Assessment 3 Instructions: Interdisciplinary Plan Proposal

Top of Form

Bottom of Form

For this assessment you will create a 4 page plan proposal for an interprofessional team to collaborate and work toward driving improvements in the organizational issue you identified in the second assessment. (I ATTACHED IT TO THE WEBSITE- WAS DONE BY YOU-THE ISSUE WAS THE WAIT TIME IN THE EMERGENCY DEPARTMENT0

The health care industry is always striving to improve patient outcomes and attain organizational goals. Nurses can play a critical role in achieving these goals; one way to encourage **nurse** participation in larger organizational efforts is to create a culture of ownership and shared responsibility (Berkow et al., 2012). Participation in interdisciplinary teams can also offer nurses opportunities to share their expertise and leadership skills, fostering a sense of ownership and collegiality.

Demonstration of Proficiency

* + Competency 1: Explain strategies for managing **human and financial resources to** promote organizational health.
    - Explain organizational resources, including a financial budget, needed for the plan to be a success and the impacts on those resources if nothing is done, related to the improvements sought by the plan.
  + Competency 2: Explain how interdisciplinary collaboration can be used to achieve desired patient and systems outcomes.
    - Describe an objective and predictions for an evidence-based interdisciplinary plan to achieve a specific objective related to improving patient or organizational outcomes.
    - Explain the collaboration needed by an interdisciplinary team to improve the likelihood of achieving the plan’s objective. Include best practices of interdisciplinary collaboration from the literature.
  + Competency 4: Explain how change management theories and leadership strategies can enable interdisciplinary teams to achieve specific organizational goals.
    - Explain a change theory and a leadership strategy, supported by relevant evidence, that are most likely to help an interdisciplinary team succeed in collaborating and implementing, or creating buy-in for, the project plan.
  + Competency 5: Apply professional, scholarly, evidence-based communication strategies to impact patient, interdisciplinary team, and systems outcomes.
    - Organize content so ideas flow logically with smooth transitions; contains few errors in grammar/punctuation, word choice, and spelling.
    - Apply APA formatting to in-text citations and references, exhibiting nearly flawless adherence to APA format.

Reference

Berkow, S., Workman, J., Aronson, S., Stewart, J., Virkstis, K., & Kahn, M. (2012). Strengthening frontline nurse investment in organizational goals.*JONA: The Journal of Nursing Administration, 42*(3), 165–169.

Professional Context

This assessment will allow you to describe a plan proposal that includes an analysis of best practices of interprofessional collaboration, change theory, leadership strategies, and organizational resources with a financial budget that can be used to solve the problem identified through the interview you conducted in the prior assessment.

Scenario

Having reviewed the information gleaned from your professional interview and identified the issue, you will determine and present an objective for an interdisciplinary intervention to address the issue.

*Note: You will not be expected to implement the plan during this course.* However, the plan should be evidence-based and realistic within the context of the issue and your interviewee's organization.

Instructions

For this assessment, use the context of the organization where you conducted your interview to develop a viable plan for an interdisciplinary team to address the issue you identified. Define a specific patient or organizational outcome or objective based on the information gathered in your interview.

The goal of this assessment is to clearly lay out the improvement objective for your planned interdisciplinary intervention of the issue you identified. Additionally, be sure to further build on the leadership, change, and collaboration research you completed in the previous assessment. Look for specific, real-world ways in which those strategies and best practices could be applied to encourage buy-in for the plan or facilitate the implementation of the plan for the best possible outcome.

Using the [Interdisciplinary Plan Proposal Template [DOCX]](https://courserooma.capella.edu/bbcswebdav/institution/NURS-FPX/NURS-FPX4010/201000/Course_Files/cf_plan_proposal.docx) will help you stay organized and concise. As you complete each section of the template, make sure you apply APA format to in-text citations for the evidence and best practices that inform your plan, as well as the reference list at the end.

Additionally, be sure that your plan addresses the following, which corresponds to the grading criteria in the scoring guide. Please study the scoring guide carefully so you understand what is needed for a distinguished score.

* + Describe an objective and predictions for an evidence-based interdisciplinary plan to achieve a specific goal related to improving patient or organizational outcomes.
  + Explain a change theory and a leadership strategy, supported by relevant evidence, that is most likely to help an interdisciplinary team succeed in collaborating and implementing, or creating buy-in for, the project plan.
  + Explain the collaboration needed by an interdisciplinary team to improve the likelihood of achieving the plan’s objective. Include best practices of interdisciplinary collaboration from the literature.
  + Explain organizational resources, including a financial budget, needed for the plan to succeed and the impacts on those resources if the improvements described in the plan are not made.
  + Communicate the interdisciplinary plan, with writing that is clear, logically organized, and professional, with correct grammar and spelling, using current APA style.

Applying PDSA

* Crowfoot, D., & Prasad, V. (2017). [Using the Plan-Do-Study-Act (PSDA) cycle to make change in general practice](http://journals.sagepub.com.library.capella.edu/doi/full/10.1177/1755738017704472). *InnovAIT, 10*(7), 425–430.
  + This article details principles of PDSA, offering a variety of resources for implementing and assessing the success of change efforts.
* McNamara, D. A., Rafferty, P., & Fitzpatrick, F. (2016). [An improvement model to optimise hospital interdisciplinary learning](http://library.capella.edu/login?qurl=https%3A%2F%2Fsearch.proquest.com%2Fdocview%2F2108838595%3Faccountid%3D27965). *International Journal of Health Care Quality Assurance, 29*(5), 550–558.
  + This article presents a study in which the PDSA cycle was applied to drive continuous improvement in interdisciplinary learning within a health care setting.
* Institute for Healthcare Improvement. (n.d.). [Plan-Do-Study-Act (PDSA) worksheet](http://www.ihi.org/resources/Pages/Tools/PlanDoStudyActWorksheet.aspx). Retrieved from http://www.ihi.org/resources/Pages/Tools/PlanDoStudyActWorksheet.aspx
  + While you are not expected to use this worksheet, it has been used in many health care organizations and is offered as a supplementary resource.
* McGowan, M., & Reid, B. (2018). [Using the Plan, Do, Study, Act cycle to enhance a patient feedback system for older adults](http://library.capella.edu/login?url=http://search.ebscohost.com/login.aspx?direct=true&db=ccm&AN=131612529&site=ehost-live&scope=site). *British Journal of Nursing, 27*(16), 936–941.
  + This article presents a study in which PDSA was used to refine a patient-feedback system.

Budgeting

* Kolakowski, D. (2016). [Constructing a nursing budget using a patient classification system](http://library.capella.edu/login?url=http://ovidsp.ovid.com.library.capella.edu/ovidweb.cgi?T=JS&CSC=Y&NEWS=N&PAGE=fulltext&AN=00006247-201602000-00005&LSLINK=80&D=ovft). *Nursing Management*, *47*(2), 14–16.
  + This article provides guidelines for creating a budget.
* Rundio, A. (2016). [*The nurse manager’s guide to budgeting & finance* (2nd ed.)](https://ebookcentral-proquest-com.library.capella.edu/lib/capella/detail.action?docID=4862193). Indianapolis, IN: Sigma Theta International.
  + The following chapters will help you to develop a basic understanding of budgeting in health care settings.
    - Chapter 1, "Budgeting for the Nurse Manager."
    - Chapter 4, "Budget Development."

Staffing

* van Oostveen, C. J., Ubbink, D. T., Mens, M. A., Pompe, E. A., & Vermeulen, H. (2016). [Pre-implementation studies of a workforce planning tool for nurse staffing and human resource management in university hospitals](https://onlinelibrary-wiley-com.library.capella.edu/doi/10.1111/jonm.12297). *Journal of Nursing Management*, *24*(2), 184–191.
  + This paper presents an analysis of a workforce planning tool prior to its implementation.
  + In addition to ideas on human resources planning, this article may prompt some things for you to consider before beginning your plan proposal.

interprofessional Collaboration

* CFAR, Inc., Tomasik, J., & Fleming, C. (2015). [Lessons from the field: Promising interprofessional collaboration practices](https://www.rwjf.org/en/library/research/2015/03/lessons-from-the-field.html). Retrieved from https://www.rwjf.org/en/library/research/2015/03/lessons-from-the-field.html
  + This report, from a Robert Wood Johnson project focused on understanding interprofessional collaboration in health care, identifies five successful models for effective collaboration.
* Interprofessional Education Collaborative. (n.d.). [Recommended links](https://www.ipecollaborative.org/index.php?option=com_content&view=article&id=41:recommended-links&catid=20:site-content&Itemid=135). Retrieved from https://www.ipecollaborative.org/index.php?option=com\_content&view=article&id=41:recommended-links&catid=20:site-content&Itemid=135
  + IPEC's list of recommended links includes professional associations, centers for interprofessional education, supporting organizations, and a short video showing an example of interprofessional education.