

Play Ball

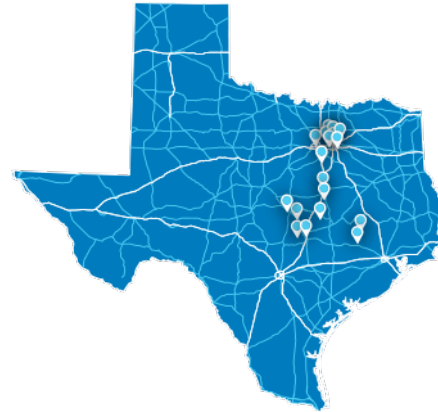
Strategy for Improving Perception of the Work Environment

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Introduction

- Merger of health systems
- Competitive market
- Drive for quality
- New directives for nursing
 - Pathway to Excellence®
 - Magnet®



Work Environment Literature Review

- Patient Outcomes
 - Fewer infections
 - Higher quality of care
- Nurse Outcomes
 - Increase nurse empowerment and engagement
 - Increase retention
- Magnet® and Pathway to Excellence®
 - Fewer barriers and higher desire to use evidence based practice
 - Higher rate of BSN or higher nurses

Pathway to Excellence®

- American Nurse Credentialing Center
- Started as Texas Nurse Friendly Designation
- Focus on structures
 - Shared decision making
 - Leadership
 - Safety
 - Quality
 - Well-being
 - Professional Development

Strategy

- Facility and setting
 - 2 hospitals and clinics
- Steering council
 - Leaders, educators, and direct care nurses
- Gap analysis
 - Knowledge of structures
- Donabedian's Structure Process Outcome Model
- Education

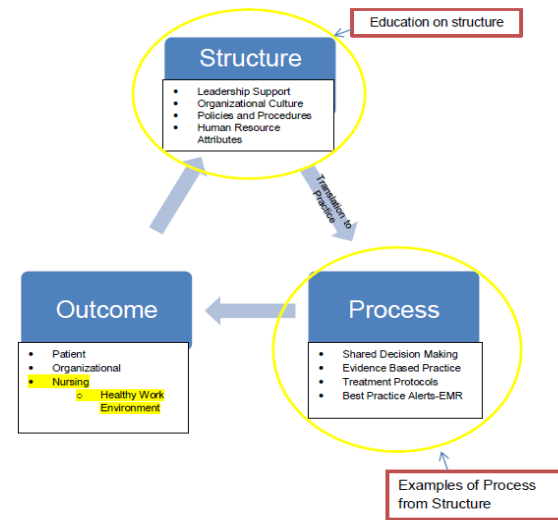
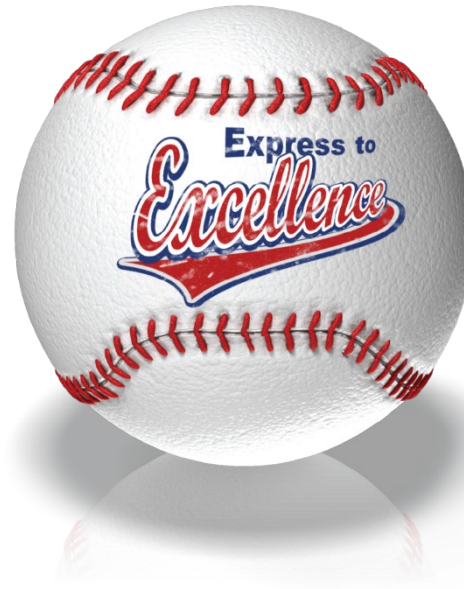


Figure 1. Donabedian's SPO Model in a healthy work environment.



Monthly Education Engagement

- Theme contest
- Baseball
 - Opening Day
 - Game Day
 - World Series
 - Home Run Derby
- Branding
 - Express to Excellence



Game Days

- Covered 1-2 standards
- 4 Poster stations “bases”
- Baseball card sign off
- Games and prizes
- Baseball themed food
- Grand prize




**EXPRESS TO EXCELLENCE
GAME 3**

*Orientation Prepares Nurses for the
Work Environment*

*The CNO is Qualified and Participates
at All Levels of the Organization*


PRACTICE STANDARD 4:
Proper orientation is critical for the delivery of safe and effective patient care. Pathway to Excellence organizations provide nurses at all levels with a comprehensive orientation; where experienced nurses are educated to serve as preceptor for orienting staff.

PRACTICE STANDARD 5:
The CNO in a Pathway to Excellence organization is a highly qualified professional nurse administrator, who plays a key leadership role, serves on the highest-level executive committees, and controls the nursing services budget. The CNO is visible and accessible to nurses at all levels and is an effective advocate for direct care nurses and patients.



Pathway to Excellence organizations take careful steps to create an environment that is safe for patients and staff.

*Round the bases and save your card.
Collect a full set of cards to enter the final prize drawing!*





Game Day

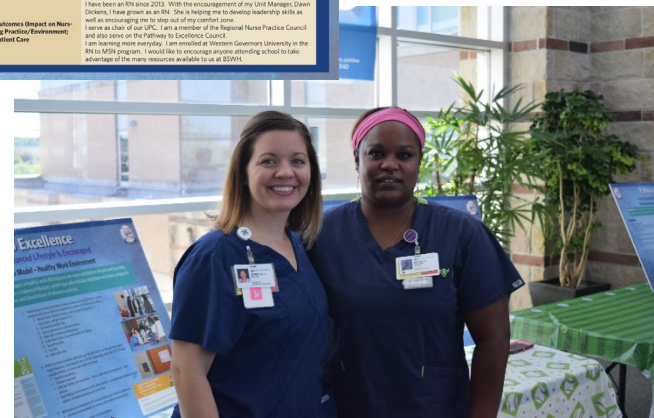


Pathway to Excellence
Practice Standard 6:
Professional Development is Provided and Used

Summary: A strong mentoring program helps nurse at all levels develop professionally and gives direct care nurses the opportunity for recognition and advancement.

EXAMPLES Direct Care Nurse Receiving Mentoring

 <p>Lead Nurse/Preceptor: Trish Patricia J Castro, LVN TayCin Family Medicine</p> <p>Trainee: Crystal M Trevino, LVN TayCin Family Medicine</p> <p>Pathway to Excellence Practice Standard 6: Professional Development is provided and used.</p> <p>Description of the Intervention/Initiative/Activities: Throughout my first few weeks of training and following Trish, my lead nurse/preceptor I observed her routine and ability to multitask. She was thorough throughout her encounters with patients by addressing their needs and that of the provider's yet efficient with her time.</p> <p>Outcomes (Impact on Nursing Practice/Environment)/Patient Care: As a new nurse out in the field I've learned how to prioritize my work and my time. What most took away from my preceptorship with Trish was learning which assignments were manageable before, between, and/or after seeing patients. This would then allow me to be available to my patients and provider. This outcome a positive experience for both patients and staff.</p>	 <p>Mentor: Dawn Dickens, BSN, RN, CMSRN Nurse Manager Taylor MC Med-Surg Unit</p> <p>Mentee: Vicki Middleton, RN Taylor MC Med-Surg Unit</p> <p>Pathway to Excellence Practice Standard 6: I attended classes Monday through Thursday and worked two 12 hour shifts on Friday and Saturday. The TEP Scholarship allowed me to work up to 24 hours each week and have given up to 30 hours of education care each week. Additionally the TEP Scholarship paid for my tuition and also paid for my books while I attended the TEP School.</p> <p>Description of the Intervention/Initiative/Activities: I have been an RN since 2013. With the encouragement of my Unit Manager, Dawn Dickens, I have grown as an RN. She is helping me to develop leadership skills as well as encouraging me to step out of my comfort zone.</p> <p>Outcomes (Impact on Nursing Practice/Environment)/Patient Care: I am a member of the Regional Nurse Practice Council and also serve on the Board of Directors for the Council. I am learning more everyday. I am enrolled at Western Governors University in the RN to MSN program. I would like to encourage anyone attending school to take advantage of the many resources available to us at BSWH.</p>
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Measure of Success

- Pathway to Excellence® designation
- Attendance
 - Difficult to track
 - Not mandatory
- Practice Environment Scale
 - Internal consistency, reliability, validity
 - Part of annual NDNQI® nurse survey
 - Corresponding timing for comparison data

Results

Site 1

- Statistically significant difference $p=.01$
- Small Effect Size

Site 2

- Statistically significant difference $p<.000$
- Large Effect Size

Independent Samples Summary

	2015	SD	2016	SD	Difference	Significance
Site 1	3.11	.261	3.17	.256	0.06*	$p = .01$
Site 2	3.16	.245	3.42	.280	0.26*	$p < .000$

*Statistically significant $p < .02$

Implications

- Method to improve nursing work environment
- Replication in health system
- Aid in obtaining Pathway to Excellence® designation

Questions

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