Nursing Education Strategic Plan

Nursing Grand Rounds
Colleen Sunday MSN, RN
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Nursing Strategy: What’s Your Plan

Developing a nursing strategic plan is a basic competency of nurse leaders. The plan defines all mechanisms by which the nursing departments meet the mission and vision of nursing and of their healthcare organization.
Nursing Education Strategic Plan

Strategic Triangle

- Values
- Vision
- Mission
- Goals
- Strategies
- Action Plans

Transformational Leadership  Structure Empowerment  Exemplary Professional Practice  New Knowledge, Innovation, & Improvement
We aim to provide the right patient care, every time, ensuring the highest level of quality care and patient satisfaction.

To achieve our mission, UPMC St. Margaret is guided by the following values:

**COMPASSION**

**ACADEMICS**

**RESPECT**

**EMPATHY**

**SAFETY**
## New Knowledge

- Develop nursing best practices grounded in research and equality to drive and enhance the profession of nursing
- Contribute to the science of nursing through the dissemination of new knowledge and innovation

## Transformational Leadership

- Nurses will be known in the organization and the community as leaders and experts in the practice of nursing
- Focus the environment of care on safety, quality, and the ultimate patient experience
• Measure and enhance nursing clinical competency while supporting a healthy nursing environment within the professional practice environment
• Focus on patient care outcomes as measured by core health care competencies

• Empower nurses on all levels to maximize their talents and expertise and recognize these efforts
• Build a culture of professional growth and education which values and recognizes advanced certification, advanced education, and lifelong learning.
Vision and Nursing

This Education Strategic Plan is consistent with the overall UPMC St. Margaret Nursing Strategic Plan 2011-2013

Nursing Vision
- Experts in Practice
- Professional Growth
- Focus on Patient Care Outcomes
- Practice Grounded in Research

Transformation Leadership
- Structural Empowerment
- Exemplary Professional Practice
- New Knowledge, Innovation, & Improvement

Nursing Education
- Advanced Concept Series
- My Nursing Career Projects
- Unit Based Initiatives
- Nursing Research Fellowship
Nursing Education Strategic Plan

- **Transformational Leadership**
  - Mentoring
  - Preceptor Development
  - New Hire Support and Development
  - Shared Governance

- **Structural Empowerment**
  - My Residency
  - Partnerships with Schools of Nursing
  - Promoting National Certification
  - Continuing Education

- **Exemplary Professional Practice**
  - Competency Plan
  - Nursing Orientation
  - Unit Based Patient Care Initiatives
  - Advanced Concept Series

- **New Knowledge, Innovation, & Improvement**
  - Advance Education
  - Advance Nurse Driven Research
  - Advance EBP
  - Collaborate with Informatics
Vision of the Nursing Education Department is to support 3 key Nursing Initiatives:

- Exceptional Patient Care
- Professional Development
- Evidence Based Practice
Goals of the Nursing Division

1. To create an environment of inquiry in which all nurses apply evidence-based practices to improve healthcare delivery and patient outcomes (New Knowledge).
2. To sustain a culture valuing professional accountability and clinical competency (Exemplary Professional Practice).
3. To strengthen and promote shared governance as the basis for nursing accountability, decision making, and practice (Structural Empowerment).
4. To be recognized as the premier employer for nurses and the patient’s first choice for care (Transformational Leadership).
Strategies to Advance Education
• Offer to meet 1:1 for anyone interested in pursuing advanced education
• Invite BSN/MSN schools to SMH to discuss advanced education programs

Strategies to Advance Research
• Nurse Research Fellowship Program
  • Continue First Cohort
  • Expand to Second Cohort
• Journal Club
  • Provided twice a month in library
  • Explore electronic option
• Nurse Educator Research Initiative
• Pitt IRB Service and Statistical Consultation
• 7th Annual Clinical Research Forum
• SMH Hot Topics
Nursing Education Strategic Plan

Transformational Leadership  Structural Empowerment  Exemplary Professional Practice  New Knowledge, Innovation, & Improvement

New Knowledge

Advance Education
Advance EBP
Advance Research
Informatics and Education

Strategies to Advance EBP

• My Residency Program
• Mentorship
• Guidance for Unit Specific Projects
• My Nursing Career
• Nursing Grand Rounds
• Journal Club

Informatics and Education Collaboration

• Nursing Orientation Revision
• 4B computer project
• Ring of Knowledge
• Education Sharepointe
• Informatics guidance
Strategies to Support

• Collaborate with UD, Clinician, and staff nurses to develop a consistent competency plan
• Revamp Nursing Orientation
  • More Hands On
  • Based on New Hire Feedback
• Increase Educator Visibility
  • Weekend Education
• Collaborate with UD, Clinician, and Nursing Staff to plan education based on unit specific patient needs
  • Case Studies
  • Root Cause
  • Collaborative Training
• Advanced Concept Series
Nursing Strategic Plan

Transformational Leadership                   Structural Empowerment                  Exemplary Professional Practice                  New Knowledge, Innovation, & Improvement

Structural Empowerment

Strategies to Support

• Preceptor Academy
  • Promote Certifications
  • Certification Day, Class Support, Study initiatives
• Provide Continuing Education and increase accessibility
  • Online journal club, roaming grand rounds, marketing of CEU
• My Nursing Career Projects
• Develop support materials and support plan
• Develop Nursing Instructor Orientation
• Promote Optimal Student Nurse Experience
• Recruitment activities
Transformational Leadership

Strategies to Support

- Shared Governance
  - Educator Presence on Each Council
- New Hire Support
  - Consistent Plan
  - Break Out Sessions
  - My Residency
- Preceptor Development
  - Engage in Preceptor Academy
  - Preceptor Support
- Mentoring
  - New Hire
  - Preceptor
  - Research
Questions?