Magnet Site Visit Prep: Education Session 1

TOPICS

- Why Magnet?
- Evidence of our excellence
- What’s in it for me?
- So what? The Big Three EOs

KEY POINTS

- **Why Magnet?** In the 1980s, the American Nurses Association identified the characteristics of organizations who, even in middle of a national nursing shortage, demonstrated excellent patient outcomes and the ability to attract and retain outstanding nurses. From these characteristics, a framework was created – the Magnet model. Based on evidence and research, the Magnet framework guides organizations to create an environment where the results of nursing practice are excellent nursing quality, excellent patient satisfaction and an excellent practice environment.

  At AAMC, we have been using the Magnet model since 2008. Each year, nursing leadership, alongside staff nurses, perform a gap analysis to identify areas that need improvement.

  The Magnet Model includes five components: Transformational Leadership, Structural Empowerment, Exemplary Professional Practice, New Knowledge, Innovations and Improvements and Empirical Outcomes.

- **Evidence of our excellence.** During the 2012 gap analysis, it was determined that AAMC met the Magnet criteria for excellence. As a team, we wrote our 2014 initial Magnet designation document. This document is the evidence that we consistently meet the high standards of the Magnet model.

  All staff can view this document online on the [Link](#) or by clicking [here](#). An index, outlining where each unit is represented in the document, will be provided. Please read about your unit and your colleagues across the organization.
Magnet Mini
Bite-sized Education Sessions

- **What’s in it for me?**
  - Receiving external and internal recognition that the care provided is of the highest quality.
  - Being part of an organization that is committed to creating and sustaining a practice environment that produces high-quality care and better patient outcomes.
  - Continued commitment to a framework in which performance is constantly elevated
  - Attention to an environment in which nurses can work with autonomy, are supported to achieve high quality care, and work in a collaborative environment.

- **So what? The Big Three EOs.** See attached chart.

**QUESTIONS NURSES NEED TO ANSWER**

1. What data is my unit collecting on nurse sensitive indicators, patient satisfaction and the work environment?
2. How is my unit performing compared to the benchmark?
3. Where can I find this data on my unit?
4. What is my unit working on to improve scores?
5. What am I doing today that impacts these outcomes?
6. How do I see this on the PPM?

**RESOURCES**

- “Magnet Site Visit Prep” file in globalshare
- Unit Quality Council chair, Cathaleen Ley (cley@aahs.org)
- Magnet Program Coordinators, Rita Linnenkamp (rlinnenkam@aahs.org) and Holly Greever (hgreever@aahs.org)
- Magnet Mini Binder