

IMPLEMENTATION MILESTONE PLAN

Team Name 2017 Beaumont Grosse Pointe Nursing Strategic Plan

Today's Date 4/12/2017

Executive Sponsor Anne Stewart
Project Champion Nursing Leadership

Not Started	Implementation of milestone/task has not yet begun
Complete	Implementation of milestone/task is complete
On Plan	On track to fully meet deliverables and timely completion of milestone/task
Behind Plan	Completion date for milestone is meaningfully delayed; initiative timing may be affected
Deliverable at Risk	Initiative deliverable may not meet projections; leadership review required

Work Plan Step	Description	Owner	Start Date	Expected End Date	Modified End Date	Actual Completion Date	Status	Comments / Barriers
Nursing Excellence and Professional Practice Model								
A	Transformational Leadership/Employee Engagement							
1	Nurse Leader Development	Stewart/Reinman/Whitney	2/8/17	12/13/17			On Plan	
2	Stabilize Staffing	Administrative Managers/HR	1/1/17	6/30/17			On Plan	
3	Develop nurse and APP recruitment plan for BH	HR	1/1/17	6/30/17			On Plan	
4	Develop a local staffing council for BGP	Wolka/Palfy	1/1/17	12/31/17			On Plan	
5	Develop ways to improve communication at all levels	Little/Brieden	1/1/17	12/31/17			On Plan	
6	Submit Magnet documents	Whitney	8/1/17	8/1/17			On Plan	
B	Structural Empowerment/Employee Engagement							
1	Recognition	Schumacher/Nurse Leaders	1/17/17	12/31/17			On Plan	
2	Award first Daisy nursing leader award in Q2 2017	PNC/Mary Smith	1/1/17	5/30/17			On Plan	
3	Award first Daisy team award in Q2 2017	PNC/Mary Smith	1/1/17	5/30/17			On Plan	
4	Evaluate Professional Nurse Council	PNC Chair/Whitney/Brieden/Lively	6/1/17	12/31/17				
5	Establish UPC on all units	Nursing Leaders	1/1/17	12/31/17			On Plan	
C	Exemplary Professional Practice/Quality and Safety							
1	Maintain Clinical Ladder for Grosse Pointe	Falzarano/Briske/Engel	1/1/17	12/31/17				
2	Achieve a total RN BSN rate of 60% at Grosse Pointe by 12/31/17	Nursing Leaders/HR	1/1/17	12/31/17			On Plan	
3	Increase Certification rates by 5% over 2016 Rate	Nursing Leaders	1/1/17	12/31/17			On Plan	
4	Develop and implement the Grosse Pointe Nursing Website within Q3-2017	Brieden/Mary Smith	4/1/17	9/30/17				

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5	Site to include Nursing Who's Who (leadership, nursing experts, nursing researchers), continuing education and conference opportunities, professional practice model information, nursing education resources, EBP and nursing research resources, Nursing Excellence information (Magnet information, MRI, Shared Governance Resources, etc.)	Brieden/Mary Smith	9/1/17	12/31/17			Not Started		
6	Maintain Quality Standards via NDNQI	Nursing Leaders	1/1/17	12/31/17					
7	Develop plan to support the Clinical Nurses	Briske	1/1/17	12/31/17			On Plan		
8	Develop plan to address Production Pressure	Kemper	1/1/17	12/31/17			On Plan		
D	New Knowledge, Innovation & Research								
1	Participate in Beaumont Health Inquiry, Evidence Based Practice and Nursing Research	Whitney	1/1/17	12/31/17			On Plan		
E	Empirical Outcomes								
1	Launch Magnet readiness dashboard for all acute care areas	Corp	1/1/17	2/28/17			Complete		
2	Educate Nurse Leaders on Magnet Readiness Dashboard	Stewart/Reinman/Whitney	5/1/17	5/30/17			Not Started		
3	Educate PNC on Magnet Readiness Dashboard	Stewart/Reinman/Whitney	6/1/17	6/30/17			Not Started		
4	Educate Magnet Champions on Magnet Readiness Dashboard	Stewart/Reinman/Whitney	6/1/17	6/30/17			Not Started		
5	Educate Clinical Nurses on Magnet Readiness Dashboard	Stewart/Reinman/Whitney	6/1/17	6/30/17			Not Started		
6	Participate in the NDNQI RN Satisfaction & Physician/RN Collaboration Survey	Nursing Leaders/Whitney	10/1/17	10/31/17			Not Started		
	Patient and Family- Centered Care/Patient Experience								
A	Family Presence								
1	Determine process for measurement of ongoing site compliance and direct caregiver staff engagement	Nursing Leadership	6/1/17	12/13/17			Not Started		
B	Bedside Shift Report								
1	Determine best practices for hardwiring BSR bundle compliance for the system	Nursing Leadership	6/1/17	12/31/17			Not Started		