



structure.
process.
outcomes.

MAGNET MONDAY

DECEMBER 17, 2012

Magnet Lunch Forum

12-1pm, every Thurs.,
Lunder 234 (lunch provided)

An opportunity for leadership, Collaborative Governance champions and other staff to learn more about Magnet Recognition and the Magnet Monday topic-of-the-week.

TIP:

For more information about Professional Development resources and opportunities, please visit the Excellence Every Day portal at: mghpcs.org/EED

Professional Development:

Formal Education, Professional Certification and Continuing Education

The importance of ongoing professional development, education, lifelong learning and the acquisition of knowledge is embedded in MGH culture as evidenced by its inclusion in the:

- MGH Mission: “Guided by the needs of our patients and their families, we aim to deliver the very best healthcare in a safe, compassionate environment; *to advance that care through innovative research and education*; and to improve the health and wellbeing of the diverse communities we serve.”
- PCS Vision and Value Statements: “...our every action is guided by knowledge, enabled by skill, and motivated by compassion.”
- PCS Guiding Principles: “We view learning as a lifelong process, essential to the growth and development of clinicians striving to deliver quality patient care.”
- PCS Professional Practice Model: Professional Development is an essential component.

What is different about Professional Development efforts in a Magnet hospital?

Nurse leaders at Magnet hospitals employ well-educated nurses who are prepared to meet the demands of the current healthcare environment in order to provide safe, effective, high quality, patient-centered care. They believe that lifelong learning is essential to the growth and development of clinicians, improved work satisfaction, and improved patient outcomes. Nurse leaders in organizations seeking Magnet designation must promote and encourage lifelong learning and support nurses who seek additional formal education and professional certification.

Multiple structures and processes support Professional Development efforts for MGH nurses:

- Financial support for formal education through the Partners “Tuition Reimbursement Policy”
- Reimbursement for certification through the PCS “Professional and Specialty Certification/Recertification Examinations Policy”

continued...



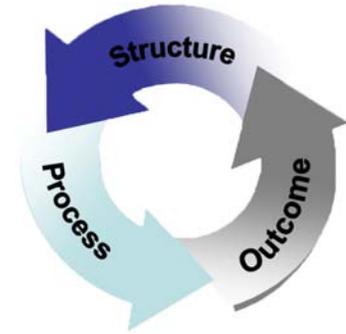
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Multiple structures and processes support Professional Development efforts for MGH nurses (*cont.*):

- Financial support for education-related activities through The Institute for Patient Care Awards and Recognition Program (vouchers, grants, scholarships, fellowships)
- The Norman Knight Nursing Center for Clinical & Professional Development (Knight Center) is an ANCC-Approved Provider of Continuing Education for Nurses; offers hundreds of free CE programs (in the classroom and on-line) to MGH nurses and sponsors certification exam preparation courses
- The Knight Center's Evaluation of Professional Learning Environment for Nurses (PLEN) learning needs survey of inpatient and outpatient direct care staff, including advanced practice nurses, guides program planning
- Advice and mentoring for nurses wishing to advance their careers is provided centrally and at the unit level, including educational goal-setting during the annual performance appraisal process
- Flexible unit scheduling practices, allows nurses time to attend classes
- Paid education time to attend continuing education programming



Donabedian, 1966; 1990
© American Nurses Credentialing Center

Formal Education and Professional & Specialty Certification: Targets and Outcomes

The nursing executive team set a two-year target within Patient Care Services of increasing the number of certified direct-care nurses and direct-care nurses prepared at the BSN level by 4% by the end of 2011. Both targets were met:

- Nurses prepared at the bachelors or higher level rose from 74.3 to 78.4%
- Nurses certified in a specialty area of practice rose from 12.1 to 18.4%

Work is currently underway to obtain 2012 year-end formal education and certification statistics.

Also of note:

- Between January 2010 and July 2012, \$988,933 of tuition-related fees were reimbursed to MGH employees pursuing a nursing degree.
- The Knight Center offered 352 classroom- or simulation-based CE programs and 37 web-based programs in the past two years...to 16,000-plus nurses!
- In fiscal year 2011, 4,288 days, representing more than 34,000 hours of educational time, were paid to PCS nurses!

The next *Magnet Monday* will be distributed on January 2, 2013, and will focus on “Empirical Outcomes.” Happy Holidays!

For more information, visit mghpcs.org/PCS/Magnet



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