

# Plan Summary

JCMC

● Completed      ● On Schedule      ● Making Progress  
● Behind Schedule      ● Incomplete/Abandoned      ○ Not Started

Nursing 2015-2017							
Status	Ref #	Goals	Pillar	Council	Leaders	Target Date	Complete
●	1.	NURSING STRATEGIC GOAL: Improve Medication Management Across the Continuum for safe care transition leading to reduced readmissions and improved population health	Quality	Quality & Safety Nursing	Joanne Reich	12/31/17	
Status	Ref #	Priority Initiatives			Leaders	Target Date	Complete
●	1.1.	Review literature for evidence based practices for safe care transitions through interdisciplinary medication mgmt. Implement the plan in accordance with Organization's Mission, Vision and Magnet standards.			Joanne Reich; Mabel LaForgia	3/30/16	3/30/16
Status	Ref #	Tactics	Start Date	As Of	Leaders	Target Date	Complete
●	1.1.1.	Literature review completed	7/1/15	2/29/16	Mabel LaForgia	2/1/16	2/29/16
●	1.1.2.	Present to Barnabas Health Nursing Leadership	1/1/16	2/11/16	Mabel LaForgia; Joanne Reich	2/29/16	2/11/16
Status	Ref #	Priority Initiatives			Leaders	Target Date	Complete
●	1.2.	Design and implement the high risk readmission assessment inclusive of the LACE tool and Pharmacy screening for Medical Surgical patients.			Mabel LaForgia; Sandy Liu	12/31/15	9/28/15
Status	Ref #	Tactics	Start Date	As Of	Leaders	Target Date	Complete
●	1.2.1.	Develop LACE Tool and Pharmacy Screening Form for High Risk Readmission Assessment	6/1/15	9/28/15	Therese Boruta; Mabel LaForgia; Ingrid Cardenas; Sandy Liu	9/28/15	9/28/15
●	1.2.2.	Build High Risk for Readmission Assessment in Soarian	6/1/15	9/1/15	Therese Boruta; Mabel LaForgia; Sandy Liu	9/1/15	9/1/15
●	1.2.3.	Professional Practice Council Review and Approval	6/1/15	8/5/15	Claudia Garzon-Rivera; Therese Boruta; Mabel LaForgia; Sandy Liu	8/5/15	8/5/15
●	1.2.4.	P & T Committee Review and Approval	6/1/15	9/24/15	Sandy Liu	9/30/15	9/24/15
●	1.2.5.	Implement Training and go live	6/1/15	9/28/15	Therese Boruta; Mabel LaForgia	9/28/15	9/28/15
Status	Ref #	Priority Initiatives			Leaders	Target Date	Complete
●	1.3.	Review the medication reconciliation process in the outpatient areas and initiate a reconciliation process to empower patients and their caregivers for successful medication management.			Joannie OLeary	12/1/17	6/1/16
Status	Ref #	Tactics	Start Date	As Of	Leaders	Target Date	Complete
●	1.3.1.	Outpatient areas to identify high risk patients for medication reconciliation such as Diabetes patients in Center for Comprehensive Care, Infusion Center, and CHF Clinic	1/1/16	6/1/16	Joannie OLeary	12/1/17	6/1/16
Status	Ref #	Priority Initiatives			Leaders	Target Date	Complete

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<span style="color: green;">●</span>	1.4.	Implement outreach education to sub-acute facilities on medication management topics			Nancy Frederic; Joanne Reich		12/1/17	
Status	Ref #	Tactics	Start Date	As Of	Leaders	Target Date	Complete	
<span style="color: blue;">●</span>	1.4.1.	Identify sub acute facility for partnership	1/1/16	3/23/16	Joanne Reich	12/1/16	3/23/16	
<span style="color: blue;">●</span>	1.4.2.	Meet with Nursing Leadership of sub acute facility for joint discussion and agreement	1/1/16	3/23/16	Joanne Reich	3/23/16	3/23/16	
<span style="color: blue;">●</span>	1.4.3.	Conduct educational session with nursing staff at sub acute facility, CEUs provided	3/1/16	9/9/16	Mabel LaForgia; Joanne Reich	9/9/16	9/9/16	
<span style="border: 1px solid gray; border-radius: 50%; width: 10px; height: 10px; display: inline-block;"></span>	1.4.4.	Repeat Educational Fair in 2017	1/1/17		Michele Lopez; Joanne Reich	11/30/17		
Note						Posted By	Posted Date	
Michele Lopez and Joanne Reich will schedule a meeting with Nursing Leadership at Alaris Hamilton Park to discuss topics for the 2017 Educational Fair for nursing staff.						Joanne Reich	5/2/17	
Status	Ref #	Priority Initiatives	Start Date	As Of	Leaders	Target Date	Complete	
<span style="color: green;">●</span>	1.5.	Communicate the plan, provide updates at Nursing Leadership and note progress.			Mabel LaForgia; Joanne Reich; Sandy Liu	12/1/17		
Status	Ref #	Tactics	Start Date	As Of	Leaders	Target Date	Complete	
<span style="color: blue;">●</span>	1.5.1.	Present Nursing Strategic Plan progress	1/1/16	1/12/17	Joanne Reich	12/1/17	1/12/17	
<span style="color: blue;">●</span>	1.5.2.	Pharmacy notes monthly LACE consults completed	9/1/16	12/31/16	Sandy Liu	12/31/16	12/31/16	
<span style="color: blue;">●</span>	1.5.3.	Care Continuum conducting bedside visits of LACE high risk readmission patients, reported monthly	1/1/16	12/31/16	Ingrid Cardenas	12/31/16	12/31/16	
<span style="color: blue;">●</span>	1.5.4.	Nursing Quality & Safety Council audits Medication Management for completion of home medications list monthly	1/31/16	12/31/16	Claudia Garzon-Rivera	12/31/16	12/31/16	
Status	Ref #	Goals	Pillar	Council	Leaders	Target Date	Complete	
<span style="color: green;">●</span>	2.	NURSING STRATEGIC GOAL: Introduce Motivational Interviewing	Quality	Professional Practice Nursing	Joanne Reich	12/31/17		
Status	Ref #	Priority Initiatives	Start Date	As Of	Leaders	Target Date	Complete	
<span style="color: blue;">●</span>	2.1.	Increase nurses' understanding and increase use of motivational interviewing (MI) techniques across the continuum of care; initiate a pilot introduction of MI.			Ebony Samuel; Joanne Reich	4/1/16	12/30/16	
Status	Ref #	Tactics	Start Date	As Of	Leaders	Target Date	Complete	
<span style="color: blue;">●</span>	2.1.1.	Review resources and identify an MI expert to provide introduction to JCMC clinical staff	1/1/16	4/1/16	Ebony Samuel; Joanne Reich	4/1/16	4/1/16	
<span style="color: blue;">●</span>	2.1.2.	Engaged MI Expert, Annie Fahy RN, LCSW, MINT (Motivational Interviewing Network of Trainers)	1/1/16	3/1/16	Margaret Ames; Rita Smith; Joanne Reich	3/1/16	3/1/16	
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<span style="color: blue;">●</span>	2.2.	Identify pilot unit, patient population for introduction of MI following training			Maria Adams; Joanne Reich; Erin Salmond	6/1/16	6/1/16
Status	Ref #	Tactics	Start Date	As Of	Leaders	Target Date	Complete
<span style="color: blue;">●</span>	2.2.1.	Identify unit with patients with diabetes and CHF diagnoses and consistent staff both nursing and interdisciplinary	1/1/16	6/1/16	Erin Salmond; Maria Adams; Ingrid Cardenas	6/1/16	6/1/16
<span style="color: blue;">●</span>	2.2.2.	Identify nurses and interdisciplinary clinical staff	1/1/16	6/1/16	Erin Salmond; Maria Adams; Maria Devivo; Ingrid Cardenas; Joanne Reich	6/1/16	6/1/16
<span style="color: blue;">●</span>	2.2.3.	Conduct two-day training workshop and one-day advanced training for pilot unit staff	3/1/16	6/17/16	Joanne Reich; Margaret Ames; Erin Salmond	6/17/16	6/17/16
Status	Ref #	Priority Initiatives	Start Date	As Of	Leaders	Target Date	Complete
<span style="color: green;">●</span>	2.3.	Identify metrics to measure impact of MI use on targeted patient population readmission rates. Conduct ongoing meetings to monitor progress.			Joanne Reich	6/1/17	
Status	Ref #	Tactics	Start Date	As Of	Leaders	Target Date	Complete
<span style="color: blue;">●</span>	2.3.1.	Implement Observation and return demonstration MI on the pilot unit - 5 East	6/1/16	9/1/16	TBD; Erin Salmond; Joanne Reich; April Bacunawa	9/1/16	9/1/16
<span style="border: 1px solid gray; border-radius: 50%; width: 10px; height: 10px; display: inline-block;"></span>	2.3.2.	Readmissions for 5 East MI patients who also received post discharge phone call with MI techniques will be tracked to identify link between MI use and readmission rates.	3/1/17		Erin Salmond; Ingrid Cardenas; April Bacunawa	12/1/17	
Status	Ref #	Priority Initiatives	Start Date	As Of	Leaders	Target Date	Complete
<span style="color: blue;">●</span>	2.4.	Identify implementation tool for MI implementation			Erin Salmond; Ingrid Cardenas; Joanne Reich; April Bacunawa	12/1/16	12/1/16
Status	Ref #	Tactics	Start Date	As Of	Leaders	Target Date	Complete
<span style="color: blue;">●</span>	2.4.1.	Review AMI and CHF TeachBack Tools for possible modification	4/1/16	10/1/16	Ingrid Cardenas; April Bacunawa	10/1/16	10/1/16
<span style="color: blue;">●</span>	2.4.2.	Provide in-unit review/in services on Elicit - Provide- Elicit Tool	9/1/16	10/1/16	Joanne Reich; April Bacunawa	10/1/16	10/1/16
<span style="color: blue;">●</span>	2.4.3.	Implement process for demonstration of MI and staff to provide return demonstrations	10/1/16	12/1/16	Ingrid Cardenas; Joanne Reich; April Bacunawa	12/1/16	12/1/16
Status	Ref #	Priority Initiatives	Start Date	As Of	Leaders	Target Date	Complete
<span style="color: green;">●</span>	2.5.	Follow-up post training call with MI trainer, Annie Fahy for reinforcement. Identify 2017 educational reinforcement for pilot unit staff			Joanne Reich; April Bacunawa	6/1/17	
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<span style="color: blue;">●</span>	2.5.1.	Conduct follow-up call with Annie Fahy on the 5 East Unit to have staff participate in the call		10/1/16	12/14/16	Erin Salmond; Joanne Reich; April Bacunawa	12/1/16	12/14/16
<span style="border: 1px solid gray; border-radius: 50%; width: 10px; height: 10px; display: inline-block;"></span>	2.5.2.	Plan 2017 educational review for 5 East nurses		4/1/17		Maria Adams; Ebony Samuel; April Bacunawa	6/1/17	
Status	Ref #	Goals	Pillar	Council		Leaders	Target Date	Complete
<span style="color: green;">●</span>	3.	NURSING STRATEGIC GOAL: Cross Continuum Care Pathway	Quality	Professional Practice Nursing		Joanne Reich	12/31/17	
Status	Ref #	Priority Initiatives				Leaders	Target Date	Complete
<span style="color: green;">●</span>	3.1.	Connect the medication management plan across the continuum via cross continuum care pathway with identified post acute care facilities to build the bridge for safe care transitions				Joanne Reich; Nancy Frederic	12/31/17	
Status	Ref #	Tactics	Start Date	As Of	Leaders	Target Date	Complete	
<span style="color: blue;">●</span>	3.1.1.	Identify key stakeholders of sub acute facilities to formulate team focused strategies to optimize patient care and decrease surgical site infections.	3/1/16	7/1/16	Nancy Frederic	7/1/16	7/1/16	
<span style="color: blue;">●</span>	3.1.2.	Meet with nursing leaders of sub acute facility to discuss partnership on medication education, cross continuum pathways.	1/1/16	3/23/16	Joanne Reich	6/1/16	3/23/16	
Status	Ref #	Priority Initiatives				Leaders	Target Date	Complete
<span style="color: green;">●</span>	3.2.	Engage key stakeholders and formulate a team focused strategies to optimize patient care and decrease surgical site infections, and improve patient outcomes.				Nancy Frederic	9/1/16	
Status	Ref #	Tactics	Start Date	As Of	Leaders	Target Date	Complete	
<span style="color: blue;">●</span>	3.2.1.	Nancy Frederic to attend monthly post acute care council/BPCI meetings and meetings with sub acute care facilities	1/1/16	12/30/16	Nancy Frederic	12/1/17	12/30/16	
<span style="color: blue;">●</span>	3.2.2.	Conduct a learning needs assessment of sub acute facility's nursing staff in area of medication management of diabetic patients.	1/1/16	5/31/16	Joanne Reich	6/1/16	5/31/16	
Status	Ref #	Priority Initiatives				Leaders	Target Date	Complete
<span style="color: green;">●</span>	3.3.	Provide education to sub acute care facility's nursing staff to support transition of care and improved patient outcomes				Mabel LaForgia; Joanne Reich	9/9/17	
Status	Ref #	Tactics	Start Date	As Of	Leaders	Target Date	Complete	
<span style="color: blue;">●</span>	3.3.1.	Plan and implement Health Education at Alaris Hamilton Park.	1/1/16	9/9/16	TBD; Joanne Reich	9/9/17	9/9/16	
Status	Ref #	Priority Initiatives				Leaders	Target Date	Complete
<span style="border: 1px solid gray; border-radius: 50%; width: 10px; height: 10px; display: inline-block;"></span>	3.4.	Implement and measure effectiveness of guidelines and pathways				Mabel LaForgia; Nancy Frederic	12/1/17	
Status	Ref #	Tactics	Start Date	As Of	Leaders	Target Date	Complete	

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○	3.4.1.	Monitor monthly 30 day readmission rates for primary total knee rplacement and primary hip replacement patients		1/1/16		TBD	12/1/16	
○	3.4.2.	Monitor surgical site infections for primary total knee replacement and primary hip replacement patients		1/1/16		TBD	12/1/16	
○	3.4.3.	Monitor length of stay (LOS)for TKR and THR primary patients.		1/1/16		TBD	12/1/16	
Status	Ref #	Goals	Pillar	Council		Leaders	Target Date	Complete
●	4.	NURSING STRATEGIC GOAL: Maximizing the Caregiver Role	Quality	Engagement & Satisfaction Nursing		Margaret Ames	12/31/17	
Status	Ref #	Priority Initiatives				Leaders	Target Date	Complete
●	4.1.	Decrease caregiver stress by providing a formal setting for emotional support for a healthcare provider when exposed to a critical incident in the acute care hospital				Claudia Garzon-Rivera	12/31/17	
Status	Ref #	Tactics	Start Date	As Of	Leaders	Target Date	Complete	
●	4.1.1.	Develop Code Lavendar policy and process for nurses	1/1/16	11/18/16	Claudia Garzon-Rivera; Erin Salmond; Mabel LaForgia	12/1/16	11/18/16	
●	4.1.2.	Establish response team for Code Lavendar	1/1/16	11/18/16	Claudia Garzon-Rivera; Margaret Ames; Mabel LaForgia	12/1/16	11/18/16	
●	4.1.3.	Identify internal notification process for Code Lavendar	1/1/16	11/18/16	Claudia Garzon-Rivera; Margaret Ames	12/1/16	11/18/16	
Status	Ref #	Priority Initiatives				Leaders	Target Date	Complete
●	4.2.	Develop and sustain a nursing workforce equipped to meet the challenges of health care delivery by increasing the number of nurses with baccalaureate or graduate degree.				Margaret Ames; Joanne Reich	12/1/16	12/1/16
Status	Ref #	Tactics	Start Date	As Of	Leaders	Target Date	Complete	
●	4.2.1.	All newly hired nurse manager and leaders will have a BSN degree or higher	1/1/15	12/31/16	Margaret Ames; Joanne Reich	12/31/16	12/31/16	
●	4.2.2.	All external candidates must hold a BSN or higher to be considered for employment. Candidates without a BSN, the offer is contingent upon completion of a BSN within time frame noted.	1/1/15	12/31/16	Margaret Ames; Joanne Reich	12/31/16	12/31/16	
●	4.2.3.	Provide opportunities of support to obtain the BSN or higher degree	1/1/15	12/31/16	Margaret Ames; Joanne Reich	12/31/16	12/31/16	
●	4.2.4.	Increase number of academic affiliations for Nursing Programs	1/1/15	12/31/16	Ebony Samuel; Joanne Reich	12/31/16	12/31/16	
●	4.2.5.	Increase number of academcic affiliations for BSN and MSN level rotations	1/1/15	12/31/16	Ebony Samuel; Joanne Reich	12/31/16	12/31/16	
Status	Ref #	Priority Initiatives				Leaders	Target Date	Complete

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<span style="color: blue;">●</span>	4.3.	Develop and sustain a nursing workforce equipped to meet the challenges of health care delivery by increasing the proportion of nurses with national certification.			Joanne Reich	12/1/16	12/1/16
Status	Ref #	Tactics	Start Date	As Of	Leaders	Target Date	Complete
<span style="color: blue;">●</span>	4.3.1.	Provide support opportunities such as review courses in various specialties. Provide Medical Surgical review, Oncology review (ONS), perioperative review (CNOR) and onsite neonatal review (NCC).	1/1/15	12/31/16	Margaret Ames; Rita Smith; Ebony Samuel	12/31/16	12/31/16
<span style="color: blue;">●</span>	4.3.2.	Continue national certification incentives such as ANCC Success Pays, ONCB Retest for Success, NVRN review and exam	1/1/15	12/31/16	Margaret Ames; Ebony Samuel; Joanne Reich	12/31/16	12/31/16
<span style="color: blue;">●</span>	4.3.3.	Develop Nursing National Certification Policy	1/1/15	6/23/16	Joanne Reich	12/1/16	6/23/16
Status	Ref #	Goals	Pillar	Council	Leaders	Target Date	Complete
<span style="color: green;">●</span>	5.	NURSING STRATEGIC GOAL: Cross Continuum Shared Governance	Quality	Cross Continuum Nursing Shared Governance	Mabel LaForgia	12/31/17	
Status	Ref #	Priority Initiatives			Leaders	Target Date	Complete
<span style="color: green;">●</span>	5.1.	Introduce cross continuum shared governance by collaborating with key community partners in care			Mabel LaForgia	12/31/17	
Status	Ref #	Tactics	Start Date	As Of	Leaders	Target Date	Complete
<span style="color: blue;">●</span>	5.1.1.	Invite key stakeholders to JCMC committees such as to the Orthopedic Institute (TOI) steering committee, Falls Interdisciplinary and Stroke Committee	1/1/15	12/31/16	Mabel LaForgia	12/31/16	12/31/16
<span style="color: blue;">●</span>	5.1.2.	Discharge TOI patients to home increase above 2015 rate through increased partnership with VNA.	1/1/15	12/31/16	Nancy Frederic	12/31/16	12/31/16
<span style="color: blue;">●</span>	5.1.3.	Review care coordination with VNA, wound care management, pain management, and physical therapy plan.	1/1/15	12/31/16	Nancy Frederic	12/31/16	12/31/16
<span style="color: blue;">●</span>	5.1.4.	Institute weekly TOI interdisciplinary discharge rounds in addition to daily rounds, with surgeons, case management, nursing, physical therapy, and social work.	1/1/15	12/31/16	Nancy Frederic	12/31/16	12/31/16
<span style="color: gray;">○</span>	5.1.5.	Implement process for guaranteed TOI patient discharged home receives services by VNA RN and physical therapist within 24 hours; initial visit.	1/1/16		Nancy Frederic	12/1/17	
Status	Ref #	Priority Initiatives			Leaders	Target Date	Complete
<span style="color: green;">●</span>	5.2.	Director of Ambulatory Nursing to initiate Cross Continuum shared governance council.			Mabel LaForgia	12/1/17	
Status	Ref #	Tactics	Start Date	As Of	Leaders	Target Date	Complete
<span style="color: blue;">●</span>	5.2.1.	Identify goals for improved care coordinatin from in patient to off-site locations.	1/1/16	12/31/16	Mabel LaForgia	12/31/17	12/31/16