

State of Nursing: An Innovative Approach Utilizing Principles Of Shared Governance To Improve Nurse Engagement.

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Introduction

Common goals, collegiality, team work (Kalisch et. al.2010, communication, collaboration (Scruggs et. al. 2009) and involvement in Shared Governance (Bina et. al. 2014), leads to stronger nurse engagement, more highly satisfied patients and enhanced patient outcomes. Nursing staff of a community hospital in Queens, New York was committed to improving nurse engagement and patient satisfaction and optimizing patient outcomes. Review of literature confirmed nursing annual reports depicting a record of accomplishments, and future goals are of extreme value. Annual reports provide heightened appreciation for nursing staff from nurse executives through recorded recognition, and the instillation of pride (Weaver et. al. 2013).

Purpose

The purpose of this initiative was to engage nursing staff at all levels in cementing Magnet® Model into everyday nursing practice and improve Nurse Engagement.

Method

Magnet® Champions were given a challenge by Professional Development staff to develop strategies to improve nurse engagement. A gap analysis was performed. Literature search was conducted using CINAHL and PubMed. Magnet® Model provided framework for writing up a unit-based “*State of Nursing*” Report. Project was introduced at Unit Practice Councils. Magnet® Champions obtained portfolios and pictures from all nursing staff. CNM wrote an annual letter of accomplishments to staff. Unit teams developed annual clinical goals. Magnet Champions took ownership of tracking formal education levels, continuing education and board certifications of professional staff. Celebrations of nursing practice were illustrated throughout document. Unit based exemplary professional practice standards were depicted, most especially quality indicators. Innovations and improvements were illustrated through publication of evidence based practice projects.



Mount Sinai Queens

State of Nursing Report



Outcomes

Reflection was the method selected to evaluate effectiveness of this program. Reflection is a process of reviewing an experience of practice in order to describe, analyze, evaluate and learn about nursing practice (Tashiro, Shimpukun, Naruse & Matsutani, 2013). Participant reflections reported enhanced team building among co-workers, as information was necessary from all members of the team to complete the report. Magnet® Champions took ownership, of their unit specific quality indicators such as falls, and developed evidence-based practice projects to improve patient safety and outcomes. The process of developing the report served as a platform for succession planning and growth of leadership skills and qualities. Evidence collected support the findings that development of such a report enables nurses to reach a deeper level of reflection necessary to gain insights for practice change.

Conclusion

The State of Nursing is a living document that serves as evidence of the quality nursing care and the commitment of nursing to sustain a Magnet® culture. It also serves as a vehicle to continue to immerse direct care nursing staff in the philosophy and concepts of the Magnet® Recognition Program. Broadening the knowledge of direct care staff to the Magnet® Recognition Program serves many purposes, including improved patient outcomes, improved nursing practice and sustained Magnet® culture.

References

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