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Development of Non-Traditional Nursing Programs

Allina Health Nursing Conference 2019


Disclosures

- No relationships to report

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Objectives

- Learn how to develop protocol driven nursing programs
- Discuss steps to implement protocol driven nursing programs
- Overcoming Barriers to success and implementation


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Foundations to Any Program Development


- Know the RN scope
- Board of Nursing
- Nurse Practice Act

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Remember ADPIE?

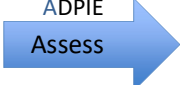



Developing nursing programs is simply using the nursing process with a different focus

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Where Can Nurses Have the Greatest Impact

- Observe your work area
 - Bottlenecks in workflow
 - Inefficiencies “If we could only...”
- Is Patient Utopia possible?
 - What kind of care would you like for your family?
- Ask questions
 - Then ask more questions

ADPIE
Assess 

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Investigate

- Peer reviewed journal articles
- Peer reviewed national organizations
- Technology support
- Costs
- Shared Interest
 - Peers
 - Support staff
 - Providers

ADPIE
Assess

ADPIE
Diagnose

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Program Planning

- Build your team
 - Welcome divergent and convergent view points
 - Welcome all disciplines
 - Roles and responsibilities
- Scope the program- Don't be afraid to phase the pace
 - What will the program accomplish
 - What won't the program impact

ADPIE
Plan

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Design

- Integrate the investigation findings
- Identify needs- Build that work plan!
 - Engage ancillary departments early
 - Impact to timelines
- Solicit feedback
 - Clinical
 - Operational
- Measures, Data and Reporting
- Endorsement

ADPIE
Plan

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Implementation Planning

- Don't forget the work plan
- Set the Date
 - Technology timeline
 - Education timeline
 - Communication
- Develop a status report
- Endorsement

ADPIE
Plan

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Implementation

- Communicate, communicate, communicate
- Command center
- Resources at the ready
- Observe the work

ADPIE
Implement

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Nursing Programs are Never "Done"

- Data is only one piece of the pie
- Patient perception
- Staff perception
- Ancillary department impacts?
- Were goals and measures met?
- Share successes through status report

ADPIE
Evaluate

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Keep An Eye To The Future

- Health Care is always evolving
 - New opportunities
 - New Challenges
 - New possibilities

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Thank you

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