

One team. One family. One goal.

Logansport State Hospital strategic action plan, CY2022–23

Rallying cry

Rebuild. Refocus. Restore.

Core values

Hard work. Respect. Dedication.

Overall strategy

Focus on training and development (this leads to quality treatment)

Accountability for staff and patients

Maximize efficiency

Increase number of direct care staff

Loyalty in action

You are our greatest asset

Employer of choice	Community ownership	Quality care
<p>#200in2: Increase total special attendant and RN workforce to 200 total in two years (end of CY2023)</p> <p>#Clarityforall: Work to communicate clarity so employees know always why they are here, what is their purpose, and that their work matters</p>	<p>#33in1: One-third of the forensic waitlist is served by LSH in CY2022</p> <p>#3in2: Utilize three more units for forensic referrals by the end of CY2023</p> <p>#Visibility: Work to increase presence and service to the Logansport community</p>	<p>#Answerthewhy: Clear direction is given for the following questions by April 2022:</p> <ul style="list-style-type: none">▶ Why do we exist?▶ What do we do?▶ How will we succeed?

Overall goal

Support healthy Hoosiers by caring for employees who provide specialized, high quality mental health care to those in greatest need.

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We are one hospital within one larger state network. Each decision we make should support this notion and should not contradict this vision. When we are making an operational, clinical, administrative or fiscal decision, we should ask ourselves if it supports this vision. If it does not support it, then it is not the right decision.

Rebuild. Refocus. Restore.

We are in a rebuilding phase. Our staffing numbers have been reduced at an unprecedented rate. Let's take this opportunity to *rebuild* and *restore* the hospital. Let's *refocus* our attention on creating a positive and caring environment for all. This means we are intentional about who we bring in as new employees or re-hires. All must be a good fit for our team with like-minded values and vision. Our patients deserve staff who always foster that caring environment. We value physical and psychological safety for staff and patients.

Overall strategy

Focus on training and development

This leads to quality treatment. We strive to enhance the specialized quality of care we provide. We also want to build up our leaders throughout the hospital, so we are all better coaches, supervisors and mentors to all staff. And we want to provide opportunities for growth for all staff so we can be the best we can be.

Accountability for staff and patients

We do not wish to skirt around or shy away from accountability. Ownership for self and others is a cornerstone for our future success. Accountability is a key part of employee and patient wellness. It is important to provide clarity in roles and clear boundaries to foster a safe and fulfilling environment for staff and patients.

Maximize efficiency

Efficiency in our operations is an obligation we all have as stewards of Hoosier taxpayer dollars. As Indiana state employees, we *must* take this obligation seriously and work with a continuous improvement mindset. Status quo is not an option. We will begin a deep dive into multiple operational components of the hospital.

Increase number of direct care staff

Recruiting and bringing in more staff is *everyone's* responsibility. We all should own this task. Our greatest recruiters are our existing staff members. We especially will work to increase RN and special attendant positions this year, while partnering with the State Budget Agency and State Personnel to evaluate compensation for all state employees. Additionally, efforts will be made to develop clear pipelines for increasing new staff on a regular basis. We intend to help our staff grow and therefore, we will not be content with a set number of staff members. We must always be working to build our workforce.

Loyalty in action

Demonstration of loyalty does not mean we always agree with one another. Rather, it is showing that we all understand the bigger picture—the *why* behind our work. While we may disagree or sometimes even get frustrated with each other or systemic issues, we can all come back to the equal ground we all share which is our loyalty and dedication to the mission and care for the patients and this hospital.

You are our greatest asset

The hospital will take continued strides in increasing organizational health so that we may thrive as a hospital and staff can feel more satisfied and fulfilled in their work. We want to be intentional about expressing value to staff. This is not the sole responsibility of management. Rather, it is *everyone's* responsibility.