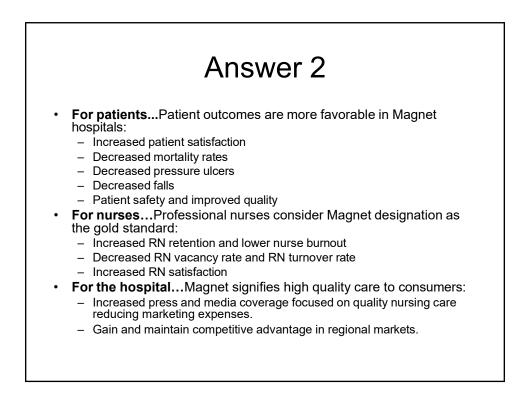


- Magnet Recognition is the highest recognition the American Nurses Credentialing Center grants to healthcare organizations for excellence in nursing practice.
- It is a hospital award.

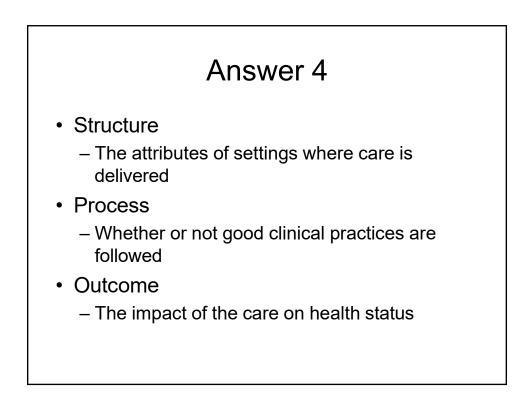


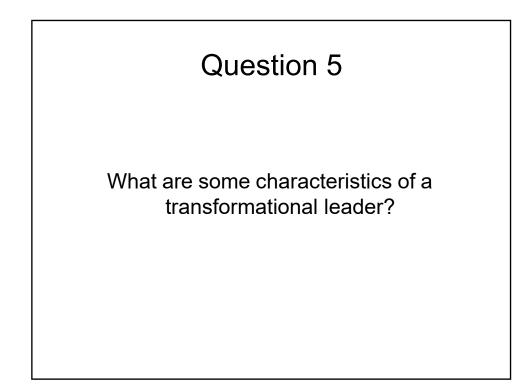
What are the five components of the Magnet Recognition Model?

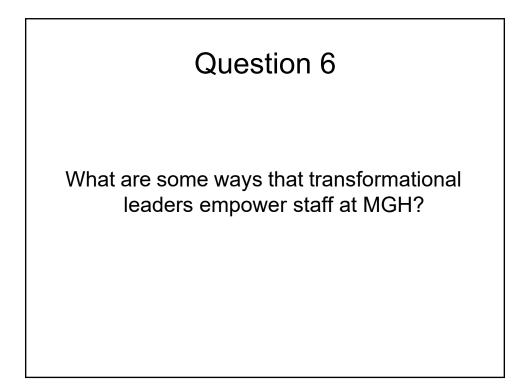
#### Question 4

What are the components of Donabedian's Model of Quality of Care?

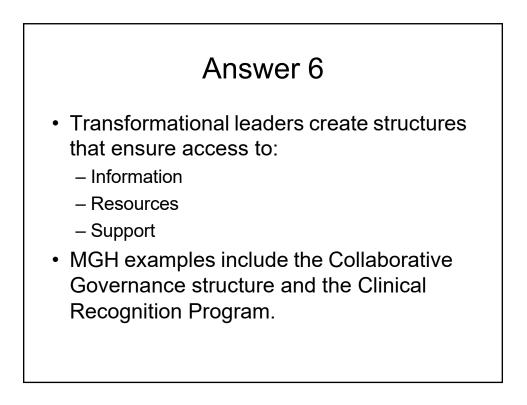
- The five components of the Magnet Recognition Model:
  - Transformational Leadership
  - Structural Empowerment
  - Exemplary Professional Practice
  - New Knowledge, Innovations & Improvements
  - Empirical Outcomes

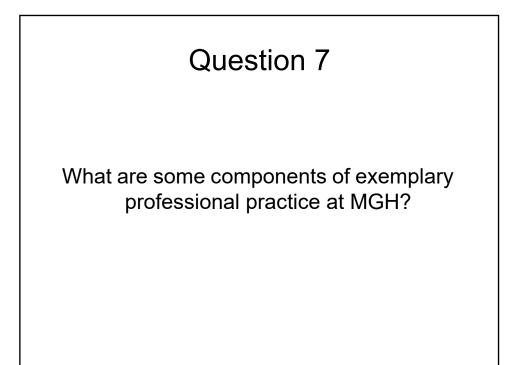


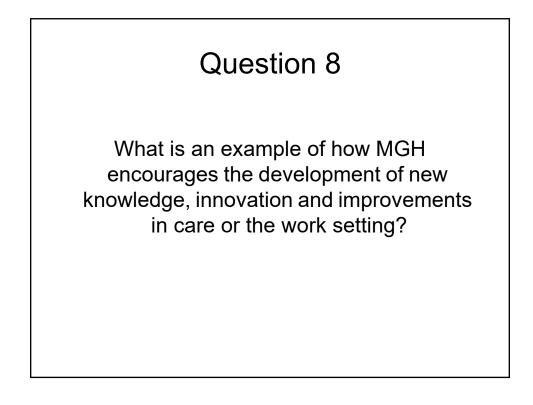




# Answer 5 Transformational leaders are: Visionary Inspiring Strategic Engaging Respectful Trusting All levels of nurses at MGH are transformational leaders.







- Professional Practice Model
- Ethical decision-making processes
- Professional development opportunities

- Innovation Units
- Evidence-Based Practice
- Process improvement projects guiding by Plan-Do-Check-Act (PDCA) framework
- The Yvonne L. Munn Center for Nursing Research and Munn Awards

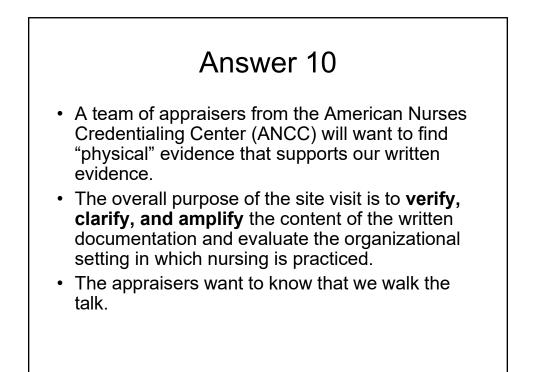


What are the key quality indicators that are being collected at MGH (i.e. empirical outcomes)?



What are the appraisers' goals for the Magnet site visit scheduled for July 10-13, 2023?

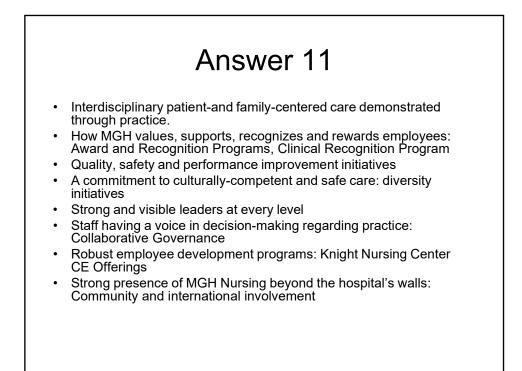
- Nursing Sensitive Indicators (NSI)
  - Clinical outcomes related to patient care such as hospital acquired pressure ulcers, falls, restraint utilization, catheter associated urinary tract infections, central line infections, patient burns.
  - Patient satisfaction (HCAHPS)
  - Nurse satisfaction

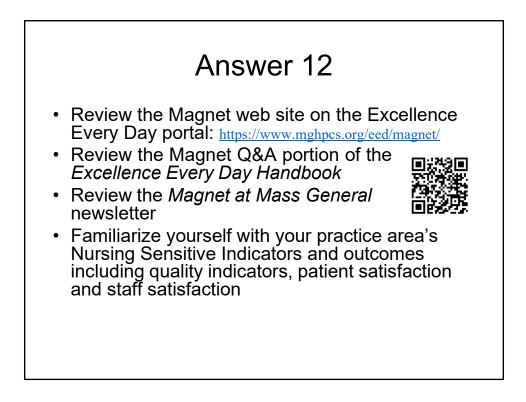


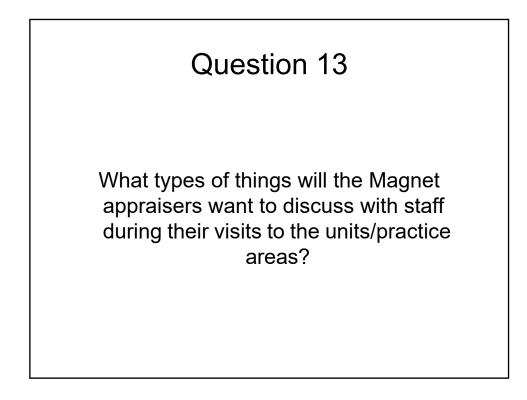
What types of evidence will the appraisers look for during their visit to MGH?

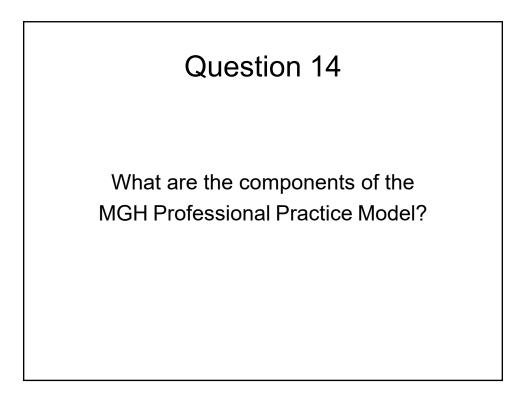
#### Question 12

How can I prepare for the Magnet site visit?



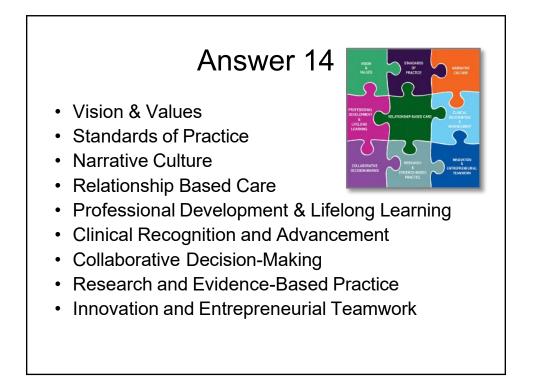






# Answer 13 Efforts to promote nursing autonomy and control over practice How you develop and communicate the patient's plan of care The process used for interdisciplinary care planning How you ensure continuity of care The process for orientation, mentoring and professional development How you make staffing decisions Examples of interdisciplinary teamwork How you use evidence-based information to inform your practice

- Your unit's Nursing Sensitive Indicators and outcomes/impact on practice
- How you appropriately delegate tasks to assistive personnel
- Examples of collaborative performance improvement activities

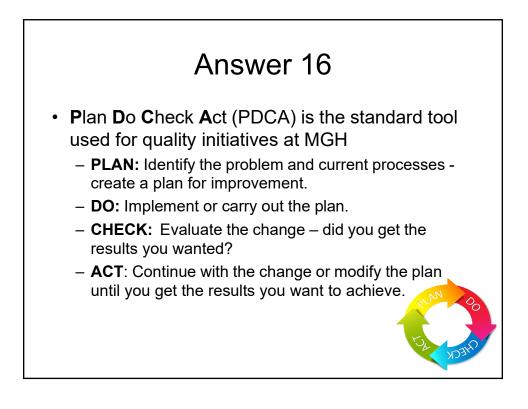


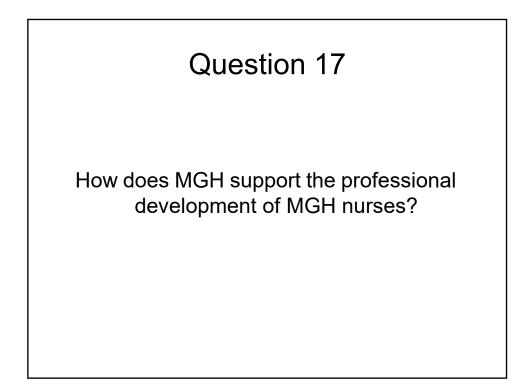
What is the Patient Care Delivery Model at MGH?

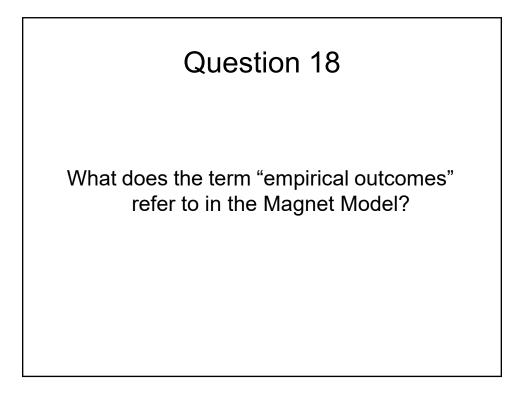
#### **Question 16**

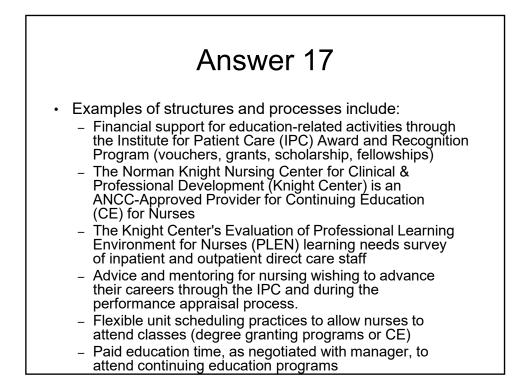
What is the process used for quality improvement projects at MGH?

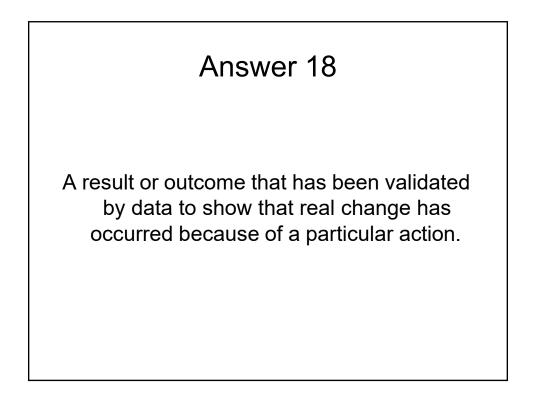
- Interdisciplinary, patient-and family-centered care.
- Within the Patient Care Delivery Model, a <u>philosophy</u> of relationship-based care guides our practice, emphasizing the basic tenets of the caregiver's relationship with:
  - Self (self-awareness)
  - Team/Colleagues
  - Patient and Family
  - Environment of Care

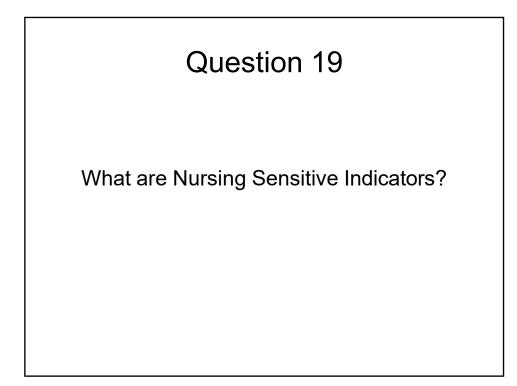


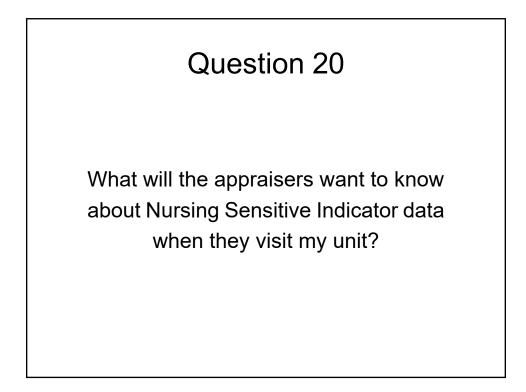




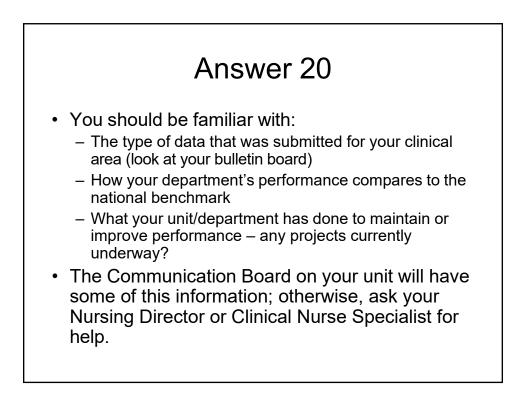


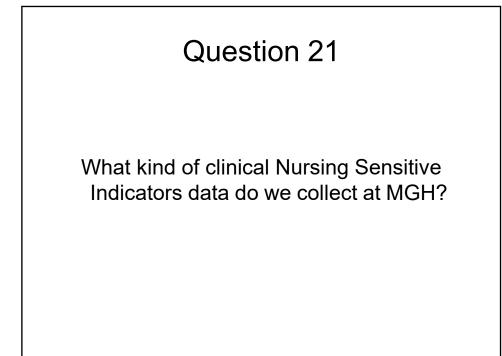


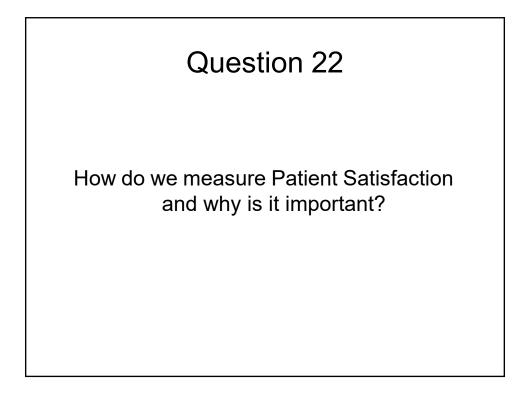


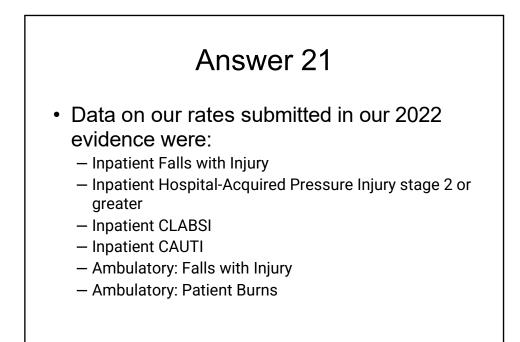


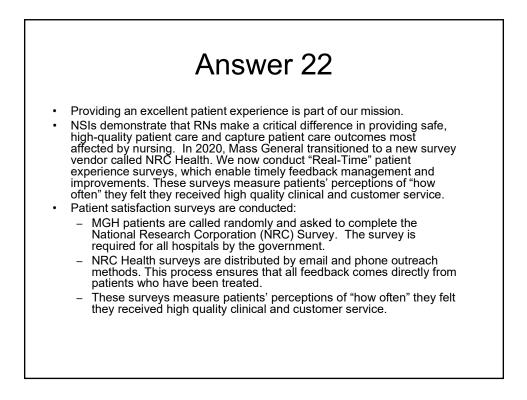
- Nursing Sensitive Indicators (NSI) are measures that reflect the structure, processes and outcomes of nursing care (American Nurses Association, 2004).
- These measures reflect the impact of nursing care.
- Three types of NSIs were presented in our Magnet evidence: Clinical Quality, Patient Satisfaction and Nurse Satisfaction.







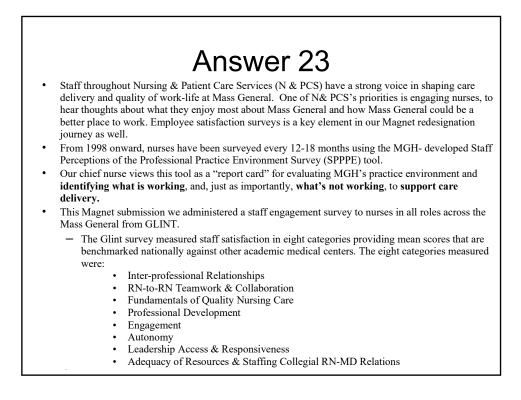




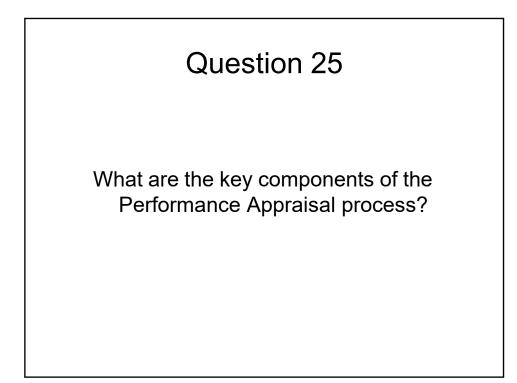
How do we measure Staff Satisfaction at MGH?

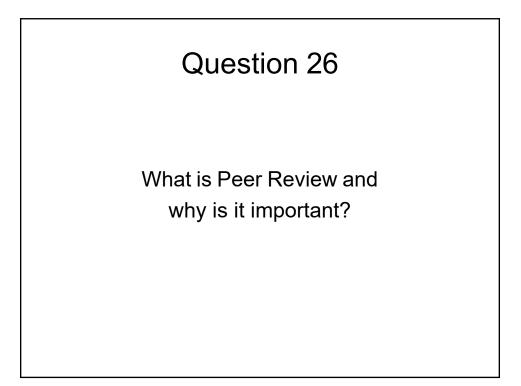
#### Question 24

What structures and processes support Workforce and Career Development for nurses, other employees, students, and visitors at MGH?



Answer 24
<ul> <li>The Institute for Patient Care initiatives include: <ul> <li>Awards and Recognitions Program</li> <li>Clinical Affiliations Program</li> <li>Clinical Recognition Program</li> <li>Collaborative Governance</li> <li>Workforce Development Program</li> <li>The Norman Knight Nursing Center for Clinical and Professional Development (Knight Center); continuir education, in-service education, and training</li> </ul> </li> <li>Diversity initiatives</li> <li>MGH Workforce Development initiatives</li> </ul>





- Self-Assessment
- Peer Review
- Manager Review
- Mutual Goal Setting

#### Answer 26

The American Nurses Association defines peer review as:

"A process by which professionals from common practice areas systematically assess, monitor, make judgments, and provide feedback to peers by comparing actual practice to established standards."

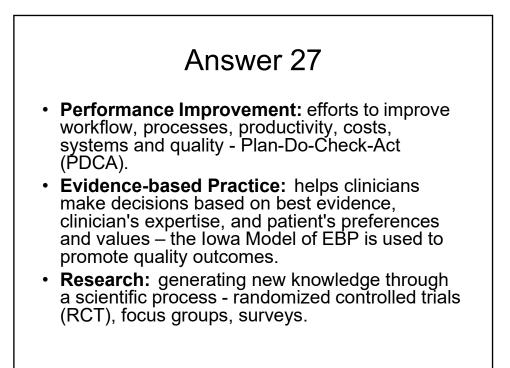
• Self-regulation is the hallmark of any profession and supports our obligations to our patients, families, colleagues, and society.

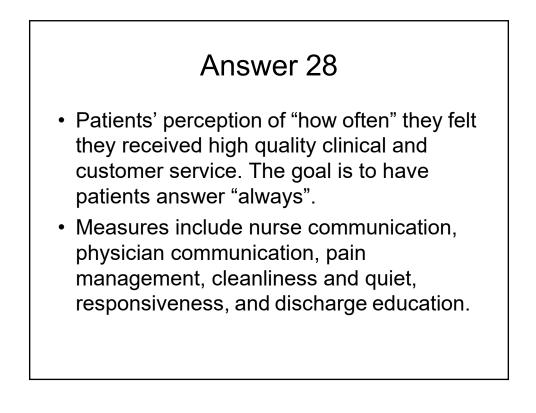


What is the difference between Performance Improvement (PI), Evidence-based Practice (EBP), and Research?



What do Patient Satisfaction surveys measure?



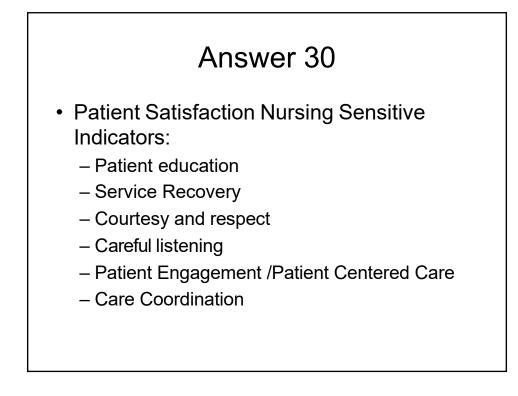


What is different about Patient Satisfaction with the care experience at a Magnet Hospital?

#### Question 30

What Nursing Sensitive Indicators do we measure at MGH that relate to Patient Satisfaction?

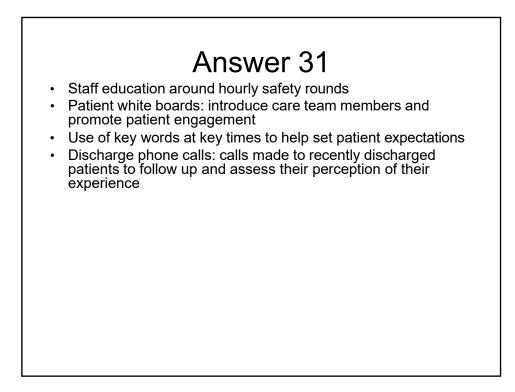
• Patients in Magnet hospitals have higher overall patient satisfaction.

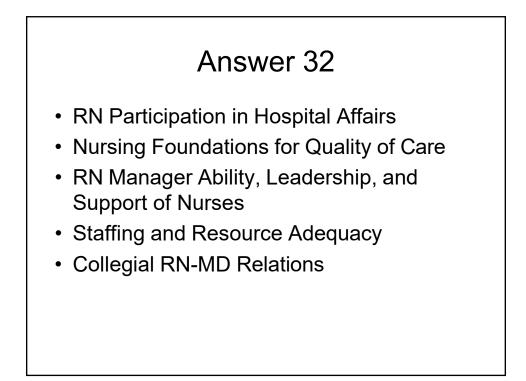


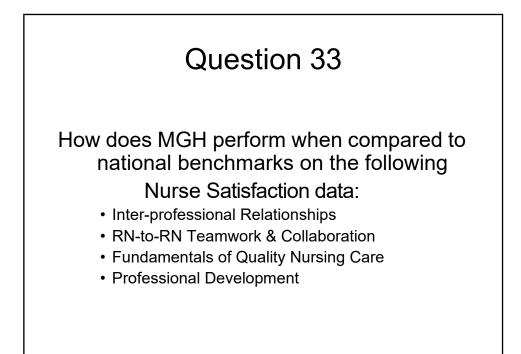
What are some examples of how we are trying to improve our Patient Satisfaction metrics?

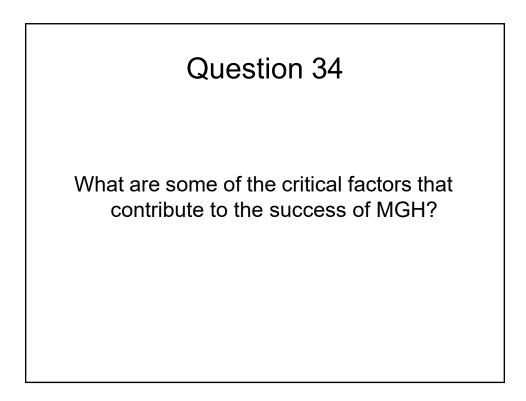
#### Question 32

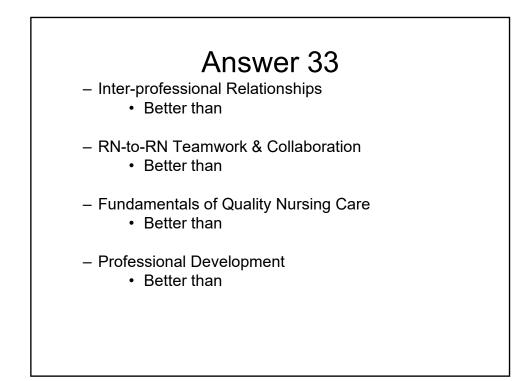
Name one organizational characteristic measured in the NDNQI Nurse Satisfaction Survey.

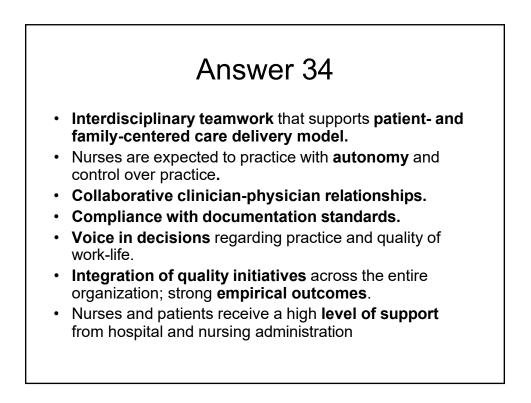








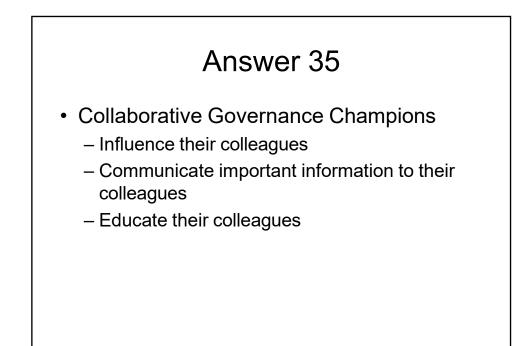


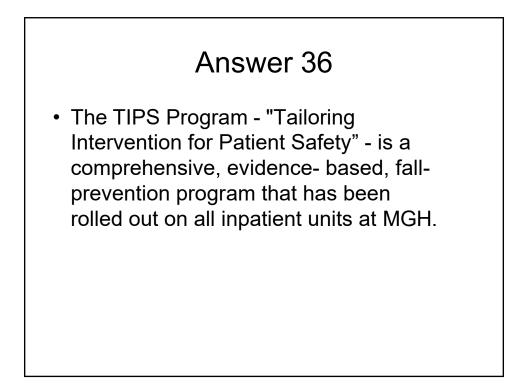


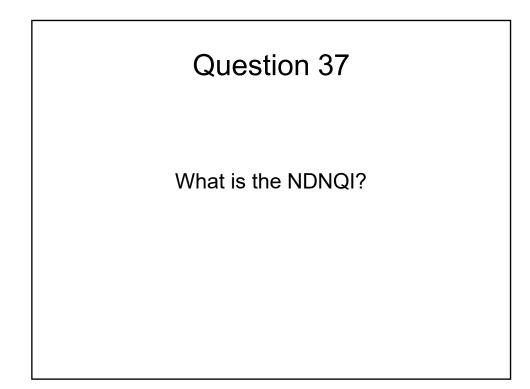
What is the role of the Collaborative Governance Champions in the Magnet redesignation process?

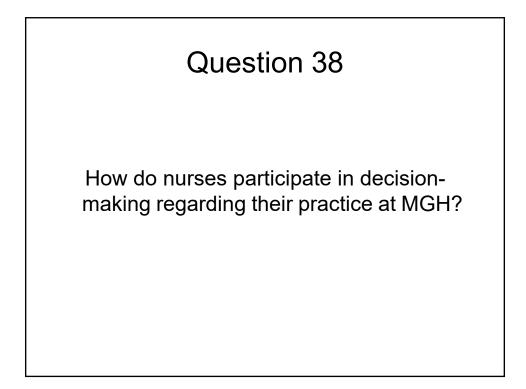
#### Question 36

What is the name of the fall prevention program implemented at MGH?

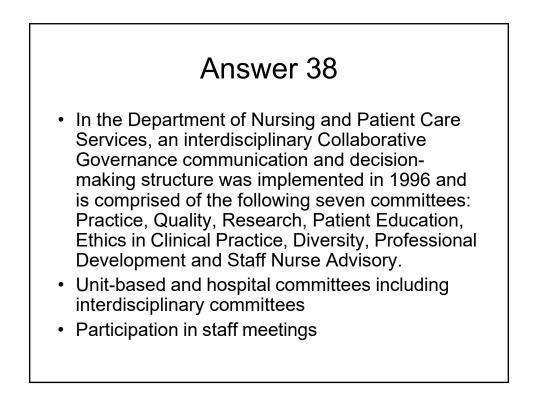


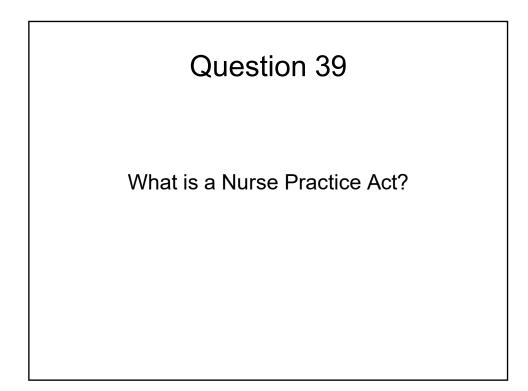


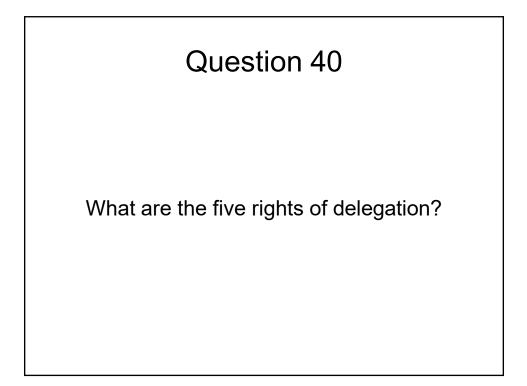




 The National Database of Nursing Quality Indicators (NDNQI) was established by the American Nurses Association to collect data related to Nursing Sensitive Indicators (NSI) including clinical indicators (ex: hospital acquired pressure ulcers), patient satisfaction, and nurse satisfaction.







- Nurse Practice Acts are laws in each state that define the scope of nursing and are designed to protect public health and promote safety and public welfare. They:
  - List requirements for entry into practice
  - Define the scope of practice for nursing
  - Establish disciplinary procedures
- The Massachusetts Nurse Practice Act can be found on the MGH Magnet Portal page:
  - http://www.mghpcs.org/magnet

