

Prisma Health Nursing Strategic Plan For Fiscal Years 2020 – 2022



Leadership	Quality and Patient Experience	Nursing Education	Nursing Research	Staffing and Finance
<p><i>To develop superior transformational leaders who inspire and advance the nursing profession in an environment and culture of professionalism, compassion, and nursing excellence.</i></p>	<p><i>Create a patient-centered experience by cultivating highly reliable performance by achieving and sustaining zero harm through the relentless pursuit of excellence.</i></p>	<p><i>Create a learning environment for nurses to apply evidence based practice to ensure safe, timely, and exceptional nursing care.</i></p>	<p><i>Create a culture of inquiry and curiosity with research/evidence based practice and advance the nursing profession with the generation of new knowledge.</i></p>	<p><i>Optimize workforce models to:</i></p> <ul style="list-style-type: none"> • <i>Recruit, engage and retain top talent.</i> • <i>Achieve optimal balance between quality and cost.</i> • <i>Become nationally recognized "Best Place to Work".</i>
<ul style="list-style-type: none"> • Promote diversity and inclusion of leadership abilities for decision making and engagement of staff • Implement and encourage use of leader learning opportunities to expand leadership development and experience through the use of learning labs and mentoring opportunities 	<ul style="list-style-type: none"> • Ensure utilization of evidence based practice (EBP) • Understand the impact of nursing care in the prevention of patient harm • Improve patient experience through use of hourly and nurse/physician rounding, bedside shift report, and connection to purpose • Integrate/interpret data to conduct process improvement at the unit level • Incorporate unit-specific quality data in service line shared governance councils 	<ul style="list-style-type: none"> • Standardize practice • Utilize data to inform decisions/create curriculum • Commit to growth and development of current and future nursing generations through clinical training and mentorship 	<ul style="list-style-type: none"> • Mentor and empower clinical nurses to: <ul style="list-style-type: none"> ○ Enhance their understanding of nursing research ○ Knowledgeably critique and synthesize EBP and nursing research ○ Participate in and/or conduct EBP nursing research • Support nurses in the implementation and dissemination of EBP through poster/ podium presentations and publications • Provide infrastructure and support necessary to encourage and support EBP research as well as the implementation of EBP research findings 	<ul style="list-style-type: none"> • Meet productivity and financial goals for nursing and the organization • Implement patient acuity tool for staff assignments • Educate and engage team members regarding budget and finance process to develop strong financial stewards

Prisma Health–Midlands

- Prisma Health Baptist Hospital
- Prisma Health Baptist Parkridge Hospital
- Prisma Health Children’s Hospital
- Prisma Health Heart Hospital
- Prisma Health Richland Hospital
- Prisma Health Tuomey Hospital

*All the hospitals listed above are covered under the Prisma Health-Midlands.