

# STRONG ROOTS

A secure foundation. A daring vision.

2020 ANNUAL OPERATIONS CONFERENCE & ANNUAL MEMBERSHIP BUSINESS MEETING



STRONG  
ROOTS

# 2020 NURSING REPORT

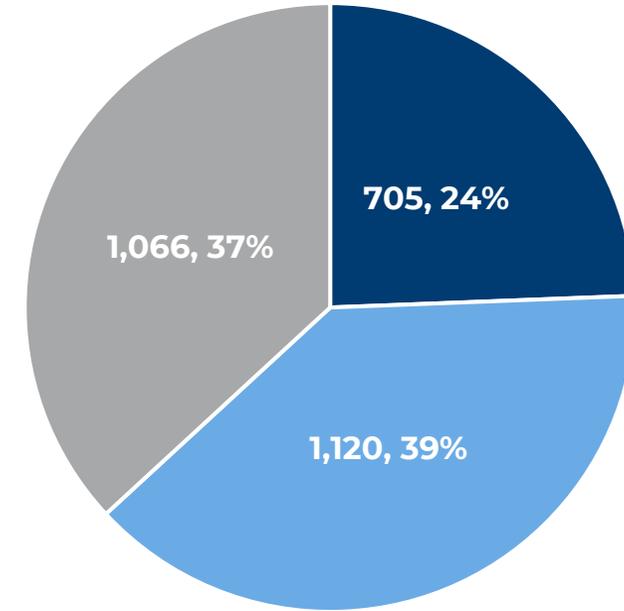
ROCHELLE RINDELS, MSN, RN, QCP  
VICE PRESIDENT, NURSING AND CLINICAL SERVICES



# WHO ARE OUR GSS NURSES?

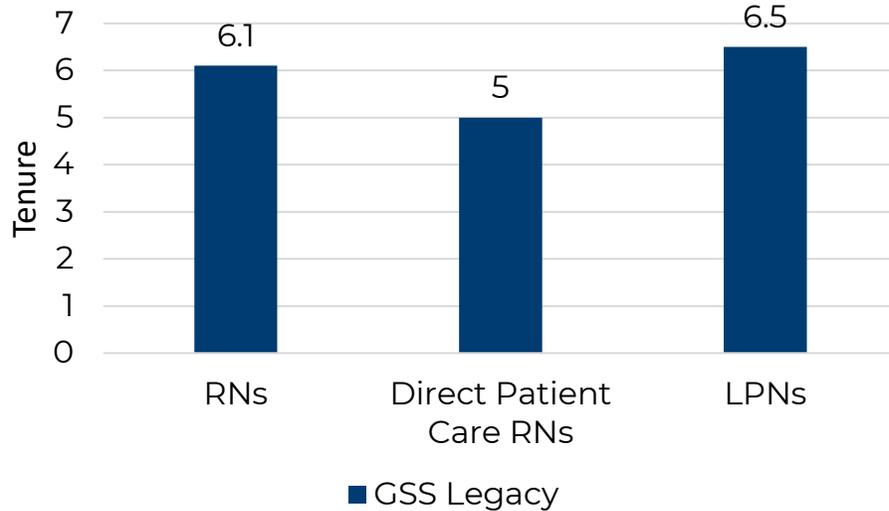
Type of Nurse	GSS
Direct Patient Care RN	705
LPN	1,120
Other RN	1,066
<b>Total</b>	<b>2,891</b>

## Nursing Staff

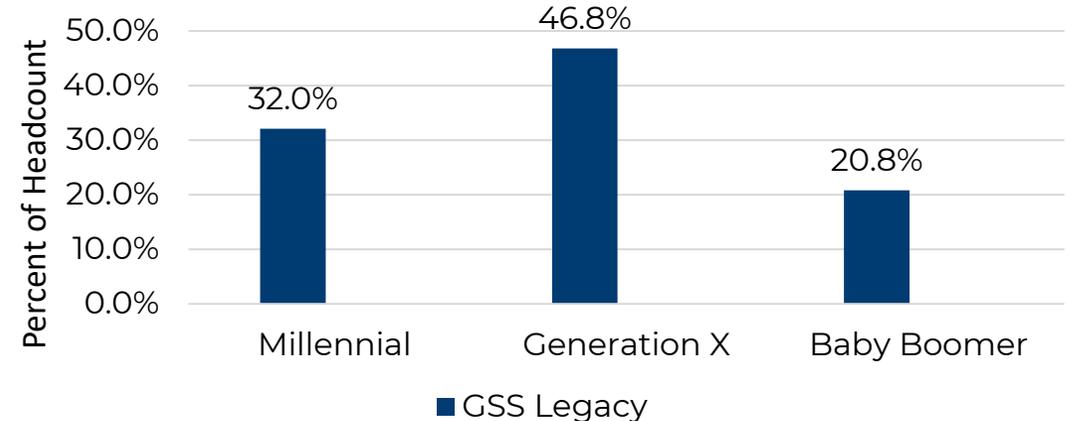


■ Direct Patient Care RN ■ LPN ■ Other RN

## Average Tenure of Nurse



## All Nursing Roles (RN, LPN)



# BOLD VISION

- 2019- Creation of Society nursing structure establishing VP, Nursing & Clinical Services role
- Aligned National Campus nursing leadership and support/consultative roles under the nursing structure
- Alignment with LEAD to standardize nursing role orientation in the field
- Clinical Informatics team formed to specifically support nursing and EMR workflow
- Operational WIG to reduce use of agency nursing staff
- 2020-Strategic Nursing Plan



## 2020 PLAN FOR NURSING

THE EVANGELICAL LUTHERAN  
Good Samaritan  
Society  
In Christ's Love, Everyone Is Someone.

SANFORD  
HEALTH



# NURSING WORKFORCE STRATEGIES

## AREAS OF FOCUS:

- **DEVELOP** an elite, “Signature Nursing Practice” that serves to assist the Society to position itself as the national, regional and local leaders in senior care.
- **INVEST** in people for greater staff retention and recruitment to support future growth and development.
- **EMBRACE** the Nursing Professional Practice Model and create a supportive and an empowering work environment that increases opportunities for nurse participation in organizational decisions; collaborative, inter-professional relationships; learning and development.

2020 PLAN  
FOR NURSING



# INTEGRATED MODEL OF CARE: CARE MANAGEMENT STRATEGIES

## AREAS OF FOCUS:

- **BUILD** a sustainable model for improving the quality of care while finding ways to maintain or lower costs and work in ways that lead to better care outcomes, better experience of care and healthier communities.
- **EXPAND** access to nursing, wellness and supportive services in the home and community that support older adults to live with optimal health and well being consistent with the Triple Aim and Age Friendly Health Systems' concepts

2020 PLAN  
FOR NURSING



## REDUCE NURSING CARE VARIATION STRATEGIES

- **REDUCE** the number of Falls with injury

## SANFORD SAFE STRATEGIES

- **CREATE** a culture that minimizes the risk of harm to people and care team members through system effectiveness and individual performance.

## QUALITY AND EXPERIENCE OF CARE STRATEGIES

- **ALIGN** with Sanford Health for key quality and experience metrics

# 2020 PLAN FOR NURSING



# COVID-19

- March through June
  - Focus almost entirely on preparation, mitigation and prevention strategies
- Coordination with Sanford Infection Prevention, Clinical Informatics, Employee Health and Supply Chain to support the front line

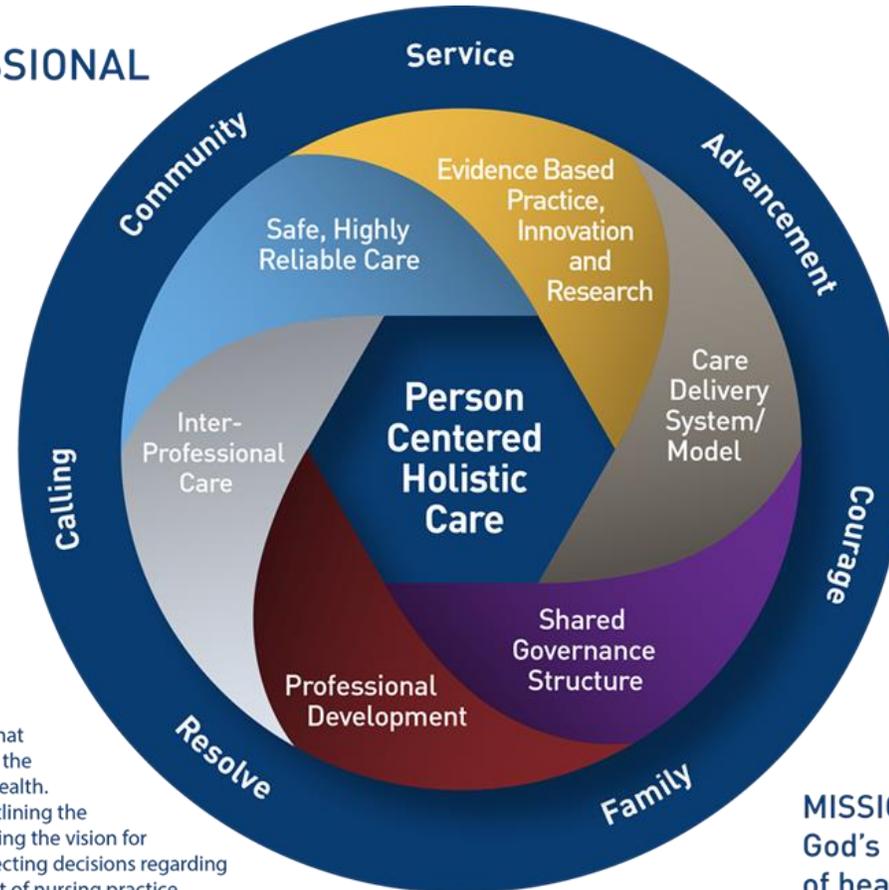




# ADOPTION OF THE PROFESSIONAL PRACTICE MODEL

Nursing Vision:  
Committed to the advancement of the **professional practice** of nursing through safe, reliable, person-centered care, in a healthy work environment, inspiring innovation and leading discovery.

## SANFORD PROFESSIONAL PRACTICE MODEL



The schematic provides a visual image that speaks to the components which define the essence of nursing practice at Sanford Health. The model serves as a framework for outlining the "how and why" of nursing practice, guiding the vision for nursing within our organization and directing decisions regarding priorities. The model guides every aspect of nursing practice.

**MISSION:** Dedicated to sharing God's love through the work of health, healing and comfort.

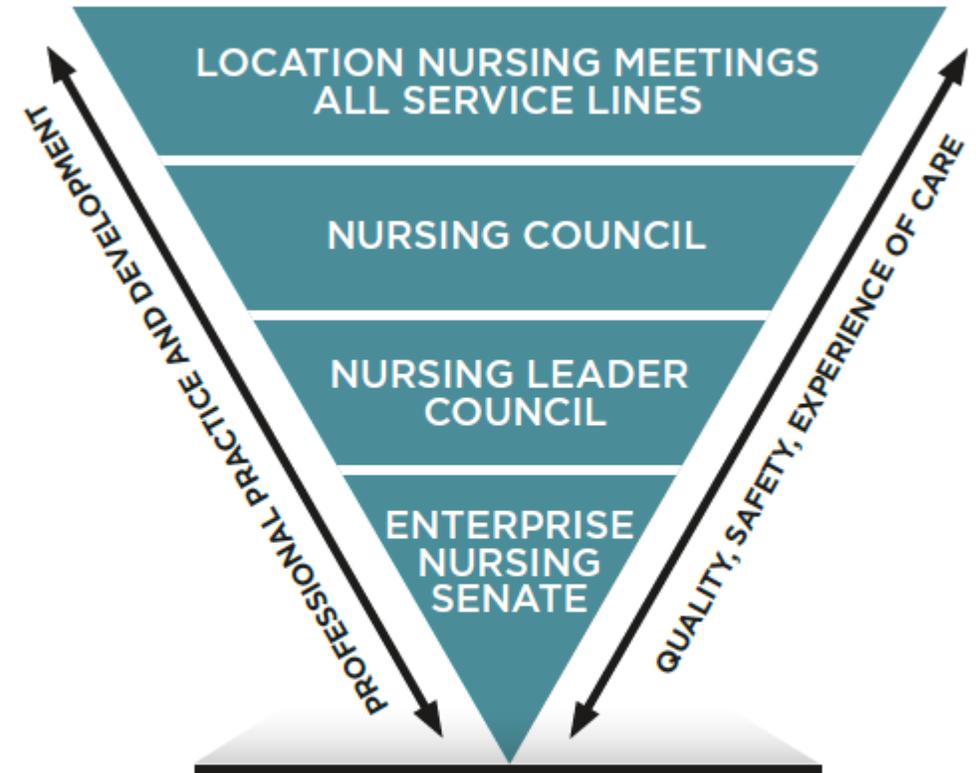


# MATURATION OF SHARED GOVERNANCE

- GSS Nursing Council
  - Est. 3/2018
  - RN, LPN, CNA roles from all care settings
- Enterprise Nursing Leader Council
  - Launch 6/2020
  - RNs in formal nurse leadership role
- Participate in Sanford Enterprise Nursing Senate

## NURSING SHARED GOVERNANCE MODEL

### PERSON CENTERED HOLISTIC CARE



Professional Practice Standards  
Professional Practice Model  
Policy and Procedure  
Mission, Vision and Values





“UNLESS WE ARE MAKING PROGRESS IN OUR NURSING EVERY YEAR, EVERY MONTH, EVERY WEEK, TAKE MY WORD FOR IT, WE ARE GOING BACK. NURSING IS A PROGRESSIVE ART, SUCH THAT TO STAND STILL IS TO GO BACKWARDS” - FLORENCE NIGHTINGALE

“EVER FORWARD!” – DAD HOEGER

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