

Developing an Implementation Plan

Attempt 1 Available

Overview

Develop a 6–7-page implementation plan for the initiative you proposed in Assessment 1. Include a budget for material, staffing, and capital costs over the first five years of the initiative, as well as projected earnings. In addition, include a timeline, an organizational impact analysis, and an explanation of the effects of environmental changes on the initiative.

Note: Each assessment in this course builds upon the work you have completed in previous assessments. Therefore, you must complete the assessments in the order in which they are presented.

As a master's-level health care practitioner, you may be expected to create budgets and implementation plans to ensure that initiatives to take advantage of economic opportunities for the organization are rolled out successfully and can be sustained over multiple years. Additionally, it is important to be able to envision how an initiative could be implemented in different contexts and for different purposes to ensure that the investment remains a viable and positive asset to your organization or care setting.

Competency Map

Use this online tool to track your performance and progress through your course.

CHECK YOUR
PROGRESS

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Resources

Budget Development

The following articles may be helpful in helping you to create a budget.

- Danna, D. (n.d.). Learning and mastering the operating budget. Retrieved from http://www.strategiesfornursemanagers.com/ce_detail/213520.cfm
- Pritchard, G. (n.d.). How to develop an operating budget for a nursing unit. Retrieved from <http://smallbusiness.chron.com/develop-operating-budget-nursing-unit-79824.html>

Strategy Development and Implementation

The following example implementation plan illustrates a strategy to expedite the care of a subset of the population.

- Agency for Healthcare Quality and Research. (n.d.). Improving patient flow and reducing emergency department crowding: A guide for hospitals – Appendix C: Example implementation plan. Retrieved from <https://www.ahrq.gov/research/findings/final-reports/ptflow/appendix-c.html>

Cost Effectiveness

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The following article provides insight into the concept of value-based purchasing concept in health care, why it is important, and what type of strategies can be effective for meeting the challenges of this current environment.

- Durvasula, R., Kelly, J., Schleyer, A., Anawalt, B. D., Somani, S., & Dellit, T. H. (2018). Standardized review and approval process for high-cost medication use promotes value-based care in a large academic medical system. *American Health & Drug Benefits*, 11(2), 65–73.

The following two articles illustrate analyses, in different settings, of what is cost effective and what is not. The theme of social and fiscal responsibility is paramount in these examples.

- Ford, D. C., Schroeder, M. C., Ince, D., & Ernst, E. J. (2018). Cost-effectiveness analysis of initial treatment strategies for mild-to-moderate *Clostridium difficile* infection in hospitalized patients. *American Journal of Health-System Pharmacy*, 75(15), 1110–1121.
- Lee, Y., Mozaffarian, D., Sy, S., Huang, Y., Liu, J., Wilde, P. E., . . . Micha, R. (2019). Cost-effectiveness of financial incentives for improving diet and health through Medicare and Medicaid: A microsimulation study. *PLoS Medicine*, 16(3), 1–20.

Economic Evaluation

The following article provides a systematic review of nursing-related studies and examines the methodological criteria for economic evaluations.

- Cook, W. A., Morrison, M. L., Eaton, L. H., Theodore, B. R., & Doorenbos, A. Z. (2017). Quantity and quality of economic evaluations in U.S. nursing research, 1997–2015: A systematic review. *Nursing Research*, 66(1), 28–39.

The following web page provides a step-by-step guide to conducting economic reviews of interventions.

- The Community Guide. (n.d.). Economic reviews. Retrieved from <https://www.thecommunityguide.org/about/economicreviews>

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Assessment Instructions

Develop a thorough implementation plan for the economic initiative you proposed in Assessment 1. Your plan must include a budget for material, staffing, and capital costs over the first five years of the initiative, as well as projected earnings. In addition, include:

- A plan and timeline for rolling out the initiative.
- An analysis of how the initiative may impact other aspects of the organization or care setting.
- An explanation how the initiative can remain viable in the face of environmental changes.
- Sufficient relevant and credible supporting evidence.

Note: Remember that you can submit all, or a portion of, your draft implementation plan to Smarthinking for feedback before you submit the final version for this assessment. If you plan on using this free service, be mindful of the turnaround time of 24–48 hours for receiving feedback.

Requirements

The requirements for your implementation plan, outlined below, correspond to the scoring guide criteria, so be sure to address each main point. Read the performance-level descriptions for each criterion to see how your work will be assessed. In addition, be sure to note the requirements for document format and length and for supporting evidence.

- Create a budget for expected costs and earnings over the first five years of your proposed initiative
 - What are the expected material, staffing, and capital costs of your proposed initiative over the first five years?
 - What are the projected earnings for your organization or care setting over the first five years of your economic initiative?
 - How does this budget take into account the findings and feedback you received on your business case?
 - What assumptions are you basing your budget on?
- Create an implementation plan for your proposed initiative that enables achievement of quality or service improvements in an ethical and culturally equitable way.
 - Did you create a timeline for the rollout?
 - How will you work with relevant stakeholders to ensure that your economic initiative is implemented successfully and sustained?
 - How will you ensure that the rollout is conducted in an ethical and culturally equitable manner?
 - How will you ensure that the desired quality or service improvements your economic initiative will achieve are on track during and after implementation?
- Analyze the impact of your proposed initiative, once implemented, on other aspects of your organization or care setting and ways in which negative impacts could be mitigated.
 - What other aspects of your organization or care setting may be positively or negatively impacted by the implementation of your proposed initiative?
 - How will these other aspects of your organization or care setting be affected? (For example, increased workload on a testing department, borrowing of staff hours from another part of the care setting, or better communication with the community.)
 - How could you mitigate at least some of the negative effects on other aspects of your organization or care setting?
- Explain your strategies for ensuring that your proposed initiative can remain a viable asset to the organization or care setting in the face of dynamic environmental forces.
 - What are the environmental risks to your economic initiative?
 - How could your initiative, or aspects of it, still be a viable benefit to your organization or care setting if the environment shifts in unpredictable ways?
 - What strategies would you propose implementing to keep all, or a portion of, your initiative a viable net benefit to your organization or care setting?
- Justify the relevance and significance of the quantitative and qualitative economic, financial, and scholarly evidence you used throughout your plan to support your recommendations.
 - How is the evidence relevant to your organization or care setting?
 - How is the evidence relevant to your proposed economic initiative?
 - How does the evidence illustrate a solution that has been successful in the past?
 - How does the evidence illustrate that a recommendation is the best course of action for your situation and organization or care setting?
- Write concisely and directly, using active voice.
 - Proofread your document before you submit it to minimize errors that could distract readers and make it more difficult for them to focus on the substance of your implementation plan.
- Adhere to the rules of grammar, usage, and mechanics.

Example Assessment: You may use the following to give you an idea of what a Proficient or higher rating on the scoring guide would look like:

- [Assessment 3 Example \[PDF\]](#).

ADDITIONAL REQUIREMENTS

Your assessment should also meet the following requirements:

- **Format:** Format your implementation plan using current APA style. Use the [APA Style Paper Template \[DOCX\]](#). An [APA Style Paper Tutorial \[DOCX\]](#) is also provided to help you in writing and formatting

your implementation plan. Be sure to include:

- A title page and references page. An abstract is not required.
- A running head on all pages.
- Appropriate section headings.
- **Length:** Your implementation plan should be 6–7 pages in length, not including the title page and references page.
- **Supporting evidence:** Cite 3–5 authoritative and scholarly resources to support your implementation plan. Be sure that your sources include specific economic data.

Note: Faculty may use the [Writing Feedback Tool](#) when grading this assessment. The Writing Feedback Tool is designed to provide you with guidance and resources to develop your writing based on five core skills. You will find writing feedback in the Scoring Guide for the assessment, after your work has been evaluated.

Portfolio Prompt: You may choose to save your implementation plan to your [ePortfolio](#).

Competencies Measured

By successfully completing this assessment, you will demonstrate your proficiency in the following course competencies and assessment scoring guide criteria:

- Competency 1: Analyze the effects of financial and economic factors (such as cost-benefit, supply and demand, return on investment, and risks) in a health care system on patient care, services offered, and organizational structures and operation.
 - Create a budget for expected costs and earnings over the first five years of a proposed initiative.
 - Analyze the impact of a proposed initiative, once implemented, on other aspects of an organization or care setting and ways in which negative impacts could be mitigated.
- Competency 2: Develop ethical and culturally equitable solutions to economic problems within a health care organization in an effort to improve the quality of care and services offered.
 - Create an implementation plan for a proposed initiative that enables achievement of quality or service improvements in an ethical and culturally equitable way.
- Competency 3: Justify the qualitative and quantitative information used to guide economic decision making to stakeholders and colleagues.
 - Justify the relevance and significance of quantitative and qualitative economic, financial, and scholarly evidence used throughout an implementation plan to support recommendations.
- Competency 4: Develop ethical and culturally equitable economic strategies to address dynamic environmental forces and ensure the future security of an organization's resources and its ability to provide quality care.
 - Explain strategies for ensuring that a proposed economic initiative can remain a viable asset to an organization or care setting in the face of dynamic environmental forces.
- Competency 5: Produce clear, coherent, and professional written work, in accordance with Capella writing standards.
 - Write concisely and directly using active voice.
 - Adhere to the rules of grammar, usage, and mechanics.

Developing an Implementation Plan Scoring Guide

Use the scoring guide to enhance your learning.

[VIEW SCORING
GUIDE](#)

[How to use the scoring guide](#)

[SUBMIT ASSESSMENT](#)

This button will take you to the next available assessment attempt tab, where you will be able to submit your assessment.

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Developing an Implementation Plan Scoring Guide

CRITERIA	NON-PERFORMANCE	BASIC	PROFICIENT	DISTINGUISHED
Create a budget for expected costs and earnings over the first five years of a proposed initiative.	Does not create a budget for expected costs and earnings over the first five years of a proposed initiative.	Creates a five-year budget that overlooks key costs and earnings inputs that should be reasonably expected.	Creates a budget for expected costs and earnings over the first five years of a proposed initiative.	Creates a budget for expected costs and earnings over the first five years of a proposed initiative, and identifies assumptions on which the budget is based.
Create an implementation plan for a proposed initiative that enables achievement of quality or service improvements in an ethical and culturally equitable way.	Does not create an implementation plan for a proposed initiative.	Creates an implementation plan for a proposed initiative that overlooks important considerations that can jeopardize a successful roll-out.	Creates an implementation plan for a proposed initiative that enables achievement of quality or service improvements in an ethical and culturally equitable way.	Creates an implementation plan for a proposed initiative that enables achievement of quality or service improvements in an ethical and culturally equitable way. Provides clear, insightful collaboration and facilitation strategies to ensure success during and after implementation.
Analyze the impact of a proposed initiative, once implemented, on other aspects of an organization or care setting and ways in which negative impacts could be mitigated.	Does not describe aspects of an organization or care setting affected by a proposed initiative, once implemented, and potential negative consequences.	Describes aspects of an organization or care setting affected by a proposed initiative, once implemented, and potential negative consequences.	Analyzes the impact of a proposed initiative, once implemented, on other aspects of an organization or care setting and ways in which negative impacts could be mitigated.	Analyzes the impact of a proposed initiative, once implemented, on other aspects of an organization or care setting and ways in which negative impacts could be mitigated. Identifies relevant contextual factors, key uncertainties, and/or underlying assumptions. Ensures the proposed mitigation strategies reflect an astute assessment of negative consequences.
Explain strategies for ensuring that a proposed initiative can remain a viable asset to an organization or care setting in the face of dynamic environmental forces.	Does not outline strategies for ensuring that a proposed initiative can remain a viable asset to an organization or care setting in the face of dynamic environmental forces.	Outlines strategies for ensuring that a proposed initiative can remain a viable asset to an organization or care setting in the face of dynamic environmental forces.	Explains strategies for ensuring that a proposed initiative can remain a viable asset to an organization or care setting in the face of dynamic environmental forces.	Explains strategies for ensuring that a proposed initiative can remain a viable asset to an organization or care setting in the face of dynamic environmental forces. Clearly articulates perceptive contingency plans, based on realistic, logically deduced risks.

CRITERIA	NON-PERFORMANCE	BASIC	PROFICIENT	DISTINGUISHED
Justify the relevance and significance of quantitative and qualitative economic, financial, and scholarly evidence used throughout an implementation plan to support recommendations.	Does not describe the quantitative and qualitative economic, financial, and scholarly evidence used throughout an implementation plan to support recommendations.	Describes the quantitative and qualitative economic, financial, and scholarly evidence used throughout an implementation plan to support recommendations.	Justifies the relevance and significance of quantitative and qualitative economic, financial, and scholarly evidence used throughout an implementation plan to support recommendations.	Justifies the relevance and significance of quantitative and qualitative economic, financial, and scholarly evidence used throughout an implementation plan to support recommendations. Presents a persuasive argument strengthened by explicit evaluation criteria and a perceptive interpretation and synthesis of the evidence.
Write concisely and directly using active voice.	Does not write concisely and directly using active voice.	Writes passively, with a tendency toward wordiness.	Writes concisely and directly using active voice.	Writes concisely and directly. Conveys precise and unequivocal meaning through clear and consistent use of active voice.
Adhere to the rules of grammar, usage, and mechanics.	Does not adhere to the rules of grammar, usage, and mechanics.	Errors in grammar, usage, and mechanics inhibit readability and comprehension and detract from good scholarship.	Adheres to the rules of grammar, usage, and mechanics.	Exhibits strict and nearly flawless adherence to the rules of grammar, usage, and mechanics.