



## Mission Hospital Nursing Magnet Stories October 2015 – October 2019

Component	Stories	Stories
<b>Transformational Leadership</b>	<p>Nursing Program aligned with Organizational Mission Statement</p> <p>Nursing work aligned with the Nursing Strategic Plan Nurse Leaders advocate for Organizational Goal</p> <p>Nurse Manager advocate for Unit Goal</p> <p>CNO Advocates for Strategic Organizational Change</p> <p>Director Member of Organizational Decision Making Group</p> <p>Mentoring Programs</p> <p>Succession Planning Programs</p> <p>Acquisition of resources to support Care Delivery System</p> <p>Improvement in patient care: Clinical Nurse/CNO Improvement in patient care: Clinical Nurses/Nurse Manager</p>	<p>Perinatal Substance Abuse Program: NICU/Linda Smith</p> <p>Sepsis and Mortality: Jeannie Bollinger ED Leadership and ED Triage Provider impacts Throughput Gait Belts and Falls 9SD</p> <p>Kronos used across Organization/Health System</p> <p>Katharine Day/Sedation Committee enhances documentation with decrease in adverse events</p> <p>Clinical Nurse: New Graduate Nurse Mentoring Nurse Director: Michele Nelson CNO: Chief Program</p> <p>CNO Clinical Nurse Liaison Nurse Director Role: Leslie Weeks CNO Role: Carrie Edgison</p> <p>L&amp;D Staffing Model</p> <p>Sepsis – Bollinger/Olsen NICU Golden Hour: Thermoregulation – Linda Smith</p>
<b>Structural Empowerment</b>	<p>Improvement in patient care nurses on interdisciplinary decision making groups (two examples)</p>	<p>Reduction in Hyperglycemic events – Janice Hovey ED Early Team Evaluation Process improves patient satisfaction – ED Leadership</p>



	<p>Improvement in nursing practice/affiliation with professional organizations (two examples)</p> <p>Certification Action Plan and Goals</p> <p>Education Action Plan and Goals BSN and higher</p> <p>Improved patient outcome resulting from participation in professional development</p> <p>Improved patient outcome related to continuing education assessment (two examples)</p> <p>Transition to Practice Programs</p> <p>Organizational Support for community service (two examples)</p> <p>Nurses delivering culturally and socially sensitive care</p> <p>Organizational recognition programs for nurses, groups of nurses and the interdisciplinary team</p>	<p>Decrease CLABSI on Oncology with CHG dressing – Velda Biddix Decrease % DTPI CVOR patients using SCOTT Triggers – Jen Kaylor</p> <p>Increased certification organization 2% Increased certification at unit level in pediatrics 2%</p> <p>Increased BSN and higher organization 2%</p> <p>Decrease LOS OB hemorrhage patients – Christine Conrad/Simulation Champions</p> <p>Decrease CLABSI 7 North – Ginny Bradley Decrease pain to Long Bone Fracture ED – Mashonda Brown</p> <p>New Graduate Nurse Residency Program – Kathy Smith reSTART for Experience Nurses – Frank Alagna PeriOp 101 – Mary DeBenedetto, Jill Howell, Stacia Zabel</p> <p>Camp Bluebird – Oncology Stroke Prevention – WNC Fair</p> <p>L&amp;D Survivors Program – Christine Conrad</p> <p>Woo Hoo – Margo Eatmon most recognized Quality Conference/SCOPE – L&amp;D Staffing Model Quality Award - ED Joint Practice Team</p>
<p><b>Exemplary Professional Practice</b></p>	<p>Improved outcome/EBP/aligned with Professional Practice Model (Excellence) Inpatient Ambulatory</p>	<p>Decrease in CLABSI in TCU with CHG bathing ED Pain to Long Bone Fracture</p>



	<p>RN Satisfaction</p> <p>Partnership with patients to influence organizational change</p> <p>Improved patient outcome using internal expert</p> <p>Nurse participate in coordination of care</p> <p>Improvement in defined patient population</p> <p>Improved patient population outcome</p> <p>Improved QI Activity led by a nurse</p> <p>Improved patient outcome resulting from interprofessional education led by a nurse</p> <p>Clinical nurses/Leader collaborate on unit staffing</p> <p>Clinical nurses/Leader collaborate on operational need</p> <p>Improvement in Turnover Organization</p> <p>Improvement in Turnover Unit</p> <p>Performance Reviews</p> <p>Clinical Nurses authority and freedom to make decisions</p> <p>Ethics – Nurses apply resources</p>	<p>95% participation and outperformed in</p> <ul style="list-style-type: none"> <li>• Autonomy</li> <li>• RN-RN Interaction</li> <li>• Professional Development Opportunity</li> <li>• Interprofessional</li> </ul> <p>CLABSI Teaching Card</p> <p>SEPSIS mortality and Jeannie Bollinger</p> <p>LINKED: ASC children with autism, Lisa Clark</p> <p>Decrease in delirium in at risk patients AMSU</p> <p>Ortho Unit LOS – Angie Chandler</p> <p>Therapeutic ranges of Activated Clotting Times – Kim Mallory EP Lab</p> <p>Tracy Phillips and COPD readmissions</p> <p>CICU Travelers and Michelle Nelson</p> <p>Cora Small and Alarm Management</p> <p>MH in 2018</p> <p>AMSU in 2017</p> <p>Include peer feedback and professional development goals</p> <p>Lactation Nurses</p> <p>Elizabeth Allen and LVAD patient</p>
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	<p>Security Issue resolved: clinical nurses contribution Improved workplace safety outcome/violence toward nurses</p> <p>Improved patient safety outcome with clinical nurse involvement at unit level</p> <p>Nurse Driven initiative around service recovery</p> <p>Nurse Sensitive Indicators: inpatient Outperform 5/8 quarters</p> <p>Nurse Sensitive Indicators: ambulatory Outperform 5/8 quarters</p> <p>Patient Satisfaction: inpatient Outperform 5/8 quarters</p> <p>Patient Satisfaction: ambulatory Outperform 5/8 quarters</p>	<p>BERT and 8N – Mary Teague/Chris Daflour Assaults on TraumaCare and Duress badge</p> <p>Decrease CAUTI on TraumaCare using Primafit</p> <p>Patient complaints and ED Throughput, remodeling</p> <p>Falls HAPI PIV infiltrates – 100% HAPI device related – 100%</p> <p>Door to needle – 100% Door to balloon – 100%</p> <p>Patient Engagement Patient Education Care Coordination Careful Listening</p> <p>Patient Education Care Coordination Courtesy &amp; Respect Pain</p>
<p><b>New Knowledge, Innovations &amp; Improvements</b></p>	<p>Nursing Research – present one completed study</p> <p>Disseminate nursing research Internally</p>	<p>Exploration of Risk Factors for Pressure Ulcer Development in On-Pump Cardiovascular Surgical Patients – Bollinger and Postlewaite</p> <p>Prevalence of Nurse Burnout and Its Impact on Nurse Retention and Patient Outcomes – Martha DePaola</p>



	<p>Externally</p> <p>Use of EBP to implement new practice</p> <p>Use of EBP to revise existing practice</p> <p>Clinical Nurses incorporate professional specialty standards to implement new practice</p> <p>Innovation involving nursing</p> <p>Clinical nurse involvement with technology with improved patient outcomes (two examples)</p> <p>Nurse involvement in design/redesign of work environment with improved outcomes (two examples)</p>	<p>Reliability Testing of Augmented Reality (AR) Glasses Technology for Telewound Care Prevalence of Nurse Burnout and Its Impact on Nurse Retention and Patient Outcomes – Jen Kaylor – International Rural Nursing Conference</p> <p>Delay in Newborn Bathing to increase breastfeeding in the Mother/Baby Unit – Jenny Hollaway and Joni Lisenbee</p> <p>Temperature Monitoring Evidence-Based Practice Project &amp; Conversion of Tympanic Thermometers– Andi Slivinski, Jeannie Bollinger</p> <p>Nurse developed and run ECMO Program – Ami Torrey</p> <p>Reliability Testing of Augmented Reality (AR) Glasses Technology for Telewound Care – Hooper and Kaylor</p> <p>iROUNDS decrease falls on PMPC Implementing Analytics and Technology to Improve Patient Satisfaction with overall teamwork in the Emergency Department</p> <p>Mary Teague and 8North and implementation of TBCU decreasing injury falls Reuters implementing Humpty Dumpty Falls Program – Ashley Hudson/Amber Hyman</p>
<p><b>Organizational Overview</b></p>	<p>Organizational Characteristics</p>	<p>History of organization Demographics of population; demographics of RN staff Link to external webpage where general public learns about contributions of professional nursing Nursing and Organization’s Annual Report</p>



	<p>Chief Nursing Officer</p> <p>Policies/programs around continuing professional development programs</p> <p>Continuing Education assessment 2019</p> <p>APRN credentialing and CNO (or designee) participation; frequency of re-credentialing</p> <p>Policies or evidence around the following Caregiver stress, Diversity, Staff Rights, Confidentiality &amp; Care for impaired practitioner</p> <p>Policies: Confidentiality around practice without retribution Incompetent, unsafe, unprofessional practice/conduct, Interprofessional conflict</p> <p>Rights of participants in research, Policies &amp; procedures related to a nurse as voting member of the IRB</p> <p>Table of nursing research studies (two completed and one ongoing)</p>	<p>Quality Plan Patient Safety Plan Strategic Plans</p> <p>Job description, CV CV Organizational chart Nursing organizational chart Description of CNO structural and operational relationship to all areas where nursing practiced Names/credentials of all CNOs during document preparation</p> <p>Tuition reimbursement; access to web-based education; professional nursing certification; participation in local, regional, national conferences</p> <p>All RNs who influence care All settings where RNs practice</p> <p>29 Nursing Research Studies</p>
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