



A secure foundation. A daring vision.

2020 ANNUAL OPERATIONS CONFERENCE & ANNUAL MEMBERSHIP BUSINESS MEETING





# 2020 NURSING REPORT

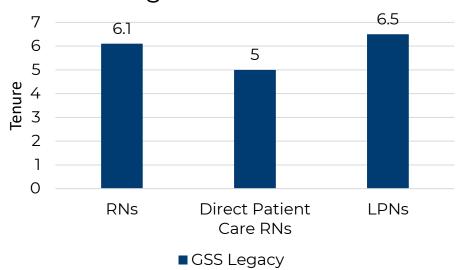
ROCHELLE RINDELS, MSN, RN, QCP
VICE PRESIDENT, NURSING AND CLINICAL SERVICES



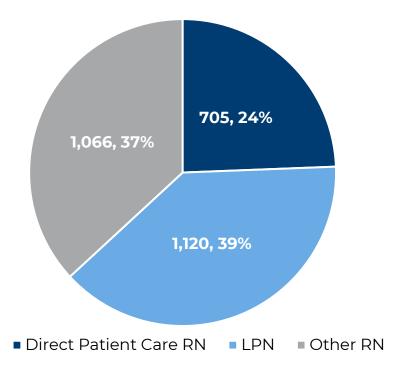
# WHO ARE OUR GSS NURSES?

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

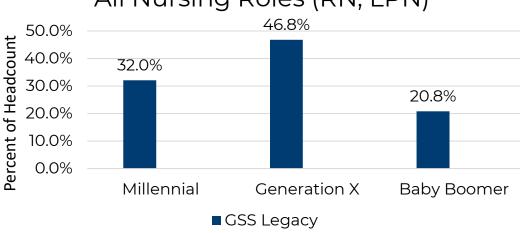
#### Average Tenure of Nurse



#### Nursing Staff



#### 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



SANF#RD





#### 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







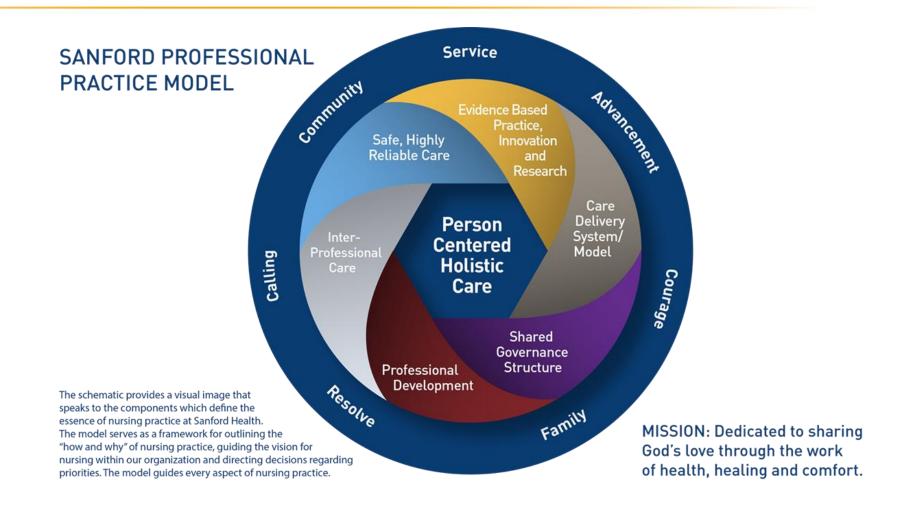




## ADOPTION OF THE PROFESSIONAL PRACTICE MODEL

#### Nursing Vision:

Committed to the advancement of the **professional practice** of nursing through safe, reliable, personcentered care, in a healthy work environment, inspiring innovation and leading discovery.



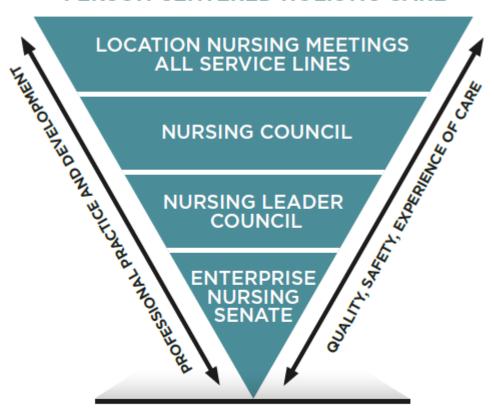


# MATURATION OF SHARED GOVERNANCE

- 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

## DAISY AWARD FOR NURSING

#### About the DAISY Foundation

The DAISY Foundation was established in 1999 by the family of I. Patrick Barnes who died of complications of the auto-immune disease Idiopathic Thrombocytopenia Purpura (ITP) at the age of 33. (DAISY is an acronym for Diseases Attacking the Immune SYstem.) During Pat's 8 week hospitalization, his family was awestruck by the care and compassion his nurses provided not only to Pat but to everyone in his family. So one of the goals they set, in creating a Foundation in Pat's memory, was to recognize extraordinary nurses everywhere who make an enormous difference in the lives of so many people by the super-human work they do every day.

#### What is the DAISY Award?

The DAISY Award is an international program that rewards and celebrates the extraordinary clinical skill and compassionate care given by nurses every day.

The Evangelical Lutheran Good Samaritan Society is proud to be a DAISY Award Partner, recognizing one of our nurses with this special

To find out more about the program, including the growing list of Partners, please go to www.DAISYfoundation.org.



DAISY Award Nomination Form



When completed, give to location leadership or scan and email to Mary Sandbulte at msandbul@good-sam.com.









Residents, clients, visitors, families, volunteers and all employees may nominate a deserving nurse by filling out this form.

The DAISY Award for Extraordinary Nurses

I would like to nominate: Nurse's name

as a deserving recipient of The DAISY Award.

This nurse's clinical skill and especially her/his compassionate care exemplify the kind of nurse that our resident/clients, their families, and our staff recognize as an outstanding role model. She/ he consistently meets all of the following criteria: · Partners with resident, client, family and

- staff in the delivery of safe, reliable personcentered care · Professional excellence & accountability
- · Honors individual traditions, cultural and/or religious beliefs
- · Compassionate relationships Respectful interactions
- Extraordinary team member

Your Name:		
Phone:		
D #		

I am (please check one): \_Resident/Client \_ Family/Visitor \_\_\_\_ Employee \_\_\_\_ Volunteer

Date of care:

Please see reverse for submission instructions.

Director Acknowledgement
I acknowledge that this nurse is in good standing, has

Please describe a specific story or situation involving the nurse you are nominating that demonstrates how she/he stood out as an extraordinary nurse.

MAY 2020 DAISY HONOREE

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# "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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