



Strategic Plan



BHN Division of Nursing – Strategic Plan 2020-2025

Nursing Strategic Goal #1	Nursing Strategic Goal #2	Nursing Strategic Goal #3	Nursing Strategic Goal #4	Nursing Strategic Goal #5
Leadership Development	Quality	Employee Engagement	Patient Experience	Finance
Exceed standards for nursing leader competencies and transformational skills	Nurse driven patient outcomes exceed national benchmarks	Be recognized for being the preferred place to work	Create an exceptional Patient Experience	Through exceptional quality outcomes and improved retention, reduce cost
Strategic Plan Outcomes	Strategic Plan Outcomes	Strategic Plan Outcomes	Strategic Plan Outcomes	Strategic Plan Outcomes
1. Complete Network-wide Nurse Leader competency survey 2. Engage Network nurse leaders in 2 year Nurse Leader Development plan to include: <ul style="list-style-type: none"> a. AONL – NMI training b. BIL – Leadership development 	1. CAUTI: NDNQI Benchmark 2. CLABSI: NDNQI Benchmark 3. HAPU: NDNQI Benchmark 4. Falls: NDNQI Benchmark 5. Hand Hygiene: comp. >90 %	1. Each unit to have statistically sig improvement in NDNQI Survey Scores 2. Participation in Nurse Satisfaction Survey > 85% 3. Reduce turnover by .5 % 4. Increase BSN or higher by 5% 5. Increase Prof Nursing Certification by 5%	1. Exceed 70 th % - PG Nursing Communication 2. Nurses treat me with courtesy and respect 3. Responsiveness of staff 4. Structured daily Leader Rounding observed	1. Reduce VBP penalty related to Nurse sensitive indicators by 25% 2. Increase retention by 0.5% 3. Reduce agency RNs by 50%
Magnet Empirical Outcomes	Magnet Empirical Outcomes	Magnet Empirical Outcomes	Magnet Empirical Outcomes	Magnet Empirical Outcomes
Transformational Leadership	Exemplary Professional Practice; New Knowledge	Structural Empowerment; Transformational Leadership	Exemplary Professional Practice; New Knowledge; Transformational Leadership	Exemplary Professional Practice; Structural Empowerment; Transformational Leadership