From blank canvas to masterwork: Creating a professional practice model at a Magnet Hospital

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Objective

At the end of this presentation, registered nurses will be able to identify the four key components of the Professional Practice Model.



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Purpose & Research Question

 The purpose of this nursing research study was to engage nurses in the creation of a professional practice model.

 The research question for this study was: How do registered nurses in an acute care hospital conceptualize their professional practice?



PPM Definition

"A professional practice model is the overarching conceptual framework for nurses, nursing care, and interdisciplinary care. It is a schematic description of a system, theory, or phenomenon that depicts how nurses practice, collaborate, communicate, and develop professionally to provide the highest quality care for those served by the organization (e.g., patients, families, community)" (ANCC, 2008, p. 28).



Research Method

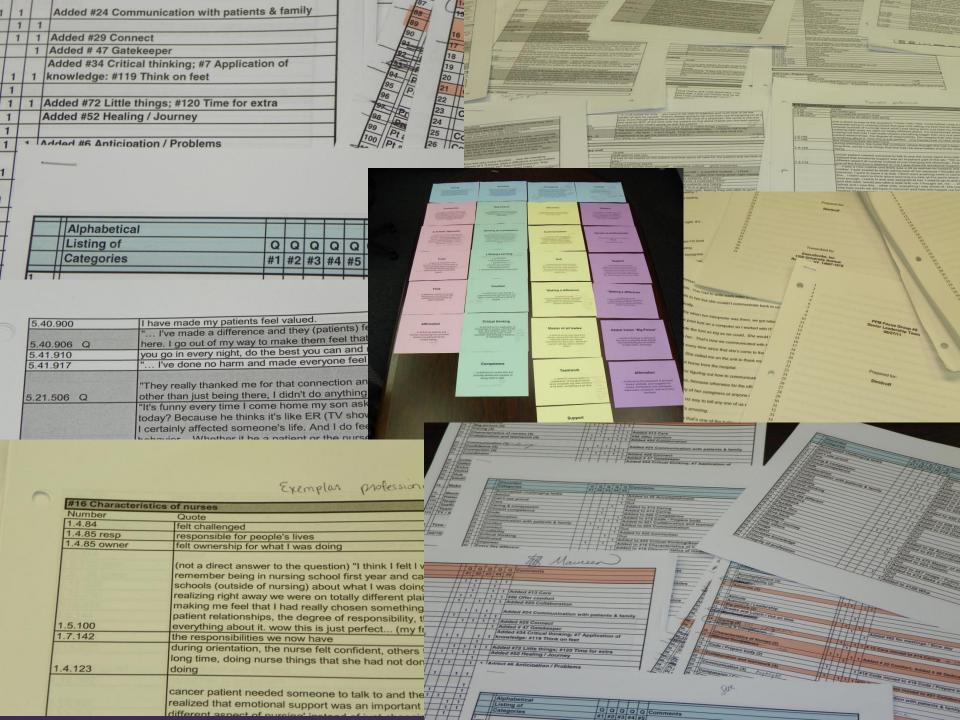
- Qualitative inquiry
 - 1) Descriptive qualitative
- Focus groups
 - 1) Audio-taped and transcribed verbatim
 - Initial focus groups (n=9)
 - Participants n=66 registered nurses
 - Focus groups for verification (n=4)
 - Participants n=24 registered nurses
 - ➤ Non-participants n=3 registered nurses
- Constant-comparative analysis
 - 1) Categories (135)
 - 2) Themes (4)
 - Subcategories



Focus Group Questions

- When did you feel like a real nurse?
 - 1) What was the defining moment?
 - 2) Tell me a story about the first time you felt like a real nurse.
- Imagine someone you love very much is a patient, what kind of nurse would you like to take care of this person?
- Describe an ideal day to work at RGH.
 - 1) What are the characteristics of an ideal day?
 - 2) Describe the perfect day to be a nurse.
- A reporter asks, "How is a nurse's job different from other caregivers in the hospital?
 - 1) What would you tell them?
 - 2) How would you respond?
- As a registered nurse, what are you most proud of?
- Do you have any questions for us?





Demographics: Current role

Role	n	%	
Care Manager	9	13.6	
Clinical Leader	7	10.6	
Clinical Resource Nurse	6	9.1	
Clinical Nurse Specialist	6	9.1	
Direct Care Nurse	16	24.2	
Director of Nursing	3	4.5	
Nurse Manager	8	12.0	
Senior Leader	1	1.5	
Other	9	13.6	
No response	1	1.5	
TOTAL	66	100	



Demographics: Areas of Practice

	n	%
Administration	I	1.5
Clinical education	4	6.1
Critical care nursing	3	4.5
Emergency nursing	2	3.0
Medical nursing	9	13.6
Outpatient nursing	4	6.1
Pediatric nursing	I	1.5
Perioperative nursing	5	7.6
Surgical nursing	13	19.7
Women's health, obstetrics, neonatal	I	1.5
Other	23	34.8

Demographic: Number of Years as RN

Years	n	%
Less than one year	I	1.5
One year	2	3.0
2-5 years	3	4.5
6-10 years	8	12.1
11-15 years	14	21.2
16-20 years	6	9.1
21-25 years	1	1.5
Over 25 years	31	47.0
TOTAL	66	100

Demographics: Nursing & Employment Status

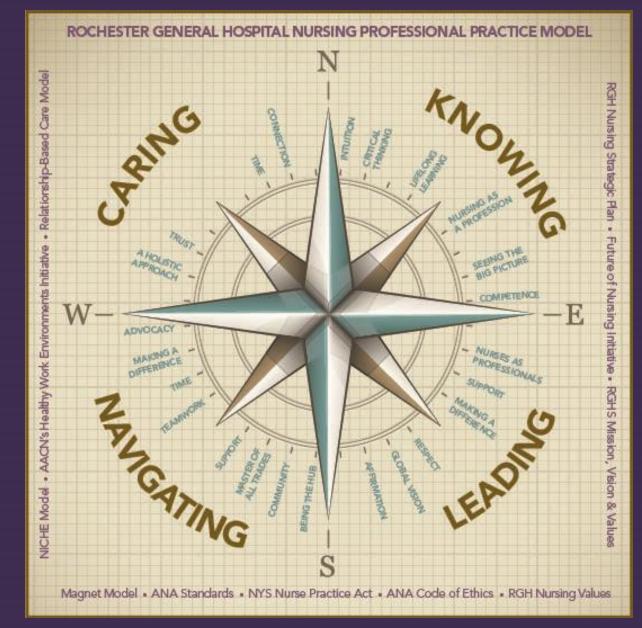
Dipl	oma		ciate's Bachelor of Master of Science Science		Total				
n	%	n	%	n	%	n	%	Ν	%
4	6.1	14	21.2	36	54.5	12	18.2	66	100

Per d	liem	Part-	time	Full-time		ime Total	
n	%	n	%	n	%	N	%
2	3%	9	13.6%	55	83.3%	66	100



The Unveiling







PPM Components

Caring

Knowing

Navigating

Leading



Domain I: Caring

Caring is the essence of nursing through an affective (emotional) demonstration of commitment to patients and families.



Components of Caring

- A holistic approach
- Affirmation
- Connection
- Time
- Trust



Caring

"It's funny every time I come home my son asks me, 'did you save someone's life today?' Because he thinks it's like ER (TV show). I said I didn't save someone's life but I certainly affected someone's life. And I do feel, as a nurse, I have that caring behavior... Whether it be a patient or the nurses (affecting someone's life) ... that's what I'm proud of."



Domain II: Knowing

Knowing is the art and science of nursing, an essential attribute to the success of nurses and the safe delivery of patient care. Knowing is the translation of embodied knowledge into evidence-based clinical decisions, actions, and scholarship.



Components of Knowing

- "Big Picture"
- Competence
- Critical Thinking
- Intuition
- Lifelong Learning
- Nursing as a Profession



Knowing

"Even though I believe that all members of the patient care team are equally important, and that includes housekeeping, laundry, food and nutrition services... We (nurses) have to use evidencebased practice and concrete knowledge of what's going on with our patients and what we think is best for our patients as we advocate for them. I don't think that non-clinical people always make the best decision, because they don't have the clinical background."

Domain III: Navigating

Navigating characterizes the nurse's role on the team, guiding patients and team members through the complexities of the health care experience. It is the nurse having the ultimate responsibility and accountability for establishing the link between all health care team members to navigate on behalf of patients. Team function is highly dependent on adequate support, time, and resources, and the nurse's facilitation of effective communication processes among team members to keep patients informed.



Components of Navigating

- Advocacy
- Communication
- Hub
- "Making a difference"
- "Master of all trades"
- Support
- Teamwork
- Time



Navigating

"I think that you're beyond doing even their care. Obviously that's the most important thing that you're advocating for the patient and you're also moving the furniture, talking to the physician, you're talking to the family, you're calling when something is broken, you're making sure they get their meal trays. Everything ultimately is the responsibility of the nurse, bottom line. You have a physician, you've got techs, you've got a million people to make this hospital run, but bottom line, ... everything seems to be the responsibility of the nurse."



Domain IV: Leading

Leading is organizing people and processes. Organizational and community leadership is charting new directions and having a vast sphere of influence on patients, families, and the nursing profession.



Components of Leading

- Affirmation
- Global vision
- "Making a difference"
- Nurses as professionals
- Respect
- Support



Leading

"... I remember years ago that there was a new resident ... I remember talking to this intern and said 'if you want to make [it] I'll tell you some words of wisdom. Always listen to the nurse. If I call you and say you've got to come up and see a patient, realize that these nurses are with the patient 8 to 10 hours a day... If you want to be good, if you want things to go smoothly, I recommend you listen to the nurse. Take their words of wisdom. If they have any suggestions, listen to them because they have been around the block a few times; this isn't their first rodeo' ... he looked at me and said, 'thank you' and then he helped me make a bed."

Our Professional Practice Model

- Provides a foundation
- Gives direction
- Leads us professionally

The nurse is at the center of the PPM.



Our nurses' reactions to the results.



"The results make sense..."

- "I think it certainly summarizes who nurses are and what nurses do because it's certainly allencompassing from A to Z – everything."
- "And it puts it into words; you don't think about doing each of these things, but when you read it, it's like, 'Oh yeah, we do that..."
- "It's interesting because when you get up and go to work in the morning, you don't realize this is what you do every day, all day long. Wow ...!"



Significance of the PPM Study

 Most importantly, a PPM gives a voice to nurses and the nursing profession!

- The RGH nursing PPM describes
 - who we are (identity),
 - what we do (roles), and,
 - what we want our professional practice to be!



Questions &

Comments



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