

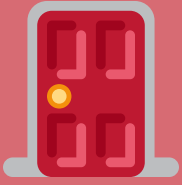
EL CAMINO HOSPITAL

NURSING STRATEGIC PLAN FY 2019

Rising High 4 Magnet

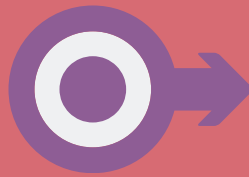
EFFICIENCY

PATIENT THROUGHPUT



ED to Floor

Improve patient's throughput from when patients enter ED to admission to floor



Goal

Baseline: 339 minutes
Min: 306 minutes
Target: 280 minutes
Max: 270 minutes



Nursing Focus

↓ Length of Stay
Discharge by Noon
Standardized Handoff Report
Complex Meeting Modifications

QUALITY

MORTALITY INDEX



Risk Adjusted Inpatient Mortality Index

Baseline: 0.94
Min: 1.0
Target: 0.95
Max: 0.90

Goal

READMISSION INDEX



Mean 30-Day Risk Adjusted Readmission Rate

Baseline: 1.1
Min: 1.07
Target: 1.05
Max: 1.03

Goal



Nursing Focus

Palliative Care Referrals
Improve D/C Instructions

SERVICE

HCAHPS



Improve HCAHPS Patient Experience Domains

1. Communication - Baseline: 80 → Target: 81
2. Responsiveness - Baseline: 65.1 → Target: 67
3. Cleanliness - Baseline: 74.1 → Target: 76



Goal



Nursing Focus

Nurse Listening Toolkit
No Pass Zone
Leader Rounding
Care Team Coaching

PEOPLE

EMPLOYEE ENGAGEMENT



Employee Voice

Participation in Employee Engagement Survey
Min: 79%
Target: 80%
Max: 82%

Goal

WORKFORCE PLANNING



Align RN Workforce

Increase % of BSN/MSN
Min: 75%
Reach 80% by 2020



Role Development

2 NGRN Cohorts/Year
Expansion of Transitions Program



Certification

Majority of the units with >40% RN certifications