Journey to Magnet: The PSF Nursing Professional Practice Model

by Rose Ann M. Moore, BSN, RN, CRRN, NE-BC, Director of Patient Care-Penrose Hospital

These are exciting times at Penrose for Nursing and for our entire organization as we build momentum preparing for our Magnet Survey. As a long time associate I can’t remember a time where nursing has been more engaged and committed to advancing our practice. The progress we have made is amazing! Members of our Magnet subcommittees who represent every type of nursing as well as other disciplines, are reviewing standards, interpreting the intent and gathering evidence or examples of how nursing demonstrates excellence.

Magnet directs us to develop a Professional Practice Model and to show how our PPM guides our nursing practice. We struggled in our early efforts to develop our PPM but it didn’t take long to discover we weren’t just looking for “one thing” but many pieces and parts that really reflect/represent/speak to PSF Nursing as a professional, quality driven healthcare discipline.

Our PPM, appropriately named the Circle of Excellence, identifies our Nursing Vision, our organization’s Mission and Core Values, and the importance of caring for the mind, body and spirit of our patients and families as our foundation. Our PPM includes our belief in the value of shared decision making by our nursing staff and the principles that guide the care we deliver everyday. It also emphasizes or focuses on the quality of our practice and the use of evidence based practice to achieve the best outcomes for patients.

With plenty of input from our nurses we designed an illustration to help introduce the PSF Nursing PPM to all associates in the organization. The PSF Nursing Professional Practice Model: The Circle of Excellence is on display around the organization and I ask that you take the time to review, ask questions, learn and share with your coworkers. Thanks for Making a Difference!

Journey to the Peak! Answering your questions: WHAT DOES MAGNET REQUIRE?

• How nurses develop, apply, evaluate, adapt and modify the Professional Practice Model
• The results of applying the Professional Practice Model.
• How nurses investigate, develop, implement and systematically evaluate standards of practice and standards of care.

The PSF Professional Practice Model developed over several years. The CNO and Nursing Directors created a vision statement for nursing based on Centura values, assessment of our nursing services and listening to nurses talk about what they want and value in their professional practice. Shared Decision Making was introduced and reenergized, recognizing the expertise in each nurse and the research that states shared decision making improves satisfaction, retention and outcomes. Continuing our journey to a PPM, the nursing managers educated one another on the Scope and Standards of Nursing Practice. Patient Centered Care grew to Relationship-Based Care. The decision to seek Magnet recognition takes us the next step – to create a schematic depicting how nurses practice, collaborate, communicate and develop professionally to provide the highest quality care to our patients. The Shared Decision Making Councils and Charge Nurses have given input. Let’s celebrate our model – this is who we are and how we practice as nurses in the PSF community!
Welcome Don Walker our new Penrose ED Manager!
Don decided to join nursing after many fun (ski bum) years as Ski Patrol in Aspen and then in EMS positions. He graduated from Univ of Colorado in 1995, and is currently completing a MSN. “The ED staff are dedicated and motivated at Penrose. I love the challenges of enhancing our ED services and becoming first rate!” Don is a past president of Colorado Emergency Nurses Association and remains active in several chair and committee roles including Education. Married with 2 adult children, he loves skiing, cycling and photography! “And I love the PSF Wellness Program.” Welcome to PSF Don!

Kathleen Woodard, BSN, RN is the Clinical Manager for Pediatrics and NICU. She began her career as an LPN working in Nebraska and Washington. Her experiences in physician offices provided multiple learning opportunities. Kathleen continued to grow professionally in AZ, returning to CS in 2003 to assume her current role. “I love my job! Pediatrics was new to me and I have learned about the seasonal cycles for children. I appreciate the caring compassionate people I work with. The Neonatologists, nurse practitioners and nurses in NICU challenge the status quo as they focus on providing excellent care. The Pediatric staff grows every day in their skills and knowledge. We dream of having a PICU! Might as well dream BIG!” Kathleen adds “my clinical manager peers are great team players and very supportive.” Kathleen is married with 2 adult daughters. “I love animals and in particular my 3 beautiful horses. I love to trail ride with my daughters and grand daughters and just spending time in the dusty barn with the horses lifts my spirits.”

Research Project: Seasoned Nurse Workforce Update
(Rochelle Salmore, MSN, RN, NE-BC)

In October, you learned the area of greatest interest for retention of seasoned nurses is “full time benefits for part time work for associates over age 55 with at least 15 years service to PSF”. A proposal for a pilot project was submitted to HRD and Centura early November. We will hear a decision soon!

Education about retirement finances was listed by 42% of the respondents. The following classes have been scheduled for consecutive Thursdays at 1700 starting April: April 8 - Approaching Retirement, Apr 15 - Good News and Bad News for Boomers, Apr 29 - Managing Your Nest Egg, May 6 - Understanding Your Distribution Options, May 13 - Protecting Your Retirement Savings, May 20 - Navigating the Great West Website.

Adding lift and transfer devices for nursing staff is another part of this project. I am involved with Employee Health in working to obtain more equipment. Thank you for attending the Lift Fairs and giving feedback. Please be a champion on your unit for using the equipment you have now and what you will get in the future. Every unit at PH has the black slide sheet for transferring from bed to gurney or simply moving up in bed. Many staff have forgotten where it is. Please save your backs by using this device!

The Pressure Ulcer Prevention Committee Charter is to improve patient safety by identification of inpatients at risk for PU, promote the Q2 program principles, review nosocomial PU with the appropriate department and assist with developing action plans for improving prevention. FYI: The PUP intervention is the vehicle for documenting the Braden score twice a day. Please do not “complete” the PUP or positioning interventions.

“Our nursing is a noble profession but it is up to you nurses to make it noble.”

Florence Nightingale