

Nursing Operations Update

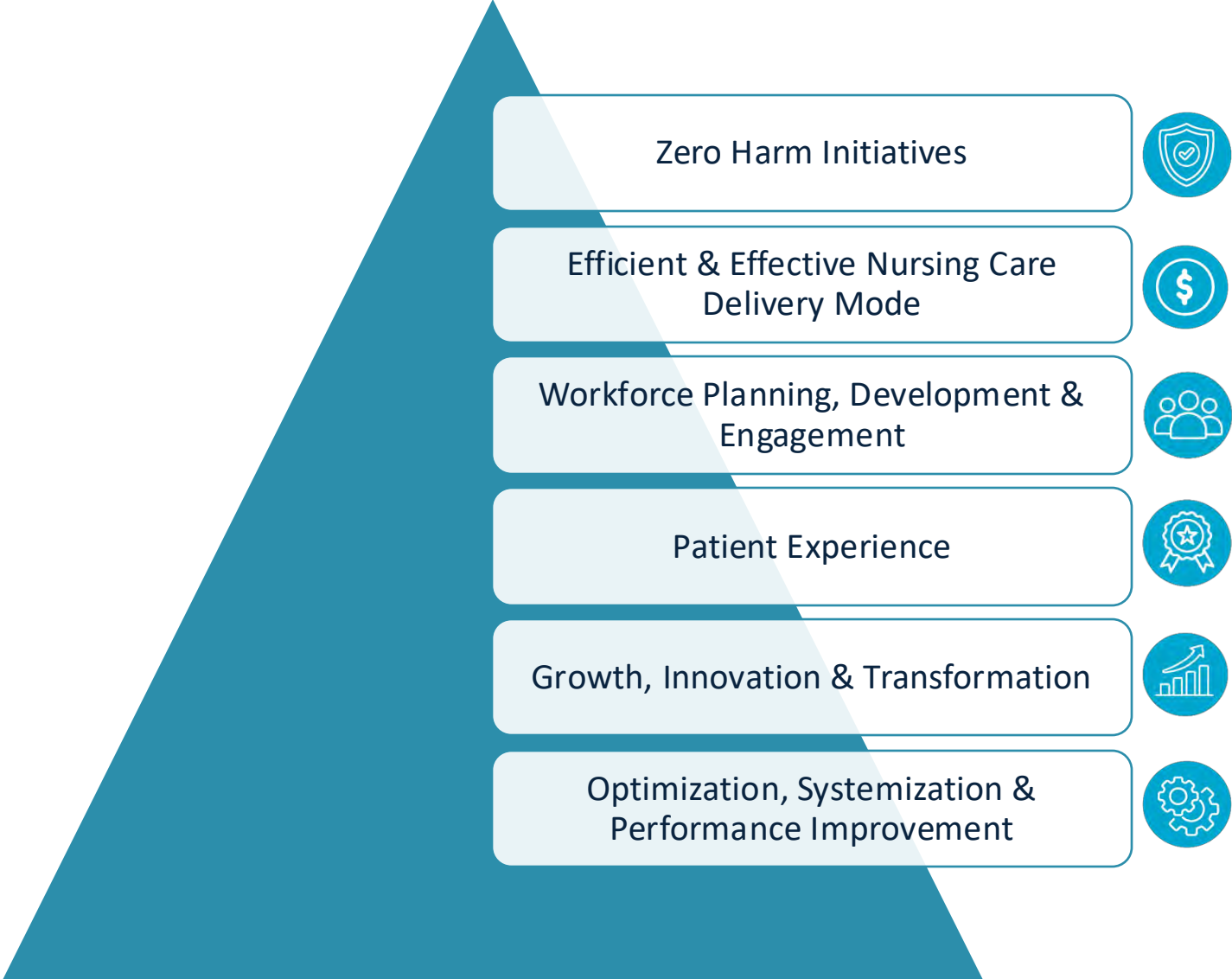
Beena Peters, DNP, MS, RN, FACHE, FABC
Chief Nursing Executive

December 2024



COOK COUNTY
HEALTH

Nursing Priorities 2019- 2024)





Patient Safety, Clinical Excellence & Quality



Acute Care- Nurse sensitive quality outcomes are the best measures of safe care and effectiveness Nursing practice. System Wide: Stroger + Provident

Nurse Sensitive Quality Indicators (2019-2024: annualized)	Outcome	Impact
HAPI	97% reduction	Top 10 th percentile performer nationally. Cost avoidance - ~ \$ 14 M
Falls with injury	49% reduction	Top 10 th percentile nationally at Provident 4 out of 4 quarters Below the national mean 3 out 4 quarters Cost avoidance - ~ \$ 8.2 M
CLABSI	57% reduction	Below the national mean for 3 out of 4 quarter in the last year. Cost avoidance ~ \$ 1.9
CAUTI	50% reduction	Below the national mean for 3 out of 4 quarter in the last year. avoidance ~ \$ 400K
Restraint Utilization	Eliminated the use of leather and vest restraints	Below national mean – 7/8 quarter
Nurse Communication domain	Needs improvement	Needs improvement
Medication scanning	Ongoing compliance based on goal for month of October 96% compliance with med scanning and 97% compliance with wristband scanning.	Leapfrog measure - B

~ \$ 24.5 M

- Average cost per HAPI incident- ~ \$43,000/incident
- Average cost per fall with Injury ~ \$ 64, 500/incident
- Average cost per CLABSI - ~ \$ 48,000/incident
- Average cost per CAUTI - ~ \$ 13,800/incident

Cost source data – AHRQ & Health leaders



• Ambulatory Nursing

- Hiring RNs into the virtual urgent care with training on telephone triage
- Working with operations to update clinic staffing plans aligned with service line needs
- MA students from Malcolm X each semester, with MA preceptors
- Senior nursing students have begun their last clinical experience in our ambulatory clinics
- Community clinics distributing naloxone inhalation kits and training individuals on their use
- Pathway to excellence, the standards, and Professional Shared Governance

• Correctional Health and CCDPH

- Nurse-driven protocols
- Nursing Video Home visit programs
- LPN Direct Observation Therapy (DOT)
- Community Health workers Integration to APORs follow up visit by Nurses
- Establishment of Correctional specific Nursing Quality programs
- Keep on Person Medications (KOPs) practice change

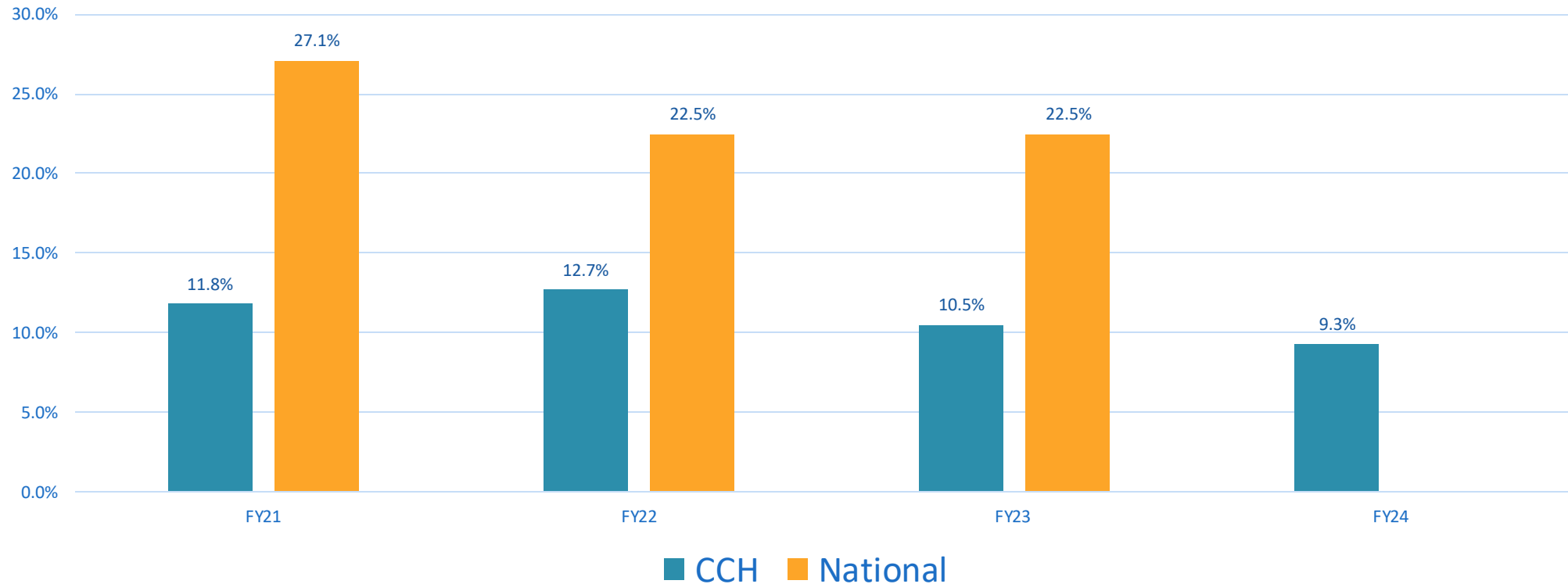


CCH vs National Average



Direct-Care RN Annual Turnover Percentage

Cook County Health vs. National Ave



NDNQI Turnover: Proportion of permanent, direct care unit nursing staff that separate (leave their position) for any reason



Journey to Workforce Planning & Development & Engagement



COOK COUNTY
HEALTH

- Nurse Residency Program
- Nursing externship Program Graduation
- ANCC APP Fellowship
- Nursing Preceptor training Program - over 200 staff
- Journal Club
- Nursing Grand rounds
- Second Nursing School Summit
- Nursing Certification initiatives - 22 % of CCH RNs are specialty certified
- ANCC CE Accreditation
- Nursing best practice presentations and Recognition
- IONL Nurse Manager Fellowship Program





Vizient/American Association of College of Nursing Residency Program



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HEALTH



- 12-month program that supports the new graduate RN to transform from a novice nurse to a proficient/expert nurse.
- Utilizes evidence-based best practices to enhance the clinical practice setting.
- Allows participants clinical reflection time.
- EBP projects are developed, implemented, evaluated and then presented during graduation.
- All new graduate CCH nurses are enrolled upon hire.





CCH Annual Nursing School Summit

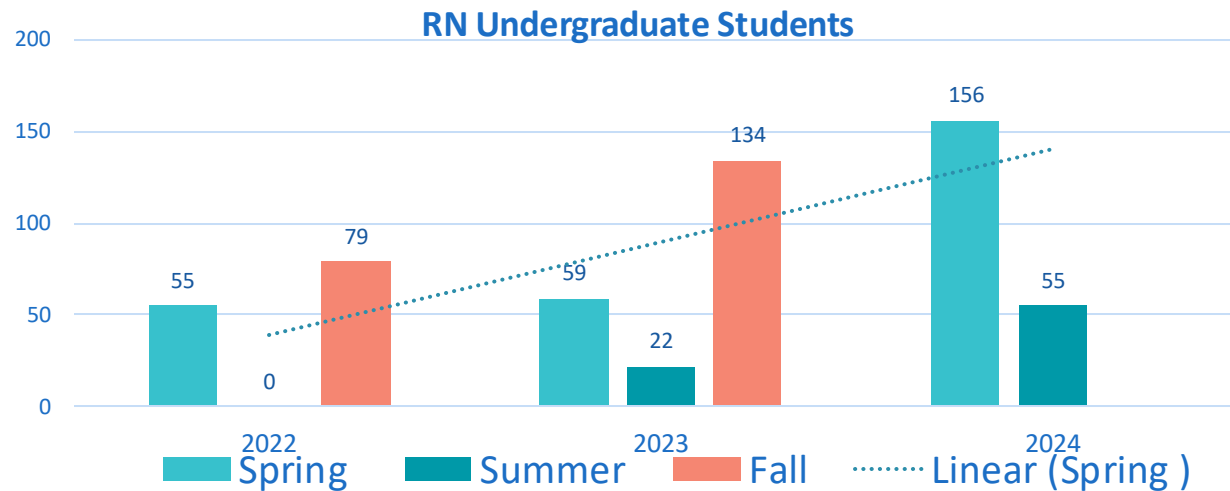


COOK COUNTY HEALTH

To Build The Future CCH Workforce

- Created collaboration with Education institutions to address CCH’s future workforce needs.
- Expanding our Clinical opportunities to Correctional Health and Provident.
- Other clinical opportunities for Patient Care Technicians, Surgical Technicians, and Medical Assistants.

295%
clinical
rotation
increase



- 31 affiliations for Undergraduate Nursing
- 759 clinical students projected for 2024
- 28 affiliations for Graduate Nursing

First CCH Nursing School Summit 2023: more than 18 Healthcare education institutions/universities across the Midwest



BEENA PETERS, DNP, MS, RN, FACHE, FABC
CHIEF NURSING EXECUTIVE
COOK COUNTY HEALTH

Cook County Health Nursing Presents
ANNUAL NURSING SCHOOL COLLABORATION SUMMIT 2024

Building upon last year's collaboration by partnering with us to help the future Nursing Workforce

When: Saturday, September 14
10 AM to 2 PM
Lunch is Included
Registration Starts at 8:30am

Where: Cook County Health Professional Building
1950 W Polk Street
5th Floor Conference Room
Chicago, IL 60612

Our services include:

- Acute Care Hospital Services
- Ambulatory Services
- Correctional Health
- CountyCare Health Plan
- Cook County Department of Public Health

Additionally, we offer opportunities for transition to practice:

- APRN Fellowship
- Nurse Residency
- Student Nurse Externship

RSVP
By August 15, 2024
Noon:

RSVP BY AUGUST 15, 2024, NOON:
COOKCOUNTYHEALTHNURSINGSPECIALEVENTS@COOKCOUNTYHHS.ORG



Student Nurse Extern (SNE) Program



Opportunity for Nursing Students to practice nursing skills while focusing on assessment, critical thinking and communication as a hospital employee.

Program Specifics

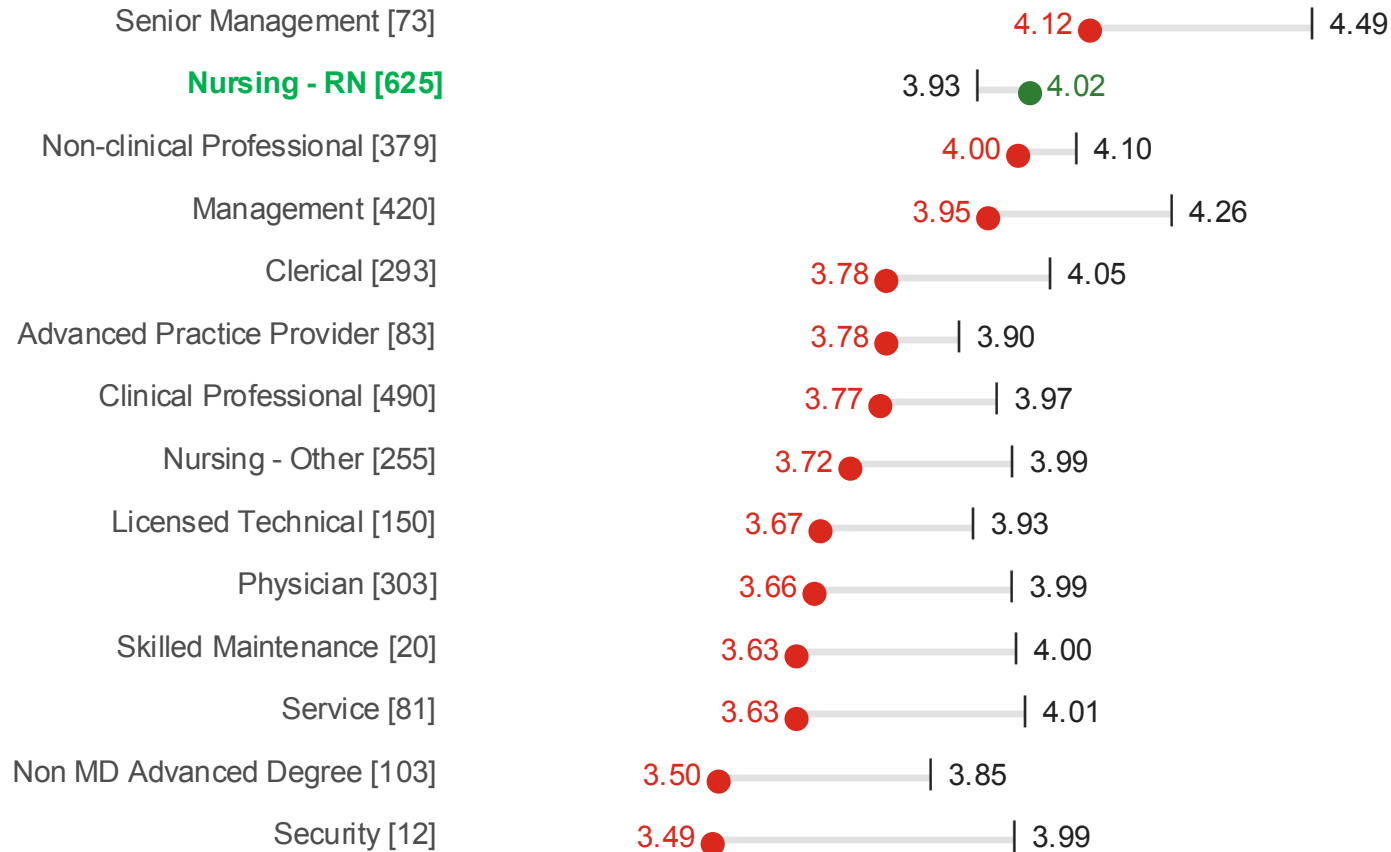
- 16-week program
- Annually (Summer)
- Individualized department assignment
- Reported clinical interests





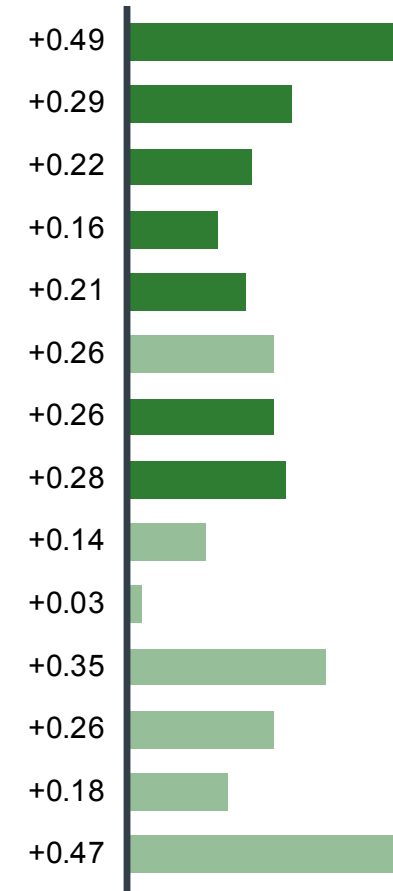
Engagement Score by Position

vs. Sub-Group Nat'l Benchmark



vs. Benchmark (|): ● Below ● Above
 Statistically Significant: ● Yes ○ No

vs. 2022

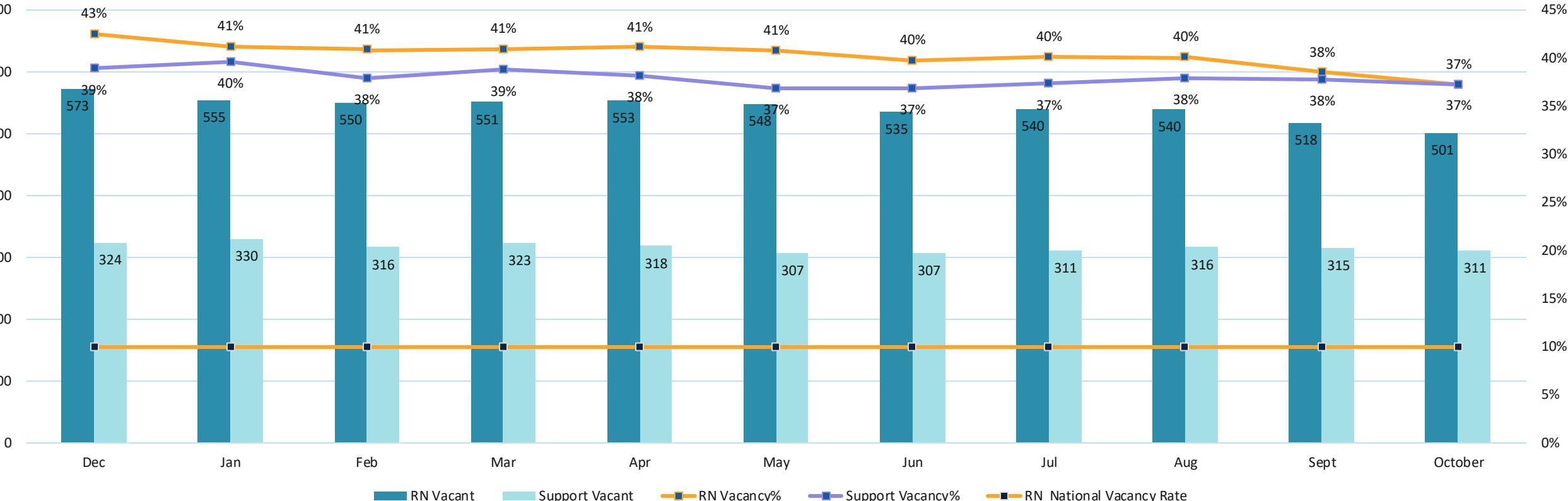


Dark shading indicates that change from last survey is statistically significant (alpha = 0.05).

FY 24 Nursing Direct-Patient Care Vacancy



Stroger, Provident, Correctional Health and Ambulatory



CCH RN vacancy Rate – 37% National Average vacancy rate 9.9%

Actions in Motions for 2025



Pathway to Excellence

The organization should demonstrate the six standards and a positive practice environment

- Shared Decision-Making
- Leadership
- Safety
- Quality
- Well-being
- Professional Development

❖ One year application period and RNs will receive a survey from ANCC.



Pathway to Excellence Journey

Pathway Standards

SHARED DECISION-MAKING	LEADERSHIP	SAFETY	QUALITY	WELL-BEING	PROFESSIONAL DEVELOPMENT
The organization has an established shared governance structure as the foundation for involving direct care nurses in decision-making.	Leadership fosters the foundation of collaboration among staff and supports a shared governance environment.	The organization protects the safety and well-being of nurses, staff, and patients through safety policies and processes.	Organization-wide quality initiatives are evidence-based, focused on improving patient outcomes, developed through interprofessional collaboration, and implemented based on internal and external benchmarking.	Staff have the opportunity to develop a balance between work and personal life. Achievements for community service, patient advocacy, and contributions to improving population health are encouraged, supported, and recognized by the organization.	The organization recognizes the importance of solid onboarding, transition programs beyond orientation, and continued professional development that supports lifelong learning in the delivery of safe and effective patient care.

Step-1

- Shared Decision-making Structure

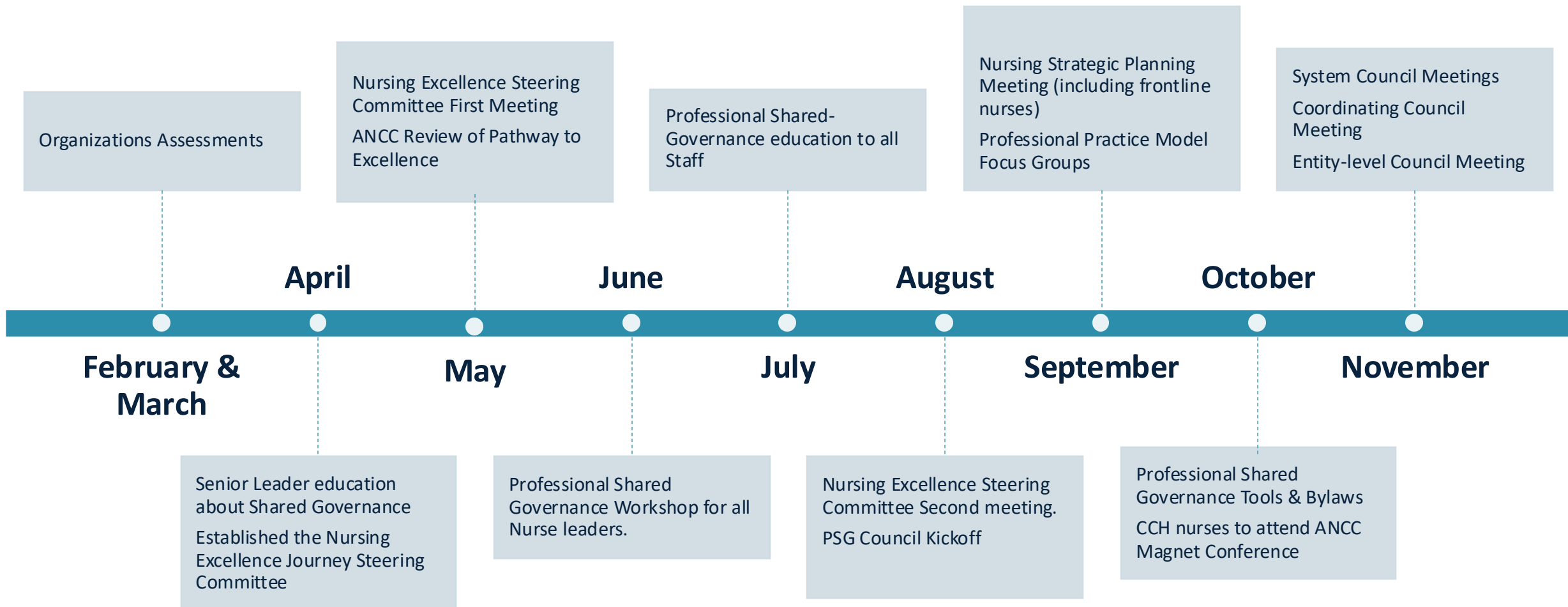
Step-2

- Culture of Positive Practice Environment

Step-3

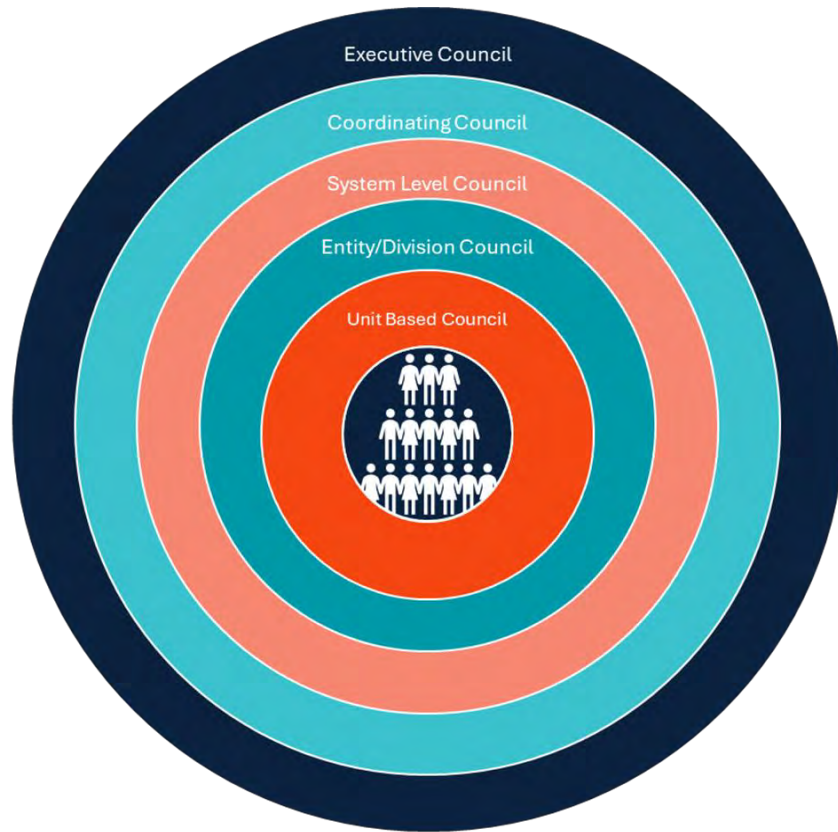
- Finalize the application timeline for each entity

Nursing Excellence Journey



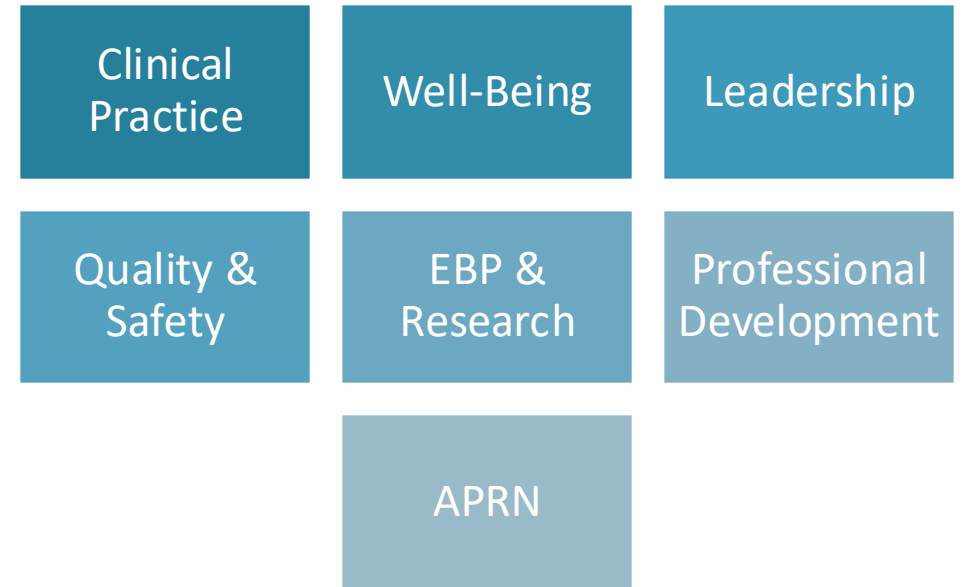


CCH Professional Shared Governance Model

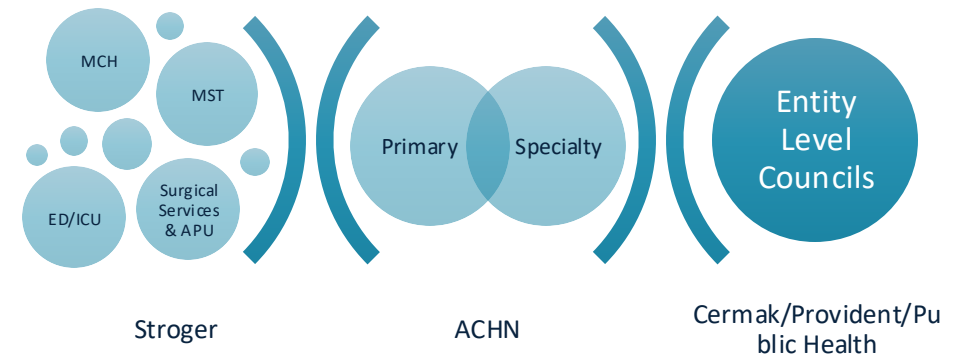


CCH Nursing Professional Shared-Governance Model

System Councils



Entity-Level Councils





Professional Shared Governance Kick-off



COOK COUNTY
HEALTH

August 28, 2024





Evidence-Based Practice Internal & External Presentation

Shirley Ryan Innovations in Clinical Inquiry Conference- Poster Presenters

Bernadine Okeh (people’s Choice Award)
Nimmy Tom
Gins Thachil
Nicole Mattes
Simi Joseph

Northwestern medicine EBP & Research Symposium-Poster Presenters

Bernadine Okeh (Most Impactful))
Nimmy Tom (Best Collaborative)
Gins Thachil
Simi Joseph

Nurses Week Poster Day 2024

39 Posters
Congratulations to all & the winners!
Electronic Posters-Intranet HOME page

Resource Page-State & National Conference Dates

System Nursing EBP & Research Committee/Council

- 36 Applicants
- System Committee
- Stroger Committee

NERC Resources

Share Point(Nursing Innovation & Research Center)

Team sites

Submission Forms

- ❖ Abstract Review
- ❖ Student Proposal
- ❖ Study Results
- ❖ Publication request

Dashboard

- ❖ Inquiry Tracking Form
- ❖ Email: NursingInnovationandResearchCenter@cookcountyhealth.org

Nursing Research

- A Cross-sectional Study to Explore healthcare providers Wellness: Current Challenges & Gut health
- Nursing Research & EBP Conference
- Planning Phase





Beacon Award Application For 2025

The units are required to provide supporting evidence that includes the following dimensions:

- Predetermined quantitative data measures (2024)
- Specific Process Measures
- Healthy work Environment Assessment Tool (HWEAT) scores (2024)
- Qualitative measures-unit exemplars (total of 6 stories)

Stroger & Provident Critical Care Division

-Administer HWEAT survey in September 2024

-Application open February 2025-Aug 31





Nurse Innovation Fellowship Program



by

Johnson & Johnson, Wharton School & Penn Nursing

- The Johnson & Johnson Nurse Innovation Fellowship Program, powered by Penn Nursing and the Wharton School, is a one-year, team-based nursing fellowship whose goal is to advance healthcare by empowering nurse-led innovation and leadership within health systems.
- Human-centered design is the process used to create a platform for innovation and improvement.
- Johnson & Johnson offers a comprehensive playbook of educational resources and templates to guide participants through the Human Centered Design process.



Midwestern Nursing Conferences



COOK COUNTY HEALTH

COOK COUNTY HEALTH

Accessible. Exceptional. For All.

Cook County Health Nursing Innovation & Research Center Inaugural EBP & Research Symposium

Unlocking the Power of Nursing Practice: A Journey Through EBP and Research

Tuesday, January 28th, 2024
8am – 5pm

CCH Professional Building
1950 West Polk Street
5th Floor Conference Center
Chicago, IL 60612

Space is limited. [Register today!](#)

1ST ANNUAL MIDWEST CORRECTIONAL HEALTH CONFERENCE 2025

COOK COUNTY HEALTH

Open To:
Correctional Health Nurses
Mental Health Workers
Providers
Health Care Professionals
Jail Administrators
Nursing Students
Nursing Educators

Join us as we discuss Correctional Nursing evidence-based best practices & professional standards.

MONDAY, MARCH 31, 2025
9 AM TO 3 PM
Lunch included

Registration starts at 8:00 am

Submit RSVP form by February 28, 2025

GUEST SPEAKERS:

Mary Muse RN, MSN, FAAN, CCHP-RN, CCHP-A
Health Care Consultant - Muse & Associates, NCCHC Board of Directors, Legal Nurse Expert

Deborah Ash RN, MBA, MSN, CCHP-RN
CEO & Owner of Correctional Medical Legal Consulting

Additionally, Participants will receive:

FREE Nursing CEUs

CCH Professional Building
1950 W Polk St
5th Floor Conference Room
Chicago, IL 60612

Thank you!



**COOK COUNTY
HEALTH**