Empirical Outcomes

2017 Re-designation
Site Visit Preparation
Magnet-recognized organizations will serve as the fount of knowledge and expertise for the delivery of nursing care globally. They will be solidly grounded in core Magnet principles, flexible, and constantly striving for discovery and innovation. They will lead the reformation of health care, the discipline of nursing, and care of the patient, family, and community.

*The Commission on Magnet Recognition, 2008*
Anticipated Activities of the Site Visit
(partial listing)

- Visit all inpatient units and ambulatory care areas (main campus and satellites)
- Document Review: personnel records—professional performance appraisals (looking for supervisor’s evaluation, self-evaluation, peer review professional goals) and patient records (looking for interdisciplinary plan of care and interdisciplinary teaching)
- Meetings:
  - Clinical (staff) nurses—randomly selected for numerous breakfast, lunch & dinner meetings
  - Department of Nursing committees—including Collaborative Governance
  - Physicians, advanced practice nurses, other disciplines, case managers, support services
  - Interdisciplinary hospital committees
  - Patients, families, volunteers, & community representatives
  - Organizational & Patient Care Services leadership
    - MGH senior management & Board of Trustees
    - Quality and Safety initiatives leadership
    - Patient Care Services Executive Committee
    - Nursing Directors/Managers & CNSs/NPSs
    - Human Resources
    - Education
    - Research
Role of Magnet Champions

- Collaborative Governance Champions and identified staff at off-site locations
- Role: actively engage peers in on-going development of practice

  Discovery  |  Communication  |  Motivation

- With local nursing leadership, leads dialogue with peers about Magnet evidence and site visit preparation
Communication and Education Plan

• Weekly Focus Topics
  - Magnet Monday e-mails—targeted info & resources
  - Weekly forums for staff—Thursdays, O'Keefe Auditorium, 1:30-2:30pm (videostreamed)
  - Updates at meetings—Combined Leadership & Nurse Director

• Collaborative Governance committee meeting dialogues

• SAFER Fair display (Weds., Oct. 11, 12-2pm, Bulfinch Tent)

• Magnet Recognition® Journey/Joint Commission Resource Guide for all staff

• “Magnet Roadmap” poster for all units/areas

• PPM and PCDM graphics for display boards/staff areas

• Excellence Every Day Magnet portal
  www.mghpcs.org/PCS/Magnet/index.asp
# Weekly Focus Topics

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<th>WEEK OF</th>
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<td>Sept. 18</td>
<td>General Survey Preparation and Magnet 101</td>
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<td>Sept. 25</td>
<td>Transformational Leadership</td>
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<td>Oct. 2</td>
<td>Structural Empowerment</td>
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<td>Exemplary Professional Practice</td>
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<td>Oct. 16</td>
<td>New Knowledge, Innovations and Improvements</td>
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<td>Oct. 30</td>
<td>Empirical Outcomes</td>
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<td>Nov. 6</td>
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## 5 Magnet Model Components

- Sept. 25: Transformational Leadership
- Oct. 2: Structural Empowerment
- Oct. 9: Exemplary Professional Practice
- Oct. 16: New Knowledge, Innovations and Improvements
- Oct. 30: Empirical Outcomes
- Nov. 6: Site Visit Begins !!!!
Magnet Model Components

Provides a framework to achieve excellence in practice
Empirical Outcomes

Characteristics

- Focus on “What difference have you made?”
- Shift from structure and process to outcomes.
- Key indicators that paint a picture of the organization.
Empirical Outcomes

Know We’ve Made a Difference

Examples at MGH

• Nursing Satisfaction
• Patient Satisfaction
• Quality Indicators
Patient Care Delivery Model (PCDM)

Key Components

- Relationship-based care
- Domains of practice
- IOM’s six aims of quality improvement
- Empirical outcomes
Quality Assurance/Performance Improvement
QAPI

- Excellence Every Day Philosophy
- Outcomes driven
  - National benchmarks
  - Trends over time
- Bi-annual Performance Improvement Planning
  - Staff participation
  - Organizational – Department – Unit level strategies
- Excellence Every Day Communication Boards
Mock questions…
It’s all about showcasing your practice…

You’ve got this!

For info & resources visit the EED Magnet Portal
http://www.mghpcs.org/PCS/Magnet/index.asp