

OBJECTIVES

At the conclusion of this presentation, participants will be able to describe:

- the mentoring process used by one health system to support organizations on the Magnet ® journey.
- the dissection of a “source of evidence” (SOE) and “empirical outcome” (EO) from the 2014 Magnet ® manual to draft document submissions.

STRUCTURE

- System Magnet ® and System Steering Committees formed in 2010; Steering committee includes representatives from System Education, Research, Human Resources, and Chief Nursing Officer.
- Assigned mentors for MPD’s couple those with less “Magnet ® experience” with those with more experience for networking.
- Assigned “Sister hospitals” pair hospitals for support: gap analysis, upcoming document submission, document submission, and site visit preparation.
- National Database of Nursing Quality Indicators (NDNQI) Nurse Sensitive Indicator workgroup with leads from each facility.

PROCESS

- Intranet site for agendas, minutes, lessons learned, shared documents- for example, spreadsheet to share examples and ideas for SOE and EOs.
- Ongoing meetings for reviewing and discussing of documents, networking and mentoring, sharing of lessons learned, recommendations to Steering Committee-- held via Webcast and face-to-face.
- Monthly NDNQI sub-committee meetings held via Webcast to optimize reporting of Nurse Sensitive Indicators.
- Mock site visits for organizations earning a Designation/Re-designation site visit --MPD’s from other facilities serve as mock “appraisers”.
- Steering committee meetings quarterly to raise concerns, strategic planning and remove barriers.
- Frequent e-mail and phone calls for clarifications, confirmations, and overall support.



SOURCE OF EVIDENCE DISSECTION

Identify key words, look for definitions from manual, note elements of evidence that will be needed, crosswalk to Organizational Overview Documents (OODs)

Evidence-abstract submission and acceptance, picture of poster and staff nurse at national conference and/or manuscript

Definition-“RN who spends the majority of time providing direct patient care.” p.64 manual

NK2 Nurses disseminate the organization’s nursing research findings to internal and external audiences. Provide one example, with supporting evidence, of how clinical nurses disseminated to internal audiences knowledge obtained through the organization’s nursing research, AND provide one example , with supporting evidence, of how clinical nurses disseminate to external audiences knowledge obtained through the organization's nursing research.

Cross walk-examples from research template OOD 20

Key word-beyond organization; regional or national conference

Timeline	Action Steps
3 Years	Gap Analysis
30 Months	Data Collection Begins
2 Years	Launch Magnet Champions
1 Year	Submit Application
1 Year	Identify Story Structures
9 Months	Draft EOs
7 Months	Draft OODs
6 Months	Draft SOEs
5 Months	Draft DDCT
3 Months	Draft to Chief Nurse
3 Months	Draft to Magnet Steering
2 Months	Document to IT (electronic)
1 Month	Final Review
2 Weeks	Submit DDCT
1 Day	Submit for Overnight Delivery

EMPIRICAL OUTCOME DISSECTION

Identify key words, look for manual definitions, cross walk with 2008 designated hospital examples, group brainstorming, confirm premeasure data point and minimum of three post measures showing improvement

Brainstorming ideas:

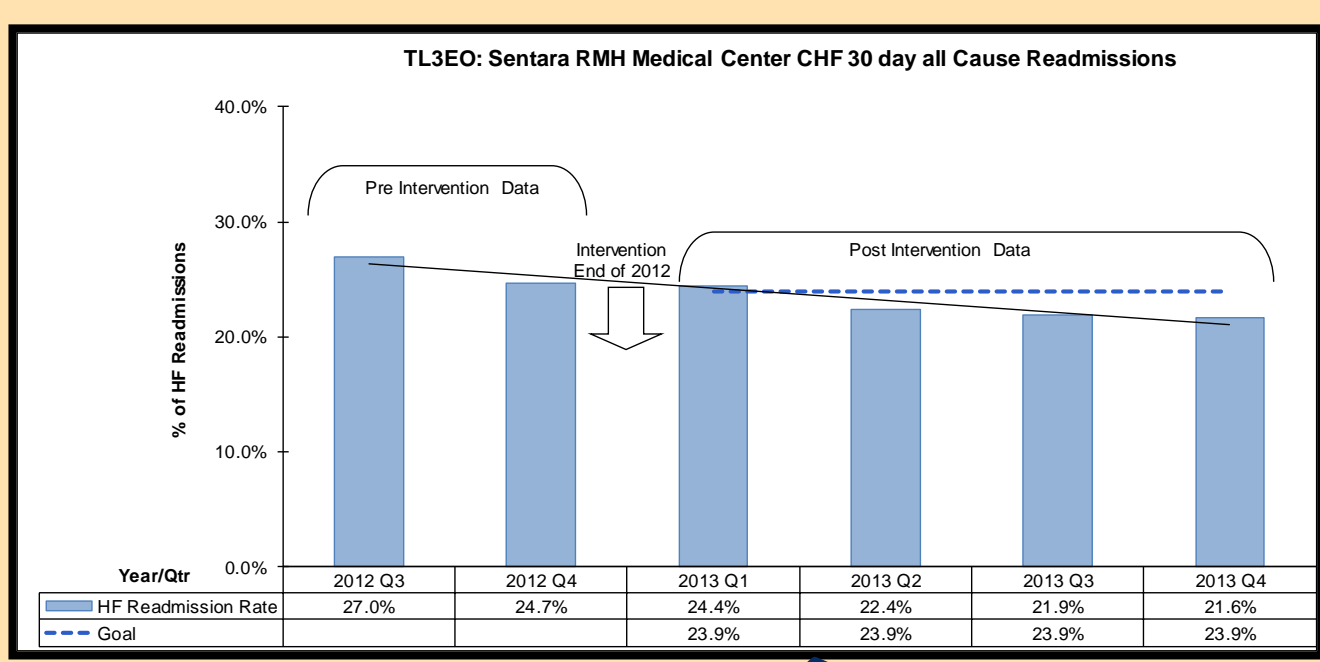
- Congestive Heart Failure (CHF) readmission rates
- Sepsis mortality
- Pneumonia length of stay (LOS)
- Hypoglycemia episodes

Crosswalk - TL4 and TL4EO from 2008 Magnet examples: CNO role on key committees-building of replacement hospital and adoption of Planetree® – scope of influence in building of transfer center

Only One (1)

Impact must be explicitly demonstrated

TL3EO The CNO influences organization-wide change beyond the scope of nursing. Provide one example, with supporting evidence, of a CNO-influenced positive change that had organization-wide impact, beyond the scope of nursing services. Supporting evidence must be submitted in the form of a graph with a data table that clearly displays the data.



Requirements– pre/post data, intervention identified, 3 data points following intervention, graph plus data table, and label

Example
Goal: Decrease the 2013 CHF readmission rate from 24.7% to 23.9% **Measure:** CHF 30 days all cause readmission rates at the organizational level

RESOURCES

Sentara Healthcare utilizes resources available through the ANCC and the Virginia Nurses Association:

- Magnet® Learning Communities-Sentara Magnet® -recognized hospitals participate to receive the latest Magnet® information via newsletters and online education.
- Magnet® Webinars-Sentara Magnet® -recognized hospitals and those on the Journey to Magnet® Excellence participated in the new manual education sessions offered by the Magnet® Program Office in January 2014.
- ANCC Journey to Magnet® Excellence Workshop-Sentara Healthcare hosted a Journey to Magnet® Excellence Workshop in December 2012 to learn about the Magnet® model, its components, and expectations for implementation in our 12 hospital system.
- ANCC Magnet® Recognition Program website-All Sentara Hospitals take advantage of the resources available on the ANCC website including information about the Magnet® model, application manual updates, and the Magnet® Program Office contacts.
- Virginia Magnet® Consortium-All 16 Magnet® -recognized hospitals in Virginia participate in the consortium to “foster nursing excellence in the Commonwealth by building upon our collective Magnet® experience.”

OUTCOMES

Hospital	Status
Sentara Martha Jefferson Hospital	Designated 2006, Redesignated 2011, Document submission August 2015
Sentara Norfolk General Hospital	Designated 2008, Redesignated 2014
Sentara Williamsburg Regional Medical Center	Document submission June 2014
Sentara RMH Medical Center	Document submission June 2014
Sentara Princess Anne Hospital	Document submission February 2015
Sentara Leigh Hospital	Document submission April 2015
Sentara Virginia Beach General Hospital	Upcoming application submission
Sentara Obici Hospital	Upcoming application submission
Sentara CarePlex Hospital	Upcoming application submission
Sentara Northern Virginia Medical Center	Upcoming application submission
Sentara Halifax Regional Health System	Gap analysis phase
Sentara Albemarle Medical Center	Gap analysis phase



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