

 <p><b>Connecticut Valley Hospital Nursing Policy and Procedure</b></p>	<p><b>SECTION A: NURSING SERVICE ORGANIZATION CHAPTER 4: PERFORMANCE IMPROVEMENT IN NURSING: QUALITY AND APPROPRIATENESS OF CARE</b></p> <p><b>Policy and Procedure: 4.1 Performance Improvement Monitoring in Nursing</b></p>
<p>Authorization: Nursing Executive Committee</p>	<p>Date Effective: May 1, 2018 Scope: Connecticut Valley Hospital</p>

**Standard of Practice:**

Nursing leadership ensures that important aspects of patient care are reviewed, evaluated and improved upon through mutual responsibility by professional nursing staff.

**Standard of Care:**

The patient can expect that nursing care provided by registered professional nurses is delivered safely, effectively, and competently.

**Policy:**

The Discipline of Nursing assures through its ongoing performance improvement activities that patients receive quality nursing care and continuously seeks to redress variances in practice and/or policy as appropriate.

**Procedure:**

1. The Nursing Executive Committee formulates an Annual Performance Improvement Plan for the Discipline. The plan is consistent with CVH's mission and vision and establishes baseline performance expectations to guide measurement and assessment activities. The plan provides for the monitoring and evaluation of the quality and appropriateness of important aspects of patient care provided by nursing staff.
2. The aspects of care identified for assessment and evaluation are those that affect a large percentage of patients (high volume), address patients at risk (high risk), or have the potential to be problem prone. Initially, indicators are developed and performance is assessed and monitored, identifying areas requiring further improvement. Clinical supervision and/or staff development are utilized to effect needed change and improvements.
3. The Chiefs of Patient Care Services or designee in each Division along with program nursing leadership assess and analyze the data and address issues as are appropriate.

4. The Chiefs of Patient Care Services submit quarterly the results of Performance Improvement Monitoring to the Nurse Executive.
5. The Nurse Executive in collaboration with the Chiefs of Patient Care Services summarizes findings and recommendations which are presented quarterly to the Clinical Management Committee.
6. The Nursing Performance Improvement Plan is evaluated annually and the monitoring of specific aspects of care may be continued in order to achieve more significant or sustained improvements, changed to focus on other identified or new important aspects of care and/or discontinued based on significant compliance over time.