



Providence St Vincent: Clinical Ladder 2014

Overview & Opportunity
May 12, 2014



Our Vision & Core Values



What is our vision?

- *Know me, care for me, ease my way*

How do our core values inform our work?

- Our core values of *respect, excellence, justice, stewardship* and *compassion* are the filter through which we measure our commitment to our Mission.
- When a decision is being made that will impact people, cause tension and require tough conversations, the core values should be our guide

How do we measure success?

- By achieving Triple Aim measures: Improve our population's health, give our patients the best care experience and make sure our services are affordable



Advancement Ladders at a Glance

Portland (non PH&S)

- Kaiser has the only clinical ladder program locally
 - Peer review process with manager approval
 - 3 levels that includes leadership development

National & Magnet

- Leadership recognition
- Certification/Individual development
- Inclusivity

Guiding Principles

- Aligns with Triple Aim
- Evidence Based
- Empirical outcomes
- Reflective practice and innovation



Current State



Participants:

- 413 in 2012
- 402 in 2013

Outcomes:

- Process
- Project/Empirical → Magnet

Triple Aim:

- Improve population health
- Patient Experience
- Quality (Nurse Sensitive Indicators)

Sustainability



Comparison & Opportunity



Characteristics	Current Clinical Ladder	Proposed
Level of Flexibility	Staff confined to one track	Staff encouraged to mix and match opportunities
Structure	Hierarchical: goal to advance upward by tier	Structured through portfolio development
Growth Opportunity	Once at the top no additional opportunities for growth at the bedside	Encourages continued development without a ceiling on professional growth
Recognition	Based on level	Based on unit and or team improvements – distributed as outcomes are achieved
Participation	Limited	Broad base of inclusion



Areas of Focus



Nurse Sensitive Indicators

- Falls
- HAPU
- VAE
- CAUTI and
- CLABSI

Staff Engagement

Patient Experience

- Compassion/elements directly related to nursing



References

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