MISSION, VISION, AND VALUES

MISSION:
Provide leading-edge patient care while advancing professional nursing practice

VISION:
Leading the way for every patient, every time: practice, patient care and scholarship

VALUES:
UK HealthCare, the College of Medicine and Eastern State Hospital have implemented five values to help guide actions, behaviors and decision-making to foster a cohesive work culture focused on patient-centered care. These values are our foundation for every person, every patient, every time, as demonstrated through the Nursing Professional Practice Model. The DIRECT values are:

• Diversity
• Innovation
• Respect
• Compassion
• Teamwork

PHILOSOPHY:
• We consider our work as nurses to be an honor, and we strive for continuous improvement in order to provide excellence in all that we do.
• Nursing care is delivered in a complex environment that supports the trifold mission of patient care, education and research. As nurses, we participate in each aspect of the mission, with patient care holding the principal position in our daily efforts.
• A patient’s right to participate in planning their care is regarded as a nursing value at UK HealthCare. We understand that patient and family education about treatment and care options is a nursing responsibility, held jointly with our physicians and other members of the team. We accept that responsibility.

PPM IMPLEMENTATION GUIDE

I BELIEVE PATIENT AND FAMILY CENTERED CARE MAKE UP OUR CORE ELEMENT.

I show my belief in patient- and family-centered care by:
• Engaging the patient and their partners in developing their goals of care.
• Participating in multidisciplinary rounds, which include the patient and their partners in care, by using collaborative communication.
• Carefully listening in order to understand our patients and their needs.
• Effective rounding to make sure our patients are safe and have what they need.
• Involving our patients and their partners in care in the patient safety handoff process.
• Ensuring the prevention of harm by monitoring nursing-sensitive indicators and adhering to evidence-based bundles.
• Using the teach-back education method to be sure our patients feel confident in caring for themselves.
• Being respectful of a diverse patient population.
• Using health literacy principles to support patient understanding.

I AM A LEADER COMMITTED TO EVIDENCE-BASED PRACTICE.

I am a leader when I:
• Ensure quality and safety in my practice.
• Incorporate the spirit of inquiry related to our clinical practice.
• Seek out evidence and stay abreast of changes to support my nursing practice.
• Collaborate with the multidisciplinary care team to make changes in the care provided based on the evidence.

I AM ACCOUNTABLE FOR DECISIONS AND ACTIONS.

I own my nursing practice by:
• Holding myself and my colleagues accountable for the improvement of patient outcomes and our values.
• Encouraging participation in nursing professional governance.
• Using quality outcomes data to improve the care of our patients.

I AM INSPIRED TO LEARN, INNOVATE AND EXCEL.

I learn, innovate and excel when I actively seek opportunities to develop professionally such as:
• Interact and develop a therapeutic relationship with my patients and their partners in care.
• Achieve and maintain a national certification.
• Achieve and maintain a nursing professional advancement level.
• Join/maintain membership in a professional organization.
• Pursue an advanced degree.
• Participate in community initiatives.
• Precept new nurses and nursing students.
• Attend a conference related to my clinical interest.
• Submit/conduct a poster presentation or podium presentation.
OUR STRATEGIES

PROVIDING SAFE PATIENT CARE
Provide safe patient care by using the latest nursing evidence, promoting autonomous practice, and using quality data to prevent hospital-acquired conditions and improve patient outcomes.
• I will always keep our patients at the center of everything I do.
• I will accept accountability for my nursing practice.
• I will actively participate in the quality strategies for my area, including compliance to bundles and other evidenced based practice initiatives.

DELIVERING AN OUTSTANDING PATIENT EXPERIENCE
Empower nursing to create a patient- and family-centered care environment where everyone feels valued and respected aligning with UK HealthCare values and Magnet guiding principles to engage patients and families so they are confident in their care.
• I will treat all patients and families with respect and compassion.
• I will engage the patient and their family to develop their unique goals of care.

BEHAVIORAL HEALTH
Provide evidence-based nursing care in behavioral health and substance use disorder while maintaining a safe environment for patients, visitors and staff.
• I will complete suicide screenings for all patients upon admission and at designated intervals.
• I will consult the behavioral health specialist and other resources for guidance in managing patients’ behavior and behavioral health diagnoses.

SUPPORTING DIVERSITY, EQUITY AND INCLUSION
Focus on issues and support of valuing diversity, equity and inclusion as they relate to the provision of care to our patients and their families, as well as to our workforce.
• I am committed to providing culturally sensitive care to all patients.
• I will respect and embrace a diverse team.

PROMOTING A CULTURE OF SAFETY IN OUR ENVIRONMENT
We will work to ensure a healthy work and healing environment that is free from inappropriate, disruptive behavior that could hinder delivery of safe, quality patient care.
• I will report any and all workplace safety concerns.
• I will escalate the issue if I do not feel that my concerns are being adequately addressed.
• I will follow all policies and procedures put in place to support a safe environment.

FOSTERING NURSING ENGAGEMENT
Continue to improve nursing engagement by maintaining a strong emphasis on the correlation between employee engagement and a healthy work environment.
• I will personify the Living DIReCT (Diversity, Innovation, Respect, Compassion, Teamwork) values during all interactions.
• I will recognize and understand the healthy work environment standards and support adoption of each on my work unit.

GUIDING THE DIRECTION OF PROFESSIONAL NURSING
Outline our direction as the profession of nursing at UK HealthCare, including maximizing collegiality among disciplines and continued professional development to ensure the provision of the very best care for our patients.
• I will commit to my own professional development, including joining a council, advancing my degree, achieving a national certification, serving as a super user for new initiatives, and/or presenting at national conferences.
• I will contribute to a culture of excellence and support our Magnet designation.

SUPPORTING GROWTH IN COMPLEX CARE
Optimize UK HealthCare health system capacity management through an evidence-based, patient-centric approach to patient movement along the care continuum.
• I will prepare patients for discharge and utilize the UK HealthCare tools that support timely discharge planning.
• I will engage in expected patient admissions, throughput tactics, timely reporting and input on staffing model to care for patient acuity.

See more of our “I will” statements in the full 2020-2022 Nursing Strategic Plan.