



Nursing Excellence

Magnet Champions: Session I

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American Nurses Association

Addressing the complexities of modern health care and delivering consistently excellent care





Institute of Medicine

- Nurses should practice to the full extent of their education and training.
- Nurses should achieve higher levels of education and training through an improved education system that promotes seamless academic progression.
- Nurses should be full partners, with physicians and other health professionals, in redesigning health care in the United States.



Nursing Excellence Summary

Advancing practice (education and professional development)

High-quality care delivery
(practicing nursing utilizing code of ethics and standards of practice)

Changing Healthcare (through engaging, enhancing, elevating, and excelling)

Without comprehensive support from organizations, colleagues, and legislature – nurses will be unable to achieve the best patient outcomes

ANA



<https://www.bswhealth.com> › locations › dallas › nursin... ⋮

Nursing Excellence - Baylor Scott & White Health

Baylor University Medical Center, part of Baylor Scott & White Health, has achieved the distinguished Magnet® status for **nursing excellence**.

<https://utswmed.org> › patient-resources › nursing-excell... ⋮

Nursing Excellence and Magnet Designation - UT ...

Magnet® designation means our **nurses** are nationally recognized for providing excellent, evidence-based patient care, advancing their practice through research ...

<https://www.hopkinsmedicine.org> › nursing › magnet ▾

Nursing Excellence - It's Who We Are - Johns Hopkins Medicine

The American **Nurses** Credentialing Center's (ANCC) Magnet Recognition Program is the highest national credential for professional **nursing** practice and provides ...

<https://www.beaumont.org> › About Us

Nursing Excellence- Magnet Designation | Beaumont Health

Nursing Excellence: Magnet Designation. Developed by the American Nurses Credentialing Center, the Magnet program recognizes health care organizations that ...

Sep 17, 2020 · Uploaded by Beaumont Health

Nursing Excellence

What is Magnet?

Designation by the American Nurses
Credentialing Center

Distinction of Nursing Excellence

External Sign of Prestige & Recognition

Magnet Designation meets the
qualifiers/criteria for other programs
and awards

Magnet History

Significant nursing shortage. Some hospitals were not struggling with staffing. American Academy of Nursing formed a taskforce. Identified 14 Forces of Magnetism

University of Washington Medical Center, Seattle, WA first Magnet[®] Designated Organization

461 Magnet designated hospitals in US (8.28%)



American Credentialing Center created the Magnet Hospital Recognition Program. Created a manual for how an organization could establish nursing excellence.

Program officially changed to Magnet Recognition Program[®]

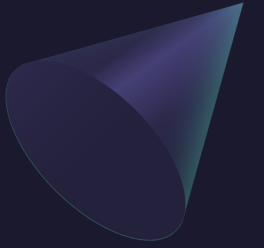


Magnet

Magnet designated organizations empower nurses to reach their true potential. When a healthcare organization earns Magnet status it demonstrates to the world that it's an organization that recognizes the invaluable potential of nurses to lead healthcare change.

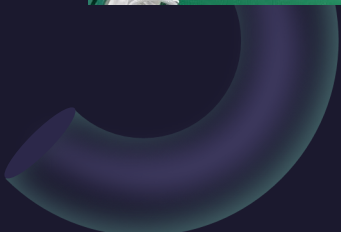


Manual to Nursing Excellence



14 FORCES OF MAGNETISM

- Quality of nursing leadership
- Organizational structure
- Management style
- Personnel policies and programs
- Professional models of care
- Quality of care
- Quality improvement
- Consultation and resources
- Autonomy
- Community and the hospital
- Nurses as teachers
- Image of nursing
- Interdisciplinary relationships
- Professional development



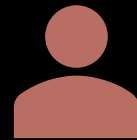
Benefits of Nursing Excellence



Nurse Engagement



Clinical Outcomes



Patient Experience

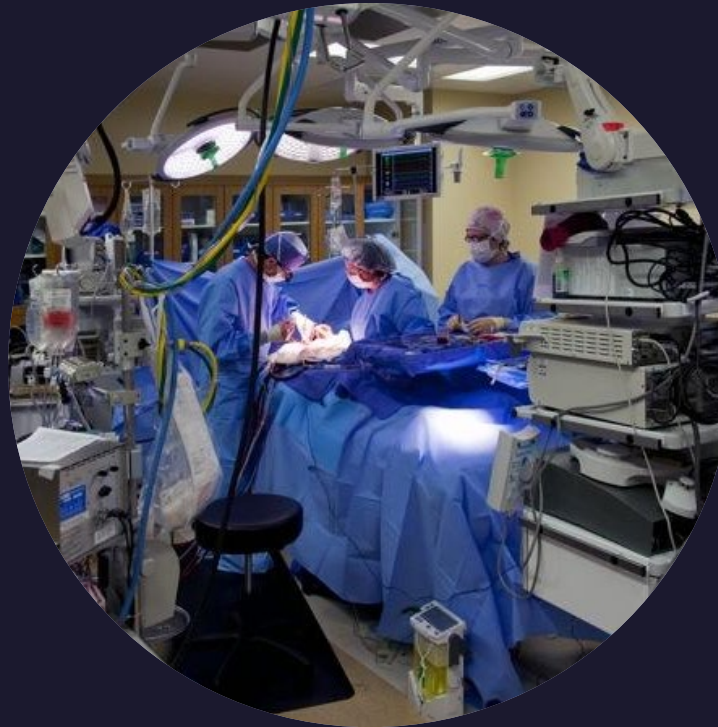


Nurse Satisfaction

- Higher engagement scores
- Decreased nurse burnout
- Lower RN turnover

Clinical Outcomes

- Decreased mortality rates
- Decreased length of stay
- Higher quality of care



Patient Satisfaction

Higher patient ratings of their experience





Magnet

- Healthcare Team
- Patients
- Organization

Interprofessional Collaboration

- Over 10 outcomes related to Interprofessional Collaboration
- Interprofessional Relationships is a category in the Nurse Engagement Survey
- Good communication between the members of your healthcare team





Patients

- 19 required examples related to improving quality for patients and 2 required examples about collaborating with patients and families on initiatives



UAMS

- S3. Improve health care quality and patient experience at a lower cost
- CI. Attain national recognition for excellence in clinical care
- TI. Recruit, develop, and retain a skilled motivated and engaged workforce



Nursing Excellence at UAMS

Become a Nationally Certified Nurse

National certification is a mark of excellence based on rigorous national standards that validate a nurse's specialty knowledge, skills and clinical judgement.

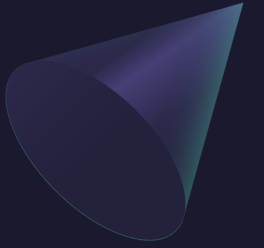
National certification



Center for Nursing Excellence

- Established in 2009
- Provides the framework and structures necessary to achieve a professional nursing environment
- Supports programs essential to developing a culture of nursing excellence

Center for Nursing Excellence



PHILOSOPHY

The nursing profession is the backbone of healthcare. Nurses need support in care of self, care of profession, and care of patients. The Center for Nursing Excellence exists to support nurse practice. Care of the nursing professional leads to increased nurse engagement, satisfaction, development, and improved patient outcomes.

MISSION

We are committed to building a culture of excellence, supporting the nursing professional with continuing education, professional development, career advancement, and recognition.

VISION

Through support of the Center for Nursing Excellence, UAMS will be recognized as the best place to practice nursing, having the most educated and advanced nursing staff, generating the best patient outcomes in Arkansas.



Contact Information

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Staff:

- Coming Soon, Program Administrator
- Patty Summons, Program Coordinator
- Jean Prince, Program Coordinator
- Susan Erickson, Senior Nurse Recruiter

Programs

- Nursing Excellence
- Education
- Practice and Policy
- Professional Development
- Communication
- Recognition
- INQUIRE
 - Innovation
 - Quality Improvement
 - Research
 - Evidence Based Practice



UAMS Nursing Excellence Model

Engage

- Get involved

Elevate

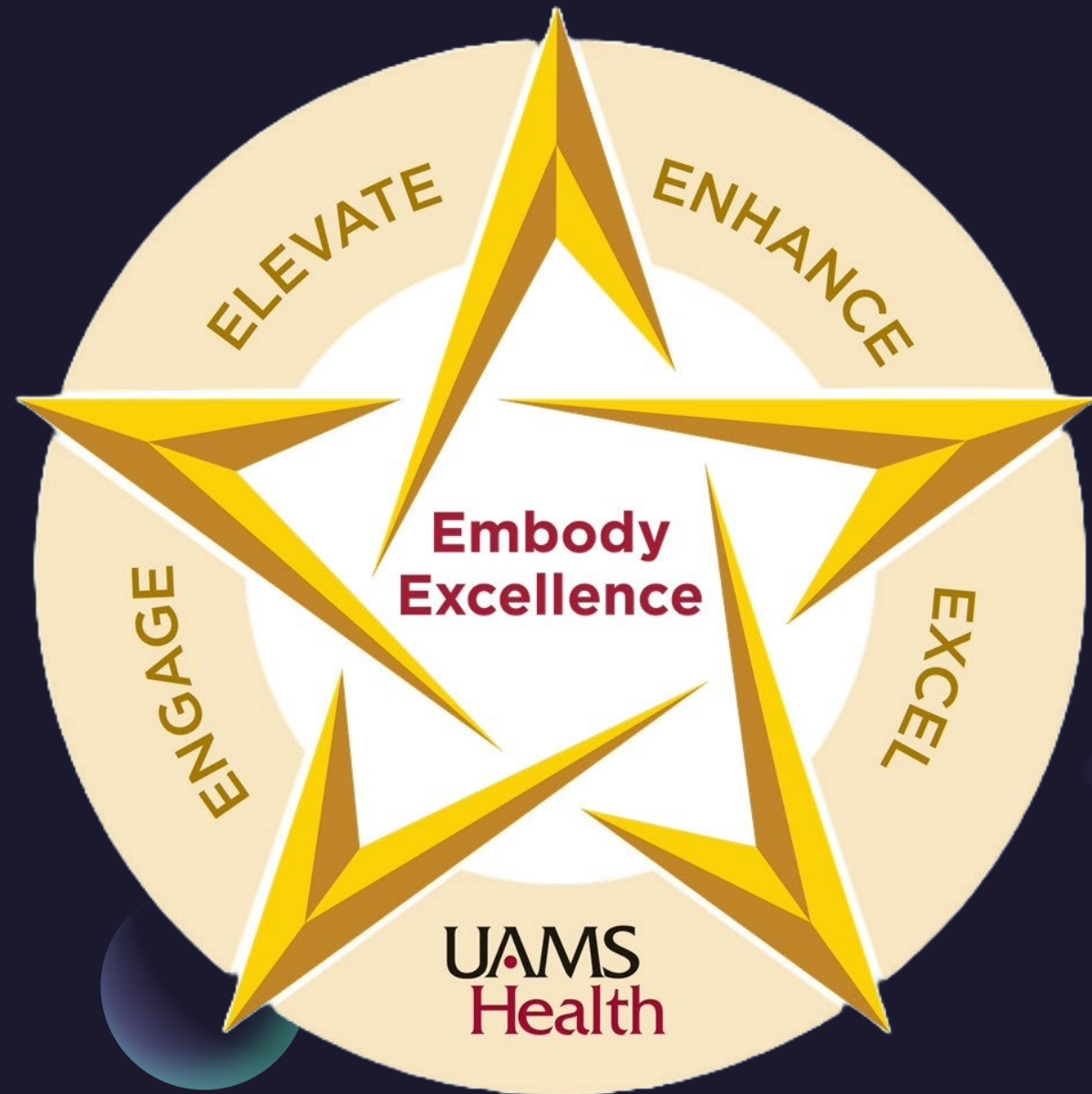
- Advance nursing practice and patient outcomes

Enhance

- Improve processes

Excel

- Exceed expectations



Engage



- Unit engagement
 - Interdisciplinary rounds
 - Improvement huddles
 - Safety huddles
- Shared governance
 - Unit based council
 - Nursing QUEST
 - Nurses Rock Committee
- Nurse on Boards



Engage

Shared Governance

- Moves decision-making as close to those providing care as possible
- Establishes authority and accountability of practice and patient care for nursing



Professional Development

- Advancing your education
- National certification
- Specialty conference attendance and dissemination



Autonomy and Accountability

- Nurses have the autonomy to make nursing care decisions within the full scope of their nursing practice



Evidence Based Practice

- Literature Review
- Evidence Based Practice projects
- Nursing Research

Elevate

Enhance

Improving processes

- Resource RN program
- Quality improvement
- Data-driven decision making
- Documentation
- Electronic Medical Record



Excel

Achieving greatness

- Wellness
- Interprofessional collaboration
- Teamwork
- Patient and Family Centered Care
- Care coordination



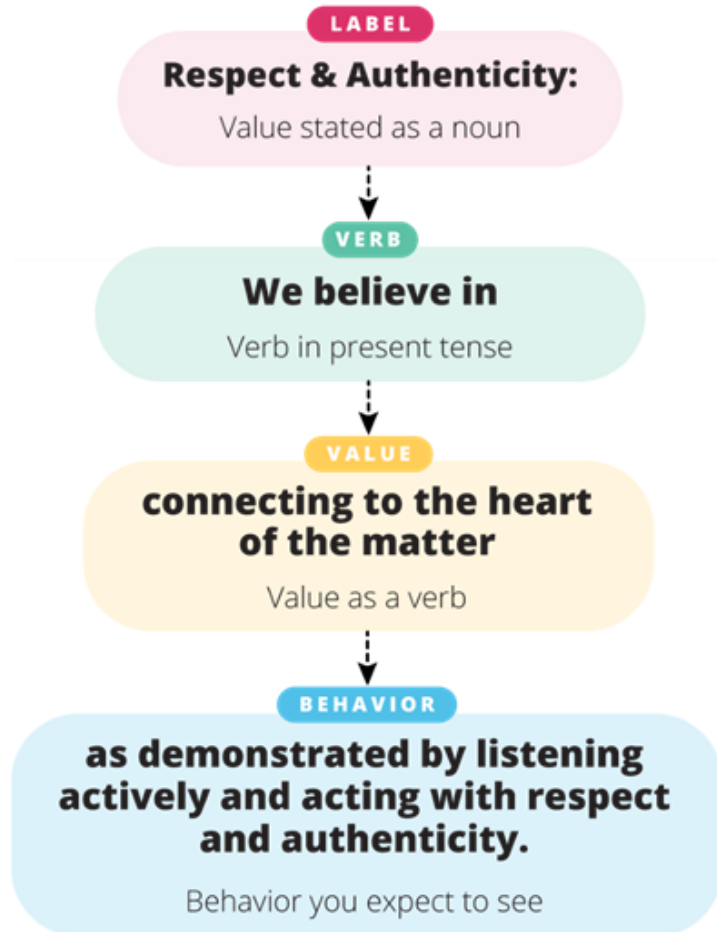




UAMS Nurse Values

- Professionalism – communication, teamwork, ethics, reliability, appearance, accountability
- Knowledge – competence, critical thinking, education, skills, expertise, inquiry
- Compassion – action, care, altruism, humanity, support
- Empathy – connection, understanding, listening, insight, validation, awareness, feelings

Respect & Authenticity: *We believe in connecting to the heart of the matter as demonstrated by listening actively and acting with respect and authenticity.*



Write a Value Statement

- Choose a Nursing Value
- Use the guide to create a statement
- Complete the survey to submit your Value Statement
- <https://www.surveymonkey.com/r/7939QGH>



Next Meeting: July 30

- Nursing Values Assignment
- Magnet Components
- CNE Core Programs

