

Nursing 2015 Initiative  
 Team Name: Blue  
 Meeting Date: April 18<sup>th</sup>, 2008

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

Meeting Facilitator(s): Michele Valentino and Renae Phillips

Team Leaders: Grace Wakulchik and Michele Valentino

Agenda Item	Discussion	Decisions Made & Follow-up Needed
I. Introductions	Several new members welcomed to the group.	
II. Review	Reviewed GOT- Blue Team current statement of Professional Nursing 2015	
	Jean Scholz discussed defined benefits vs. contributions- Based on the current environment Jean recommends “retirement” benefits should not be the focus of our work. It won’t be an easy sell. It won’t benefit this group to continue this plan.	
	Renae commented to maximize your plan at work and look towards education of what you do have and how to make it work for you- Focus there.	
III. Update from Mt. Carmel Race for Results meeting	Focus of Blue Team’s overall feeling of the meeting: 1) Great meeting; some felt there were interesting perspectives from members of the same team 2) Blue Team very connected perhaps due to the focus of the team’s work on the practice, culture, conditions and benefit for the nurse.	
IV. Jean Scholz	House Bill 346- Passed House moving to the Senate; pro- testimony and con- testimony was heard; <a href="http://www.OHANET.org">www.OHANET.org</a> - advocacy- 346 HB the group was encouraged to write letters of support. Biggest stumbling block moving forward will be the timing with the fall election approaching. Hope to pass before summer.	

Agenda Item	Discussion	Decisions Made & Follow-up Needed
	NNOC trying to find sponsor for a bill but they have not found one and nothing has been introduced; similar to California bill, include ratios and penalties for not meeting.	
	Jann Marks discussed with Board and Administration then take to staff with a 90-day implementation time. Can you be ready? Safe staffing is what is about. Remember to consider Agency staffing- database on Web ONA. Add a checklist to help hospitals to know what to do/look for if they need agency help to ensure quality.	
Sample Tool Kit	OHA/OONC staffing resources- Jean Scholz; Start definition and terms Discussion re: lateral violence. E-mail all members the web site and post article on Team Blue's site. Center of American Nurses	
Next Steps	Reviewed "How we do work"; Developed activities for each key initiative. Refer to Blue Team activity-"Next Steps";refine and focus; Andy is a grad student and willing to help	
Next Meetings	September 5, 2008; November 7, 2008; January 16, 2009, Andy's B-day, BonBon birthday cake	
Reminder	Please send Powerpoint of projects to team members or post on web site.	



## **Action Plan**

**Goal** Define the elements of a highly attractive practice culture that are adopted by OONE/OHA/ONA and then implemented and sustained within each organization.

**Topic/Focus** Technology

### **Output/Product: Specifically define Outcome**

Create a healthcare “Consumer Report” for healthcare technology and equipment.

**Key Steps:** Identify manufacture- Product category- products- Description  
Interface compatibility- current list of user- Consumer satisfaction ratings (based on biannual survey of users.)  
Obtain Buy-in from manufacturers to participate.

### **Required Resources**

OHA support of ownership of final products distribution and maintenance  
Somebody to compile data  
Input or expertise of member of HISS (CIO’s)  
Education to hospitals of OSC once compiled

## **Action Plan: Benefits**

**Goal** Define the elements of a highly attractive practice culture that are adopted by OONE/OHA, ONA and implemented and sustained within each organizations sphere of influence.

**Topic/Focus** Benefits; Focus: Fair and Equitable Pay

### **Output/Product: Specifically define Outcome**

- 1) Fair and Equitable Pay
- 2) Healthcare Options at Retirement

### **Key Steps:**

- 1) Tiered approach to wage determination based upon years of service and level of education
- 2) Opportunity for increase wages based on clinical ladder philosophy including certifications, professional development activities, quality improvement initiatives and committee, community service based on healthcare topics, and educational activities
- 3) Standardized approach to identification of salary ranges and comparisons to level of education, market analysis and responsibilities and accountabilities
- 4) Identification and development of healthcare option and coverage at retirement

### **Required Resources**

## **Action Plan: Collaboration**

**Goal** Every team member embraces true collaboration as an on-going process and invests in its development to ensure a sustained and culture of collaboration

**Topic/Focus** Collaboration/Communication

### **Output/Product: Specifically define Outcome**

Create and maintain a collaborative practice that promotes respectful community while providing a culture of safety

### **Key Steps:**

- 1) Develop a program that incorporates elements of collaboration amongst disciplines and patient/family
- 2) Develop an organizational tool box with collaboration/communication materials
- 3) Collaborate with OSMA to develop nurse/physician collaboration/communication toolbox
- 4) Recommend that each organization develop and enforce multidisciplinary “no tolerance” policy
- 5) Develop “Angie’s list” of organizational strategies and best practices for promoting collaboration and positive communication

### **Required Resources**

OSMA Support

Website for best practices and educational materials

Support of OONE/OHA/ONA to develop toolboxes and educational programs

Money to staff for the development of tools

## **Action Plan: Staffing**

**Goal** Create a comprehensive common frame of reference for developing appropriate staffing.

**Topic/Focus** Develop definitions and terms related to the process and decision-making involved in developing staffing models.

### **Output/Product: Specifically define Outcome**

- 1) Provide standardized terms and definitions regarding development of staffing plans
- 2) Provide 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 (potential for revenue)

### **Key Steps:**

- 1) OHA/OONE/ONA pose question to member hospitals related to how terms are defined at each and then compare and contrast and identify themes.
- 2) Create the common term set
- 3) Develop education materials for stakeholders based upon the agreed upon definition set
- 4) Identify the nursing sensitive outcomes
- 5) Pose question to member hospitals about what model of care is used with explanation
- 6) Gather model of care's for compendium
- 7) For each model; identify the related Magnet Force.

### **Required Resources**

- 1) OHA/OONE/ONA Listserves or member lists to pose questions
- 2) Administrative support related to gathering, preparing, processing data
- 3) Magnet Resource or consultant
- 4) Materials to develop education materials
- 5) Forums to present information; possibly a conference

## **Action Plan**

**Goal** 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 with each organization's

**Topic/Focus** Staff Participation

### **Output/Product: Specifically define Outcome**

- 1) Develop a Shared Governance Tool Kit that is global enough so that it can be used by any organization where nurse's practice.
- 2) Roll out conference with Tool Kit as take away (expert as keynote and best practices by leaders and staff nurse.)

### **Key Steps:**

- 1) Develop a current reference list, based on literature
- 2) Expert speaker list
- 3) List of best practices around the state to serve as potential resources and/ or mentors
- 4) Identify potential outcomes measurement. Contribute to the science of nursing.
- 5) Reference books of articles
- 6) Consult legal experts regarding shared governance language

### **Required Resources**

Assistance with literature search

Consultant on Shared Governance meet with small group

Legal Consultant

Identification of best practices in Ohio (OONE, ONA, other professional organizations)

Collaboration with researcher

Funds to develop toolkit (printing, typing, etc.)

Funds for consultant fees

Funds to support a conference (venue, speaker fees, food, mailings)

Page 8

6/19/2008

## **Action Plan**

**Goal** Define the elements of highly

**Topic/Focus** Defining “Meaningful Recognition”

### **Output/Product: Specifically define Outcome**

Nurses are independently and collectively recognized for the leadership and value they bring to achieving high quality care and positive outcomes.

### **Key Steps:**

- 1) Review of Literature and other surveys (Morehead)
- 2) Building of Survey
- 3) Identify settings for distribution of survey (other professional nursing organizations, OONE members, ONA, APNA-OH, nurse educators, home-health)
- 4) Tool Box Website- List of Awards for Ohio Nurses
- 5) Getting a person to write a paper on Meaningful Recognition

### **Required Resources**

Author to compile information

Finances for survey??

Possible cost for Morehead Survey

