quality performance.
- Progress excellence in patient experience.
- Enhance patient and workplace safety.

**Goal #2:** Operationalize the NM IRBC.

#### **Objectives:**

- Create partnerships with patients and families to establish goals and individualized plans of care.
- Engage in interprofessional improvement work and decision making.
- Foster care coordination and continuity of care.

### 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*

**Goal #1:** Develop the Nursing Workforce

#### **Objectives:**

- Implement innovative recruitment and retention strategies.
- Promote continuous professional development through nursing certification, nursing education, and career development opportunities.
- Advance wellbeing in the work environment.

**Goal #2:** Advance Diversity, Inclusion, and Healthcare Equity.

#### **Objectives:**

- Increase awareness and participation in NM Champion Network.
- Implement Social Determinants of Health screening tool.
- Enhance community healthcare outreach.
- Introduce nursing as a career to students.

### Care Innovation:

#### **Interprofessional Research & Innovation**

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

**Goal #1:** Promote interprofessional inquiry and innovation.

#### **Objectives:**

- Increase awareness and access to evidenced based knowledge and resources.
- Increase awareness and foster LEAD and AQSI participation.
- Engage nurses to lead interprofessional research.

**Goal #2:** Transform the nurse practice environment.

#### **Objectives:**

- Engage clinical nurses in the development, implementation, and evaluation of patient care areas identified in the bed privatization/refurbishment project.
- Leverage technology to enhance patient experience and nursing practice.