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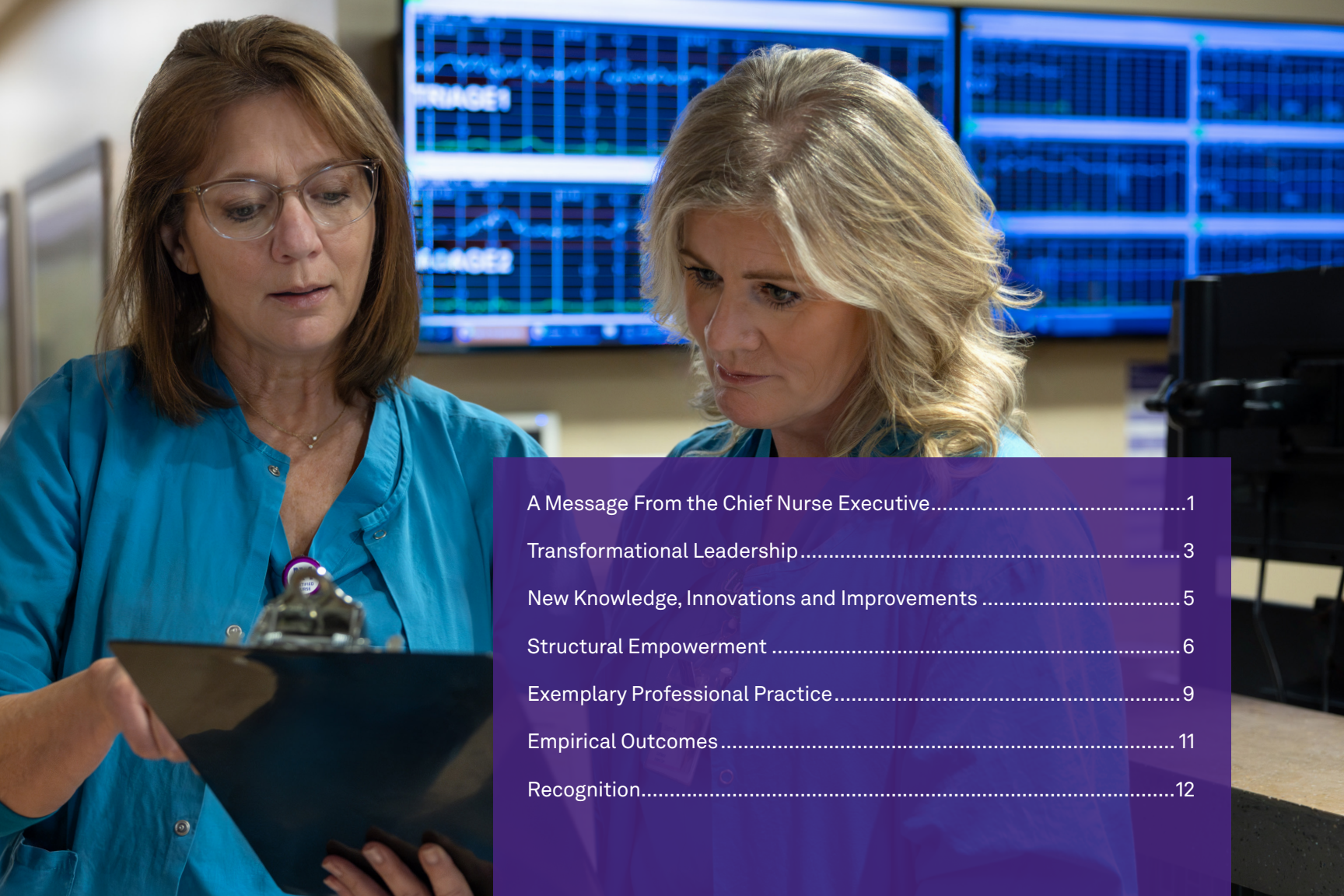
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Huntley Hospital

2024 Nursing Annual Report



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01

A Message From the Chief Nurse Executive



The 2024 Northwestern Medicine Huntley Hospital Nursing Annual Report highlights the significant accomplishments of our dedicated healthcare team in elevating patient care. The unwavering commitment and collaborative spirit demonstrated by our staff have fostered an environment that prioritizes not only quality patient outcomes, but also the well-being of our employees. Our interprofessional shared governance model has served as a dynamic driving force behind our performance improvements. By empowering our nursing staff and interdisciplinary teams to actively engage in decision-making processes, we have cultivated a culture of accountability, transparency and excellence.

This year has been particularly noteworthy for our focus on well-being initiatives, including substantial changes to our break coverage model. These adjustments have significantly enhanced our team members’ capacities to deliver compassionate and attentive care. Our commitment to improving quality is exemplified by the successful implementation of the Catheter Handling Awareness

Management Protocol. Through diligent teamwork, a focus on continuous education and strict adherence to best practices, we achieved the remarkable milestone of being free from catheter-associated urinary tract infections for an entire year. This achievement reflects our dedication to safe and effective patient care and the impact of rigorously applying evidence-based protocols in our daily practice.

Furthermore, we celebrated collaboration and shared learning through our mid-year and annual healthcare congresses. These gatherings have provided an invaluable platform for our staff to share innovations, address challenges and highlight successes in a unified effort to continuously improve.

Thank you for a remarkable year. As we look ahead, we are excited to build on our successes and prepare for our next Magnet® designation in fiscal year 2026. Together, we continue to strive for excellence in patient care, fostering a culture that supports and empowers our staff. It is a great time to be a part of the healthcare team at Huntley Hospital.

Sincerely,



Hillary Crumlett, DNP, RN, NEA-BC
Vice President and Chief Nurse Executive

02

Transformational Leadership

A Shared Governance Model Built on the Interprofessional Team

In 2024, the Department of Nursing focused on reestablishing the shared governance model at Huntley Hospital. A renewed focus for the leadership team was ensuring the interprofessional team was well represented in the work of the councils and committees that make up the shared governance structure. Ensuring the support of new and ongoing projects within shared governance was a priority that led to a standardized structure for project approvals and ongoing updates.

Mid-year and annual congresses were established as foundational events that celebrate, support and drive forward the work of the structure on achieving the goals of the Huntley Hospital Interprofessional Strategic Roadmap. The mid-year congress provides professional development for shared governance participants and an opportunity to share the exceptional work at the council and committee level.



The annual congress serves as an opportunity to establish the focus and tactics for the upcoming fiscal year, providing opportunities for adjustment to the shared governance structure and goal setting for the councils and committees.

In 2024, several changes to the structure, based on staff feedback, established core councils and committees.

The Balance, Entertainment and Recognition Council was expanded from the work of the previous Wellness and Recognition Committee to include a focus on volunteerism, community engagement and broader recognition of the entire interprofessional team.

The Green and Sustainability Committee was based on staff requests for a focus on how to improve the environmental impact of Huntley Hospital.

03

New Knowledge, Innovations and Improvements

Break Coverage Pilot Seeks to Improve Wellness and Productivity

A team of nurses at Huntley Hospital looked to empower clinicians to take breaks throughout their shift to enhance wellness and increase productivity. The team recognized there was no standardized process to ensure staff took breaks. They surveyed staff to identify barriers to taking breaks. One opportunity was creating “break lanes” so that staff had designated coverage from a peer for their break. The tool created for the break lanes lets unit charge nurses and nursing supervisors identify ways to support units across the hospital.

Surveys found an increase in the percentage of staff reporting they were taking breaks. An additional benefit reported was the increased interprofessional collaboration that advanced with the daily development and usage of break lanes. This included units supporting other units to help staff receive their breaks and non-nursing departments looking to leverage break coverage within their departments.

04

Structural Empowerment

Excellence in Nursing Practice

Huntley Hospital employs a diverse group of clinicians who continuously demonstrate excellence in nursing care. This excellence comes from the ongoing push to increase education through advanced nursing degrees and demonstrating specialty knowledge and experience through professional board certification.

Nursing staff continue to meet two important thresholds:

- › More than **80%** of the nursing staff has a Bachelor of Science in Nursing degree or higher.
- › More than **51%** of eligible nurses have a specialty board certification.

Nurses work in a variety of settings and put patients first whenever they interact with the community.

Education breakdown

Diploma/Associate Degree in Nursing – **16%**

Bachelor of Science in Nursing – **74.5%**

Master of Science in Nursing – **9%**

Doctor of Nursing Practice – **0.5%**



Certification rate

51.8%



Nursing demographic breakdown (where we work)

Inpatient (Adult, Pediatrics, Maternity) – **279 (60.7%)**

Procedural (Surgery, Catheterization Lab, etc.) – **56 (12.4%)**

Emergency Department – **41 (8.9%)**

Outpatient – **36 (8%)**

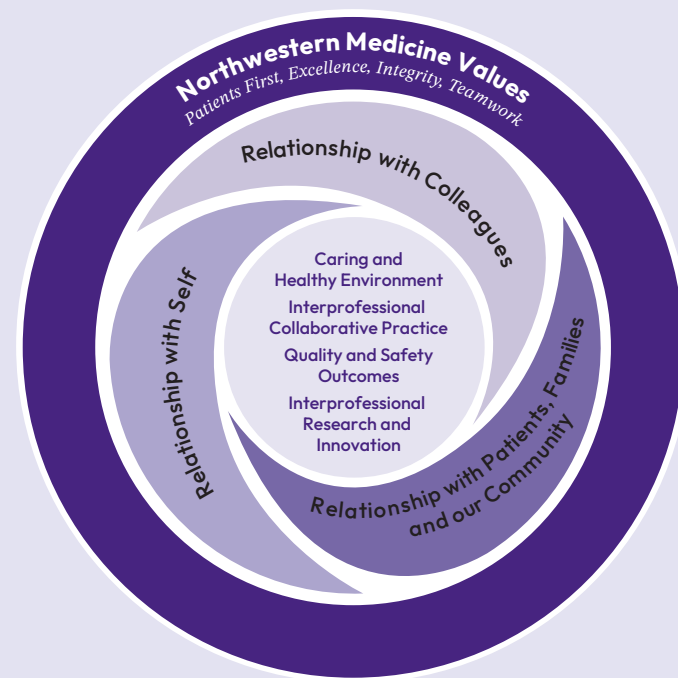
Support (Leadership/Care Coordination/ Professional Development, etc.) – **48 (10%)**





Ashley Bowen, BSN, RN, CMSRN, nursing supervisor and chair of the Workforce Operations Leadership Council says:

“The benefits of participating in shared governance are immense. Primarily, it is essential for front-line nursing to have a seat at the table when it comes to operational decision making. Additionally, participation offers numerous opportunities for both personal and professional growth, including enhancing skills in interprofessional collaboration, leading teams, implementing evidence-based process improvements and gaining a robust understanding of strategic operational thinking. Such knowledge serves as a foundation for prioritizing high-quality patient care, promoting workforce well-being and influencing the organization at a system level.”



05

Exemplary Professional Practice

CHAMP Solution

A team at Huntley Hospital identified that there was an opportunity to decrease the number of catheter-associated urinary tract infections (CAUTIs). Consisting of nursing managers, nursing directors, clinical practice specialists, clinical nurses, Infection Prevention professionals and physicians, the team focused on implementing the Catheter Handling Awareness Management Protocol (CHAMP). CHAMP is a proven solution to decreasing CAUTIs and the overall use of indwelling catheters.

The team focused on deriving the root cause of the CAUTIs and putting standards in place for the appropriate use of indwelling catheters and the evidence-based practice of managing catheters that were appropriate to use. The implementation of CHAMP included educating staff, standardizing daily device rounds, using checklists and providing direct feedback to front-line nurses on adherence with the protocol.

This protocol now allows nurses to take action in preventing CAUTIs in patients who meet the criteria. The launch was also coupled with the acquisition of new bladder scanners, allowing staff to deliver the best possible care in alignment with CHAMP.

This interprofessional collaboration led to a significant reduction in the overall use of indwelling catheters at Huntley Hospital and an outcome of zero CAUTIs for Huntley Hospital throughout 2024. Using a team approach to make patients safer during their inpatient stay continues to result in exemplary outcomes.



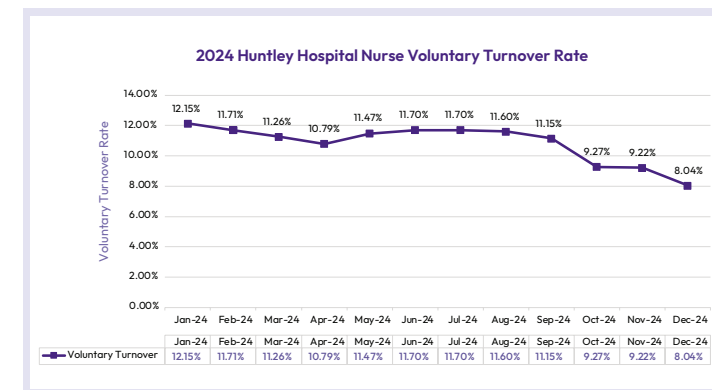
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Empirical Outcomes

2024 Accomplishments

- › **Exceeded Target** and Top-Decile Performance in Vizient Inpatient Quality Composite – **Ranked 7**
- › **Exceeded Performance** for Patient Satisfaction Likelihood to Recommend – **Net Promoter Score of 81.6**
- › Centers for Medicare & Medicaid Services **5 Star rating**

- › Leapfrog Safety **Grade of A**
- › Increased nursing staff by **4.2%**
- › **Decreased vacancy rate** from 7.2% to **5.2%**
- › Increased Employee Engagement **Likelihood to Recommend Huntley Hospital** as a place to work by **132%**



07

Recognition

2024 Huntley Hospital Nursing Excellence Award Winners

4 C/D Medical Telemetry Unit
Caring and Healthy Environment

Ross Sia, BSN, RN, SCRNP
Nurse of the Year

Melissa Housam, BSN, RN
DAISY Nurse Leader of the Year

Heather Roppel, MSN, APRN, AGACNP, CCNS, CCRN, CNRN
DAISY Nurse Educator of the Year

Maggie Metzler, RN
Nurse Attribute: Collaborative

Jen Harrison, RN, CMSRN
Nurse Attribute: Compassionate

Michelle Awad, BSN, RN, CCRN
Nurse Attribute: Knowledgeable

Marti Sarsfield, BSN, RN
Nurse Attribute: Patient Advocate

Grace Schacht, BSN, RN, CMSRN
Nurse Attribute: Professional

Jennifer Lebel, RN
RN Rookie of the Year

Stephen Catama
Friend of the Nurse

Karlie Collins
Nursing Partner

