

Shared Governance



Strategic Plan 2021-2023

| Transformational Leadership | Structural Empowerment | Exemplary Professional Practice | New Knowledge, Innovation and Improvements |
|--|--|---|---|
| <p>Implement and adopt RHS professional practice model (PPM)</p> <p>Succession and Mentorship planning and development</p> <p>Increase visibility through formal rounding</p> <p>Reduce RN vacancy rate below national average</p> <p>Reduce RN turnover rate below national average</p> | <p>Restructure and increase/encourage participation of shared governance/ collaborative practice</p> <p>Development of Transition to Practice Program</p> <p>Promote professional growth through clinical ladder</p> <p>Increase percentage of professional certifications</p> <p>Progression towards BSN or higher nursing degree through recruitment and retention of high-quality nursing staff</p> | <p>Increase nursing satisfaction above national average</p> <p>Improvement of nurse sensitive indicators (CAUTI, CLABSI, Falls, HAPI) to exceed national benchmarks</p> <p>Reduction of readmissions</p> <p>Improve patient satisfaction through providing support and encouragement at all levels of nursing to enhance patient experience</p> | <p>Promote growth of the Nurse Residency Program (N RP) projects</p> <p>Incorporated EBP into Policies, Procedures and Protocols</p> <p>Development and implementation of resources to support nurses at all levels in EBP, abstract, publication writing and research design implementation</p> <p>Heighten scholarly dissemination</p> <p>Improve alignment of care across the continuum</p> |

Our Mission

To care for others as we would care for those we love

Riverside Regional Shared Governance

Regional Councils

***Encompass 4 Magnet Pillars*

- Professional Practice & Development Council
- Magnet Ambassador Council
- Nursing Patient Safety and Quality Council
- EBP, Research, Advancement & Education

Unit Based Councils

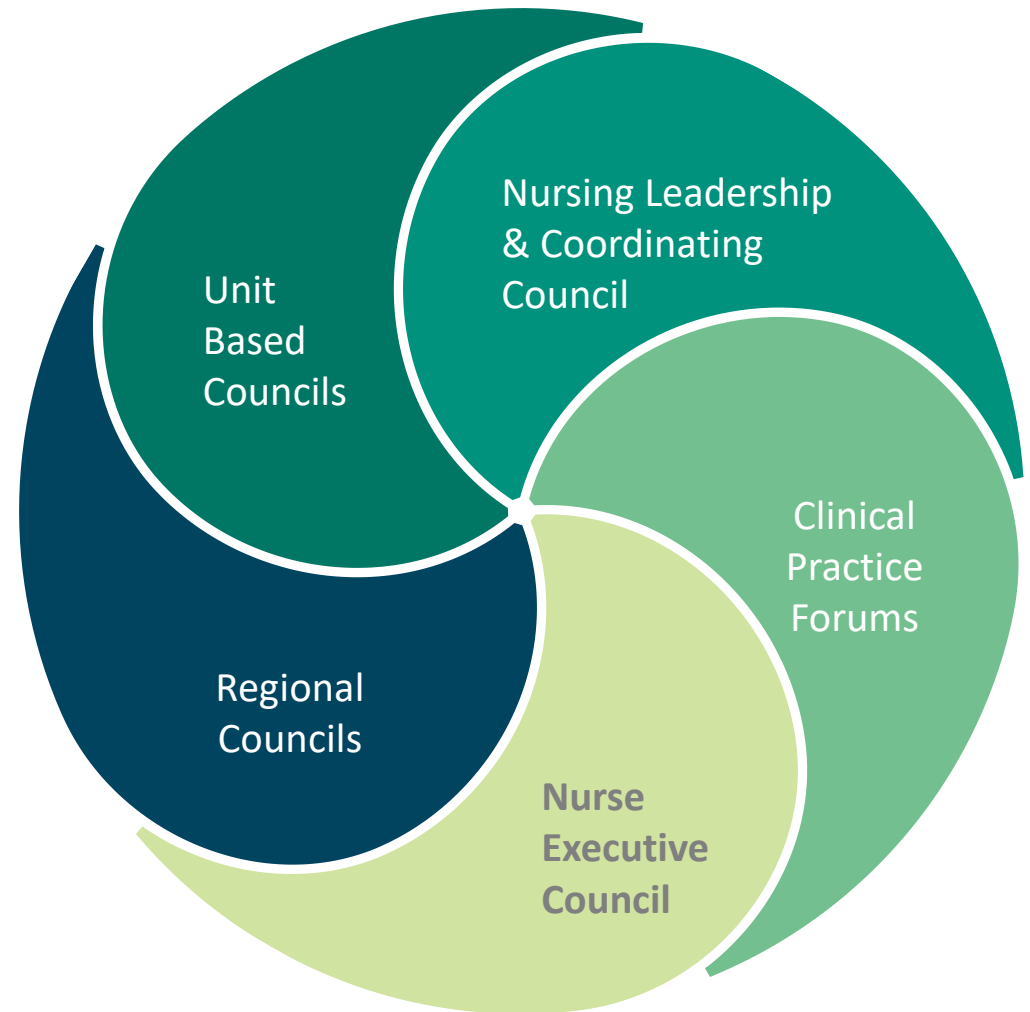
Nursing Leadership & Coordinating Council

Clinical Practice Forums

***System Wide*

- | | |
|----------------------|--------------------|
| • Emergency Services | Services |
| • Critical Care | • Oncology |
| • Surgical Services | • Ambulatory Care |
| • Medical/Surgical | • Nursing Research |
| • Birthing & Family | • Education |

Nurse Executive Council



Regional Councils

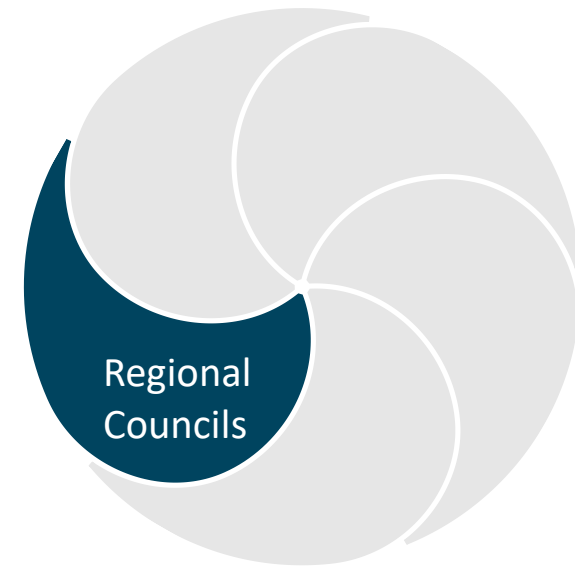
➤ EBP, Research, Advancement and Education Council

Encompasses New Knowledge, Innovations and Improvements components

- Designed to support nursing with the implementation and dissemination of evidence-based practice as well as mentoring staff to understand, evaluate and conduct nursing research through:
 - Promoting an EB nursing practice environment and culture focused on improving patient outcomes delivered through nursing care
 - Establish nursing research as a priority which will contribute to the nurses body of knowledge and practice

Focus areas:

- Increasing scholarly dissemination
- Promoting growth and oversight of Nurse Residency Program projects
- Encouraging presentations-abstract, publications
- Coordinating mentorship in research
- Coordination with IRB for Nursing research



➤ Professional Practice and Development Council

Structural Empowerment components

- Consists of an inter-professional team (direct care nurses, clinical nurse specialist, directors, managers and non-nursing members) to achieve the following:
 - Promote evidence base nursing care
 - Provide oversight and review regarding development of patient care services
 - Review and dissemination of standards, policies, protocols, procedures and guidelines

Have oversight and deliver direction

with regards to the following:

- Increasing number of clinical ladder
- Increasing specialty certifications and reducing barriers
- Advancing degree BSN or higher
- Reduce 1st year turnover and promote development
- Transition to Practice

Regional Councils

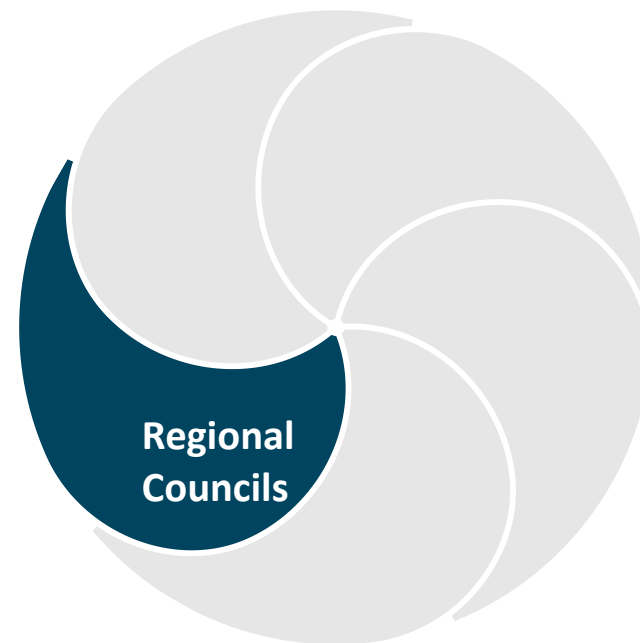
➤ Magnet Ambassador Council

Encompasses Structural Empowerment components

- Composed of mostly direct-care nursing “champions” designated throughout the organization to promote and communicate our Magnet journey. Promote commitment to enhancing our Magnet culture and environment, enabling us to achieve benchmarked standards in our professional nursing practice. Work collaboratively with an inter-professional team to support our organization’s strategic goals and to achieve and sustain designation as a Magnet hospital.
- Purpose is to educate, motivate, and promote staff understanding of Magnet as well as dissemination of Magnet information to units
- Development of strategies to maintain Magnet momentum before, during and after the site visit
- Collaboration with the Directors and Shared Governance Councils to facilitate Magnet work

Review and assist with promotion and activities development for:

- DAISY Awards
- Nurses week
- Nursing recognition



➤ Nursing Patient Safety and Quality Council

Encompasses Exemplary Professional Practice components

Coordinates and implements performance improvement activities to improve care and promote service excellence.

- Responsible for concurrent review of unit and departmental compliance to internal and external standards

Review quality data including nurse sensitive indicators including, but not limited to:

- Nurse Sensitive indicators (CLABSI, HAPI, CAUTI, Falls, PIP)
- Nurse Satisfaction
- Patient Satisfaction

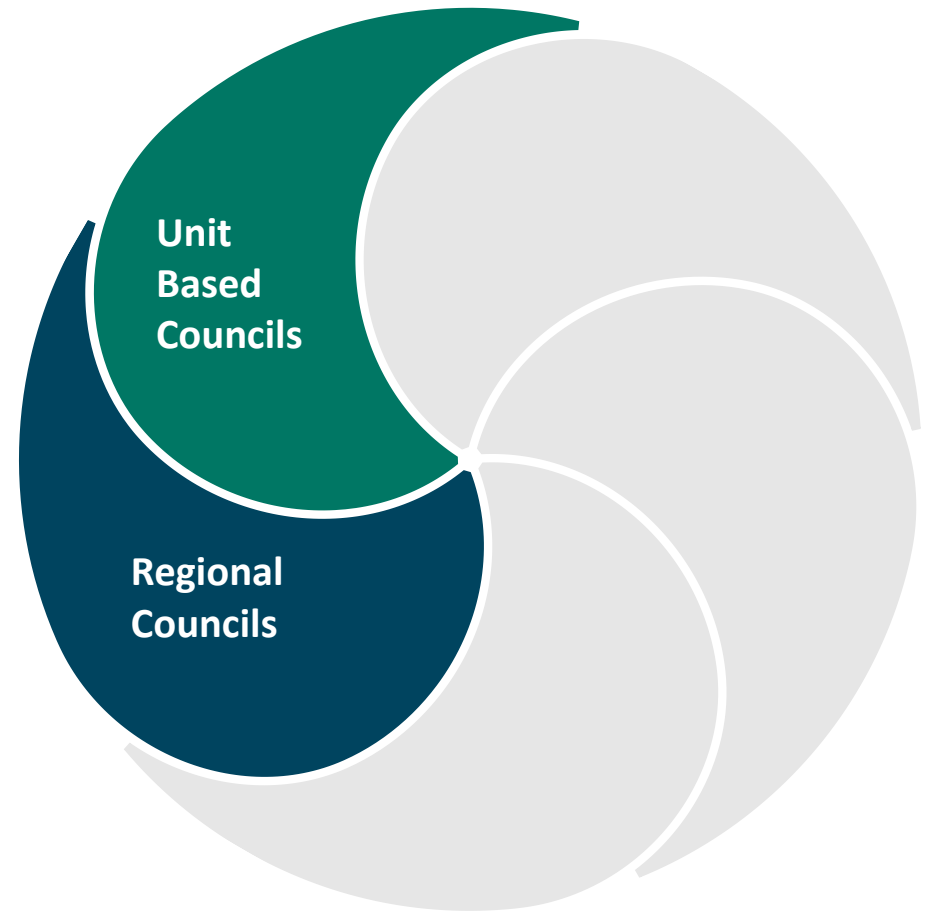
Identify areas for improvement and make recommendations/action plans for performance improvement and collaboration with the Quality Management team

- Inter professional quality improvement
- Workplace safety (Violence)

Unit Based Councils

Designed to promote and support unit based initiatives.

- Support and enhance Nursing engagement and inter-professional development
- Delivery of initiatives to enhance the professional practice environment
- Incorporate and evaluate evidence based practice with efforts to improve patient experience and outcomes
- Incorporate and lead evidenced based initiatives to create a health and successful work environments

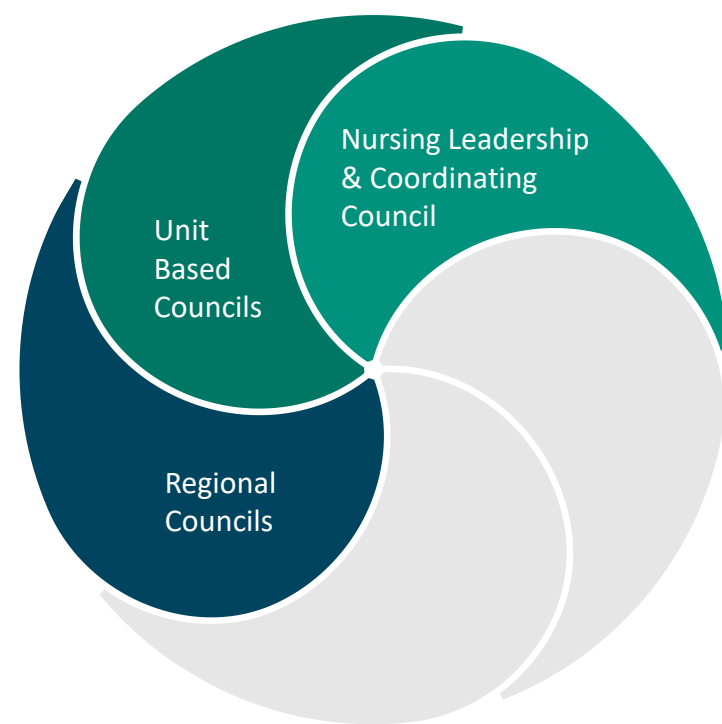


Nursing Leadership & Coordinating Council

Encompasses components of Transformational Leadership

Is a critical component and foundation to support nursing excellence through evidence-based practice, quality, fundamental research, and education to deliver safe and positive patient outcomes. Ensuring adequate staff support while maintaining fiscal, equipment and human resource responsibilities. A central council responsible for the coordination of various council activities focusing on achieving outcomes in the areas of nursing service, EBP and research, education, relationship management, nursing excellence, information technology, and nursing quality.

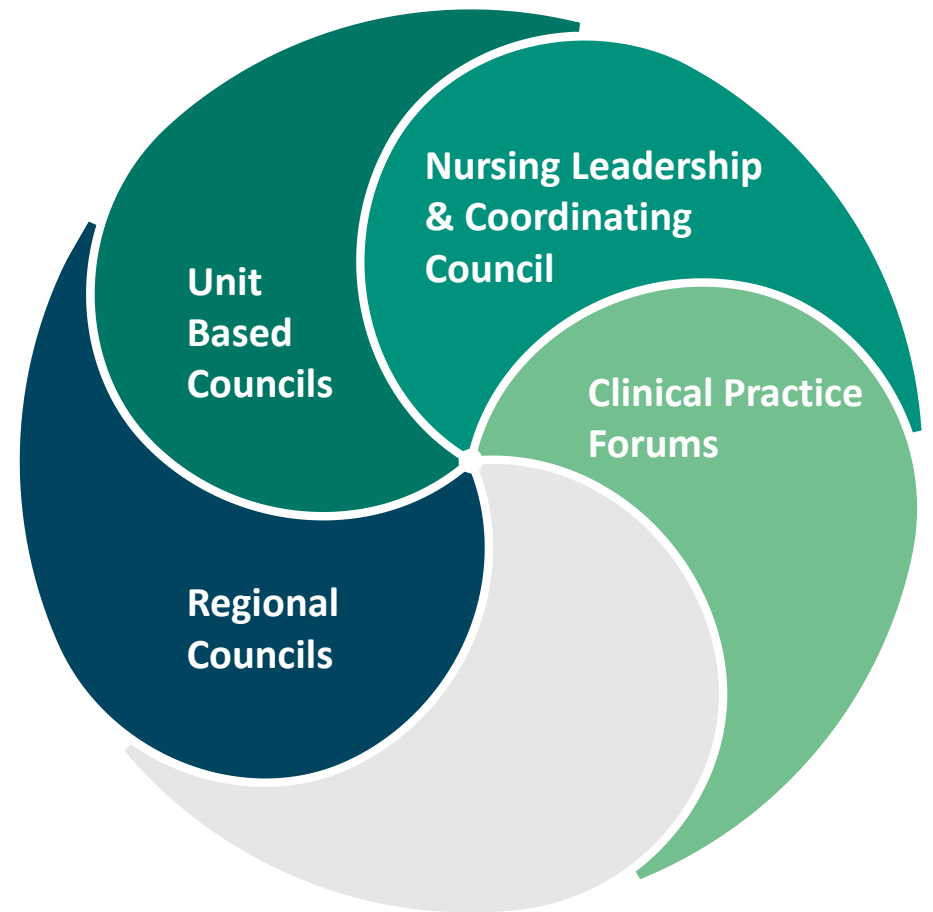
- Driving force for the planning and development of professional nursing practice
- Provides staffing support and resource allocation for various governing bodies
- Ensure focus and alignment of council work
- Coordination with interdisciplinary collaborative disciplines
- **Focus areas include, but are not limited to:**
 - Adoption of Riverside Health System Professional Practice Model (PPM)
 - Development of nursing Mission and Values
 - Registered Nurse turnover percentage
 - Registered Nurse vacancy
 - Nursing leadership succession and development planning



- **Coordinates, integrates and monitors the activities of the hospital's nursing shared governance councils**
- **Helps to drive improvement in patient care outcomes through strategic plan implementation within the nursing division**
 - Endorses the professional practice model through the development and guidance of shared governance
 - Fosters shared-decision making
 - Facilitates movement of information between councils
- **Strategic Planning**
 - Effectiveness, efficiency, performance
- **Advocacy and Influence**
 - Guide change process
- **Visibility, Accessibility, and Communication**
 - Establish methods for nurses to access formal nurse leaders
- **Oversight of Quality and Safety**
 - Monitor activities and outcomes of each facility council and UPCs

Clinical Practice Forums

Provides the opportunity to engage and exchange pertinent information across the health system in various settings to stay informed and shared evidence based practices as an inter-professional team.



Nurse Executive Council

Committed to improving and advancing nursing practice through the structures that comprise the shared governance model. Providing strategic and operational direction for the Division of Nursing and enhances the practice of professional nursing.

- Provides the strategic oversight, operational direction and leadership for the Division of Nursing
- Provides crucial leadership and infrastructure support to facilitate change



Leadership and Contact

NURSING LEADERSHIP & COORDINATING

Chair-Tonya Vermette

Co-Chair-Bonnie Workman & Katie Odenweller

PROFESSIONAL PRACTICE & DEVELOPMENT

Chair-Angela Romero

Co-Chair-Allison Mather & Rachel Gustafson

MAGNET AMBASSADOR

Chair-Angie Horsley

Co-Chair-Charnikka Terry & Morgan Stamp

NURSING PATIENT SAFETY & QUALITY

Chair-Rebecca Singson

Co-Chair-Lindsey Klingner

EBP-RESEARCH, ADVANCEMENT AND EDUCATION

Chair-Dottie Wentworth

Co-Chair-Mary Del-Sol

NURSING LEADERSHIP & COORDINATING COUNCIL

Tonya Vermette, Director Magnet Program

Meets Bi-Monthly • Contact # 757-612-7511

PROFESSIONAL PRACTICE & DEVELOPMENT

Angela Romero, NM, Medical 1

Meets Bi-Monthly • Contact # 757-612-6310

MAGNET AMBASSADOR

Angie Horsley , NM, CVT

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NURSING PATIENT SAFETY & QUALITY

Becky Singson, NM, Ortho

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EBP, RESEARCH, ADVANCEMENT & EDU

Dottie Wentworth, Director Professional Development

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