



SIBLEY MEMORIAL
HOSPITAL

JOHNS HOPKINS MEDICINE

Nursing Strategic Plan: FY'17-FY'19

Our Mission

To deliver excellence and compassionate care—every person, every time.

Our Vision

Sibley will be the role model for innovation in healthcare and wellness, for all.

Our Strategic Plan Executive Summary

This represents an overview of strategies to begin implementation during fiscal year 2017. A more detailed view, including metrics and timelines, are available on the management drive under “PCS Leadership.” The Nursing Strategic Plan is aligned with the following strategic plans: Johns Hopkins Medicine, National Capital Region, and Community Division.



Celebrate the Past, Embrace the Future!

People



Attract, Engage, Develop and Retain the World's Best People

- Continue Pathway to Excellence® Journey
- Establish Nurse Residency Program
- Redesign PACE and increase participants
- Define manager professional development: core competencies and specialty certifications (succession planning)
- Achieve 67th percentile on Gallup employee engagement
- Create plan to forecast recruitment/retention needs
- Create culture of wellbeing and diversity

Biomedical Discovery



Become the Exemplary Model for Biomedical Research by Advancing and Integrating Discovery, Innovation, Translation, and Dissemination

- Identify nurse-led research opportunities
- Increase number of nurses with JHM IRB training
- Increase number of RN principle investigators
- Develop a community division Nursing Research Day
- Explore collaborative research opportunities with industry partners

Patient and Family Centered Care



Be the National Leader in the Safety, Science, Teaching and Provision of Patient and Family-Centered Care

- Standardize communication around About Me Boards, 5-minute caring moment, discharge phone calls, bedside shift, and purposeful & leader rounds
- Define Philosophy of Nursing
- Meet Success Sharing quality goals (HH, CAUTI, CLASBI, SSI)
- Achieve sustained improvement or VBP minimum threshold in all 8 HCAHPS domains
- Enhance PFAC involvement in CUSP and Councils

Education



Lead the World in Education and Training of Physicians and Biomedical Scientists

- Create Evidence-Based Practice Council
- Increase BSN or higher and national certifications
- Increase patient safety certifications from Armstrong Institute
- Enhance Nursing Peer Review
- Increase nurse leaders with adjunct faculty positions

Integration



Become the Model for an Academically Based, Integrated Health Care Delivery and Financing System

- Explore affiliations with area schools of nursing
- Identify and implement existing tools within EPIC (ex. bedside shift report)
- Ensure participation in JHM clinical communities
- Leverage digital technology on website and social media

Performance



Create Sustainable Financial Success and Implement Continuous Performance Improvement

- Evaluate strategies to eliminate agency
- Reduce overuse of overtime
- Identify new and expand existing sources of revenue through Value Analysis
- Advance practice of Lean and Design Thinking
- Strategic use of Ops Advisor for reports and benchmarking