



AHDI STRATEGIC PLAN

SEPTEMBER 2012 – AUGUST 2015

OUR VISION: Champion excellence in healthcare documentation and advance patient safety through precise capture of the patient's health story.

OUR MISSION: Protect the integrity of patients' health information through continuous workforce development and the support of practitioners and industry partners.

OUR GOALS:

Workforce Development

- AHDI supports students, practitioners, and educators in their current and future roles by leading the workforce in education, professional development, and best practices in healthcare documentation.

Credentialing

- AHDI endorses a fully credentialed healthcare documentation workforce, provides the tools to facilitate the transition, and expands the recognized value of a credentialed workforce.

Community

- AHDI unites healthcare documentation professionals and industry partners as members of a collaborative professional community to achieve our mission.

Advocacy & Alliance Building

- AHDI advocates for standards in education and practice in healthcare documentation to ensure the highest level of accuracy, privacy, and security in order to protect public health, increase patient safety, and improve quality of care for healthcare consumers.

Workforce Development

AHDI supports students, practitioners, and educators in their current and future roles by leading the workforce in education, professional development, and best practices in healthcare documentation.

Outcomes:

- 1. Prepare the workforce to address the growing complexities in healthcare documentation influenced by technology evolution, turnaround time requirements, and market drivers.**
 - a. Conduct continuous environmental scans of the marketplace to forecast member needs based on emerging trends.
 - b. Collect and publish data on market and employment trends and constituent needs to drive programs, initiatives, and membership benefits.
 - c. Produce a healthcare documentation career map to demonstrate a variety of pathways and the skills, education, and training needed in each area and disseminate throughout the public and private sectors.
 - d. Promote integration of the 5th Edition of the Model Curriculum into healthcare documentation training programs.
 - e. Produce and offer learning experiences to enhance the developmental skills and transitional training of the future and current practitioners in the evolving roles of healthcare documentation.
 - f. Build formal links between AHDI-approved schools and outsourced service providers/healthcare facilities to transition students into the workplace through hands-on externship experiences.
 - g. Examine student demographic trends and factors motivating new professionals to enter the healthcare documentation workforce. Determine how changes, if any, impact programs and services offered by AHDI.

- 2. Set and uphold standards of practice and education for the healthcare documentation workforce.**
 - a. Establish and disseminate updated guidance and standards of practice for existing and new healthcare documentation roles.
 - b. Train AHDI members to effectively utilize BenchMark KB to enhance their research skills and productivity.
 - c. Disseminate practice standards and guidelines established by AHDI and other allied healthcare associations to healthcare facilities and service providers.
 - d. Promote the value of a credentialed healthcare documentation workforce to employers.
 - e. Expand the number of approved education programs.

Credentialing

AHDI endorses a fully credentialed healthcare documentation workforce, provides the tools to facilitate the transition, and expands the recognized value of a credentialed workforce.

Outcomes:

- 1. Support and promote credentialing in order to achieve a fully credentialed workforce.**
 - a. Market the value of certification, including recertification and advancement from RMT to CMT.
 - b. Promote the RMT exam as a measure of postgraduate readiness to enter the workforce and as a benchmark for program success. Encourage schools to communicate and publicize the results of students graduating and earning their credential.
 - c. Recognize credentialing success stories, including study groups and newly credentialed individuals.
 - d. Call for the adoption of the 5th edition of the Model Curriculum by healthcare documentation schools and programs.
 - e. Promote bulk exam pricing to schools/programs and corporate members.
 - f. Encourage the exploration of career advancement.
- 2. Broaden recognition of credentialed practitioners.**
 - a. Grow the visibility and recognition of our credentials among other health information management associations.
 - b. Complete research projects to demonstrate quality outcomes of credentialed healthcare documentation specialists and publish the research in peer-reviewed journals.
 - c. Promote the data-driven differentiators of a credentialed healthcare documentation workforce to a wider audience involved in documentation and EHRs.
 - d. Pursue the accreditation of AHDI's credentials.

Community

AHDI unites healthcare documentation professionals and industry partners as members of a collaborative professional community to achieve our mission.

Outcomes:

1. Connect a greater number of healthcare documentation specialists by growing membership.

- a. Develop a deep understanding of our individual and organizational members' stated and unstated needs and, in response, deliver timely and relevant programming and benefits of the highest quality.
- b. Ensure AHDI's membership categories, corresponding benefits, and privileges are meaningful and accessible to members.
- c. Nurture the relationships with our members by using interactive, multi-faceted communication techniques. Personalize communication and interaction with members. Listen actively and adopt a proactive approach to potential issues and problems that develop.
- d. Engage volunteer champions to promote and communicate "Membership is Power." Recognize components and members who have successfully grown membership.
- e. Welcome new and returning members to foster an immediate sense of community.
- f. Build trust and equity in the AHDI brand by ensuring components, committees, workgroups, leadership, and individuals engage as a cooperative—sharing resources, skills, and specialty areas.

2. Engage members to foster greater connectivity and professional growth.

- a. Cultivate greater learning through sharing among members, revitalizing our grassroots components, and evolving our alliances to communities of practice.
- b. Offer diverse volunteer opportunities that fit the busy lifestyle of today's professional.
- c. Develop programs to foster leadership development and match subject-matter experts to enriching and rewarding opportunities.
- d. Involve industry partners and vendor affiliates in promoting the value of healthcare documentation specialists.
- e. Promote business and MTSO success and market the value of healthcare documentation in healthcare delivery.

Advocacy & Alliance Building

AHDI advocates for standards in education and practice in healthcare documentation to ensure the highest level of accuracy, privacy, and security in order to protect public health, increase patient safety, and improve quality of care for healthcare consumers.

Outcomes:

1. Increase the visibility of the healthcare documentation workforce.

- a. Strengthen alliances with healthcare and industry partner associations (e.g., medical and physician associations, consumer organizations, patient safety groups, Joint Commission, and vendor associations).
- b. Launch a consumer awareness campaign to communicate the importance of complete, accurate medical records and how the healthcare documentation workforce is the guardian of the patient's story.
- c. Establish a physician advisory group to strengthen the partnership between physicians and healthcare documentation specialists.
- d. Inspire a groundswell of grassroots activities, initiated by Advocacy & Alliance volunteers, to support AHDI's advocacy platform.
- e. Expand outreach to governmental and regulatory agencies (e.g., ONC) that impact our sector, including workforce development, industry standards, patient safety, and consumer protection policies.
- f. Develop a position paper on the value of the healthcare documentation workforce, including their role in risk management and optimization of revenue.

2. Support and develop initiatives that advocate for narrative documentation methods including Health Story Project and partial narrative.

- a. Promote the Health Story Project and develop opportunities for widespread adoption of the standards.
- b. Collaborate with industry partners to establish, conduct, and publish research:
 - i. Measure the accuracy and completeness of health information captured at the point of care.
 - ii. Compare revenue generation based on ability to code from evolving documentation methods.

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- iii. Compare front-end speech recognition (once-and-done) and back-end speech recognition with respect to accurate and complete coding and revenue generation.
- iv. Compare documentation capture methods that include healthcare documentation specialists versus once-and-done methods (e.g., FESR, point and click, provider entry) with respect to ROI, provider productivity, efficacy, efficiency, and accuracy.
- v. Research and publish value proposition of healthcare documentation specialists as a valid health team member to support position paper above.