Pursuing Pathway to Excellence and Approaches to Nursing Education

Michelle L. Atherton, MSN, RN
Notre Dame of Maryland University

WHAT IS PATHWAY TO EXCELLENCE

- Designation offered through the American Nurses Credentialing Center (ANCC)
- Premier designation for healthy work environments
- 4-year certification
- Recognizes health care organizations and Long-Term Care organizations for positive practice environments where nurses excel
- Nurtures optimal practice environment through six quality standards
- Nurses determine final outcome of qualification through final electronic survey

6 QUALITY STANDARDS & NURSING THEORISTS

Shared Decision Making
- The organization has established shared governance structures as the foundation for involving direct care nurses in decision making.
  - Dorothy Orem: "Human beings require continuous, deliberate inputs to themselves and their environments to remain alive and function in accordance with natural human endowment."

Leadership
- Leadership fosters the foundation of collaboration among staff and supports a shared governance environment.
  - Jean Watson: Provision #7: "Promotion of transpersonal teaching-learning; engaging in teaching and learning experiences."

Safety
- The organization protects the safety and well-being of nurses, staff, and patients through safety policies and procedures.
  - Jean Watson: Provision #4: "Promotion of a supportive, protective, and/or corrective mental, physical, social-cultural, and spiritual environment."

Quality
- Organization-wide quality initiatives are evidence-based, focused on improving patient outcomes, developed through interprofessional collaboration, and implemented based on internal and external benchmarking.
  - Dorothy Orem: "Human beings require continuous, deliberate inputs to themselves and their environments to remain alive and function in accordance with natural human endowment."

Culture of Well-Being
- Staff have the opportunity to develop a balance between work and personal life. Achievement for community service, patient advocacy, and contributions to improving population health are encouraged, supported, and recognized by the organization.
  - Dorothy Orem: "The power to act deliberately is exercised in the form of care for self and others in identifying needs and making input."

Professional Development
- The organization recognizes the importance of staff orientation, collaboration and professional development in the delivery of safe and effective patient care.
  - Jean Watson: Provision #7: "Promotion of transpersonal teaching-learning; engaging in teaching and learning experiences."

HOW TO TEACH NURSES

A minimum of 60% of all eligible nurses must take and submit the survey.
- Pathway to Excellence committee established
- Use a multi-modal learning method to teach information
- Create a "Pathway to Excellence Roadtrip"
- Correlate each destination with a quality standard

METHOD

- Utilize the VARK learning styles

VISUAL
- Pictures
- Diagrams

AUDITORY
- Lectures
- Verbal interaction

READER/WRITE
- Reading
- Printed material
- Handout

KINESTHETIC
- Hands-on
- Practical application

Spin-to-win game with 6 standards

GOALS

- Effective teaching of nurses on Pathway to Excellence
- Improve nursing understanding of Pathway to Excellence
- Pass an on site appraisal of the Pathway to Excellence standards
- Pass the electronic nurse survey for meeting all 6 Pathway to Excellence Standards.

RESULTS

- At the conclusion of this project, the hospital is still currently in the process of information sharing with their nursing staff. They have reviewed four of the six quality standards with their nurses and have been approved to submit their application. The application review is set to occur on June 1st, 2018.

INCENTIVES

- Food rewards for completing:
  - Handout
  - Playing "Spin to Win"
  - Playing the on unit rounding game
- With each handout turned in nurses receive a sticker on their "passport" correlating with the destination
- Once the passport is full; nurses can enter a raffle
- Two-night stay for two in Ocean City, MD

PowerPoint: Runs on continuous loop
- Title:
  - Quality Improvement: Information for Tour Guides
- #UMUCHROADTRIP
- The on-unit activity for this road stop will be a "Countdown to Quality" game.
- Nurses must complete the passport.
- Nurses can enter a raffle for completing the "Countdown to Quality" game.
- Nurses can pass the electronic nurse survey for meeting all 6 Pathway to Excellence Standards.
- Once the passport is full; nurses can enter a raffle
- There are 8 prizes:
  - "Spin to Win" (prizes:
    - Cookies, moderating the wheel, and handing out 5 x 7 information cards (as needed). All game related prizes are available on the bus)