

**Nursing 2015 Initiative
Team Progress Report**

Team Name: Blue Team

Team Strategic Direction: Practice culture conditions and benefits provide a win-win for nurses, consumers, and the organizations.

Measurable Objective	Action Plan	Budget	By when Date	Progress achieved
<p>Create a comprehensive common frame of reference for developing appropriate staffing including a definition of work load elements such as compliance issues and critical thinking that are not captured on traditional measurement tools or staff ration assignments.</p>	<ol style="list-style-type: none"> 1. Provide standard terms and definitions regarding developing of staffing plans 2. Professional educational modules related to education and communication to staff, administrators and boards. 3. Provide nursing sensitive factors that reflect outcomes. 4. Provide compendium of models of care that compares and contrasts each model and links each to the forces of magnetism. 	<p>\$12000</p>	<p>Sept. 23 08</p> <p>Sept. 23, 08</p> <p>July 09</p> <p>July 09</p>	<p>September 23, 2008 – 80 people attended a successful Train the Trainer session and were prepared to be resources for implementing HB 346. ONA convened another train the trainer session in October and trained an additional 80 people and OHA convened a teleconference for HR professionals about 20 hospitals participated.</p> <p>OHA created a DVD video for explaining HB 346 and safe nurse staffing to hospital Boards of Trustees. That DVD should reach hospital leaders by early December 08.</p> <p>CNO Roundtable beginning discussion on nurse sensitive outcomes and nursing collaborative to address analytic review of staffing</p>

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Team Strategic Direction: Practice culture conditions and benefits provide a win-win for nurses, consumers, and the organizations.

Measurable Objective	Action Plan	Budget	By when Date	Progress achieved
<p>Define the elements of a highly attractive practice culture, i.e., the forces of magnetism that are adopted by OONE/OHA/ONA and then implemented and sustained within each organization's sphere of influence.</p>	<p>Identify manufacture, produce category, products description, and interface compatibility, current list of users, consumer satisfaction ratings (based on Biannual survey of users).</p> <p>Convene manufacturers to participate and buy in to process</p> <p>Required resources include OHA support of ownership of final products and distribution and maintained; someone to compile data' input or expertise of member MISS, education to hospitals of use-cone compiled.</p> <p>Nursing 2015 resources (Craig Albers, Darcy Hymore and Sue Beezina (419-373-7634)</p>	<p>Not yet developed</p>	<p>Not developed yet</p>	<p>OHA's Dan Paoletti and Scott Conaway may be resources, particularly in working with small and rural hospitals.</p> <p>In addition, the Ohio State Medical Association and the Columbus Medical Association have completed similar work on behalf of their physician members and physician offices.</p>
	<p>Fair and Equitable Pay Health care options and retirement</p> <p>Tiered approach to wage determination based upon years of service and level of education</p>	<p>Not developed yet</p>	<p>Not developed yet</p>	<p>No progress made yet.</p>

	<p>Opportunity for increased wage based on clinical ladder philosophy including certifications, professional development activities, quality improvement initiatives and committees, community service based on healthcare topics and educational activities</p> <p>Standardized approach to identification of salary ranges and comparisons to level of education, market analysis, responsibilities and accountabilities</p> <p>Identification and development of healthcare options and coverage at retirement.</p> <p>Every team member embraces true collaboration as an ongoing process and invest in its development to ensure a sustained culture of collaboration</p> <p>Develop a program that incorporates elements of collaboration among disciplines and patient/family</p> <p>Develop an organizational tool box with collaboration/communication materials</p> <p>Collaborate with OSMA to develop nurse/physician collaboration/communication toolbox</p> <p>Recommend that each organization develop and enforce multidisciplinary</p>	Not developed yet	Not developed yet	None at this time
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	<p>“no tolerance” policy Develop and “Angie’s List” of organization strategies and best practice for problem solving on collaboration and positive communication</p> <p>Required resources include: OSMA support (Contact Nancy Gillette or Cathy in education at OSMA) Website for best practices and education materials Support for OONE/OHA/ONA to develop toolboxes and educational programs</p>			
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draft JAS 11-14-08