Using the 2019 Manual for Magnet® Designation or Re-designation
Webinar Logistics

1. Webinar recording (1 day)
2. Streaming audio (PC/phone)
3. Muted; Ask Questions (Q&A panel)
4. Polls
5. Resources provided post-webinar
Today’s Objectives

1. Describe the major differences between the 2014 and the 2019 Magnet® Application Manuals

What has NOT changed?

✓ Structure and philosophy
✓ Magnet® model with five components
✓ Written document
✓ Empirical outcomes
✓ Limit of five pieces of evidence
✓ Unless otherwise specified, 48 month window
Process Remains the Same

1. Assess organizational readiness
2. Submit application
3. Write documents
4. Submit documents electronically
5. Receive results of written document review
6. Prepare organization for appraiser site visit (ongoing)
7. Site visit by appraisers
8. Receive notification of accreditation
9. Celebrate!
10. Repeat every four years
Electronic Submission

✓ Still required

✓ ANCC has announced their intent to introduce “ADAM”, an electronic portal through which documents will be uploaded.
  o “Target date 2019”
Application to Apply Changes

✓ Application as a system will no longer be processed for new applicants as of February 2019

✓ Current Magnet-designated systems are required to address all SOEs for EACH entity within the system, including any additions to the system since previous designation

✓ External databases

✓ IRB attestation letter
Application to Apply: Changes

Eligibility Tables

✓ Terminology of “Nurse Leader” no longer used
✓ Nurse Manager and Nurse Leader tables are combined into one table:

AVP/Director & Nurse Manager Eligibility Table
Focus on Ambulatory Care Setting

✓ Nine SOE are specific to the ambulatory setting
  o TL6 and TL7
  o SE1 and SE8EO
  o NK 6EO and NK 7EO

✓ Six of the nine SOEs are empirical outcomes
Ambulatory Care Setting

- Definition of ambulatory care setting:

  Occurs across the continuum of care in a variety of settings, which include but are not limited to hospital based clinics, solo or group medical practices, ambulatory surgery, and diagnostic procedure, telehealth service environments, university and community hospital clinicals, military and veterans administration settings, nurse-managed clinics, managed care organizations, colleges and educational institutions, free standing community facilities, care coordination organizations, and patient homes. For Magnet purposes Ambulatory care settings include Eds.
Nursing Research Requirements

✓ Must have a minimum of two completed nursing research studies and one ongoing study at time of document submission.

✓ Two studies completed within the 48 month window, study could have started before the window

✓ Complete the nursing research table (OO10)
## Organizational Overview

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<tbody>
<tr>
<td></td>
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<tr>
<td>20 OOs</td>
<td>10 OOs</td>
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<tr>
<td>Certification moved to an SOE</td>
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<td>BSN or higher moved to an SOE</td>
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<td>PPM moved to an SOE</td>
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Transformational Leadership
Transformational Leadership
TL6

Choose three of the following (one example must be from ambulatory care setting, if applicable):

Provide one example, with supporting evidence, of a mentoring plan or program for a:

✓ Clinical nurse
✓ Nurse managers
✓ AVPs/Nurse Directors
✓ APRNs
✓ CNO
Choose three of the following (one example must be from ambulatory care setting, if applicable):

Provide one example, with supporting evidence, of succession-planning activities for the following roles:

- Nurse Manager
- APRN
- AVP/Nurse Director
- CNO
Structural Empowerment
Structural Empowerment
SE1EO

Two examples are required (one example must be from *ambulatory care setting* if applicable):

a. Provide two examples of an improved patient outcome associated with the participation of clinical nurse(s) serving as a member(s) of an organization-level interprofessional decision-making group.
Structural Empowerment SE5

Provide a description, with supporting evidence of the organization’s action plan for RNs obtaining a baccalaureate or higher degree in nursing.

Include:

✓ How the target was established.

✓ What strategies were utilized to achieve or maintain target (> 80%).

✓ How the nurses are supported to achieve a baccalaureate or higher degree in nursing.
Structural Empowerment SE6EO

Provide evidence of the organization progressing toward (or maintaining) >80% of professional RNs who have earned a baccalaureate or higher degree in nursing.

Outcome data must be submitted in the form of a graph with a data table including:

- Stated goal (percentage) for improvement in professional RNs obtaining a BSN or higher in nursing
- Three years of data to demonstrate that the goal was met, maintained, or exceeded.
BSN or Higher Goals

✓ Goals must be in percentage
✓ Must provide three years of data
✓ Meet, maintain, or outperform the goal
✓ Must be at $\geq 80\%$ to be able to use a maintenance goal
✓ Be realistic when you write the goal, include all RNs
✓ Overall are you improving?
USA Healthcare

Results for RNs with a Bachelors or Higher Degree in Nursing, 2019-2021

<table>
<thead>
<tr>
<th>% of Nurses</th>
<th>Baseline, 2019</th>
<th>Year 1, 2020</th>
<th>Year 2, 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>USA Healthcare RNs with Bachelors or Higher Degree in Nursing</td>
<td>40%</td>
<td>45%</td>
<td>52%</td>
</tr>
<tr>
<td>USA Healthcare Organization Goal (10% annual increase)</td>
<td>44%</td>
<td>49.5%</td>
<td></td>
</tr>
</tbody>
</table>
Structural Empowerment SE8EO

Two examples are required (one examples *must* be from *ambulatory care setting*, if applicable):

a. Provide two examples of an improved patient outcome associated with a nursing continuing education assessment and a related implementation plan.
   - The initiative and data must be provided at the clinic, unit or division level.
   - Copy of the assessment and implementation plan associated with the example must be provided.
Structural Empowerment SE9

a. Provide evidence of a nationally accredited transition to practice program. A copy of the certificate awarded by the nationally accredited program is sufficient evidence.
Structural Empowerment SE9

Select three of the following examples:

- New graduate nurses
- Newly hired experienced nurses
- Nursing transferring within the organization to a new practice environment
- APRNs
- Nurse Managers
Transition to Practice SOE

✓ If the organization’s program is not nationally accredited, must provide **three** examples of effective transition using the **six** elements of effective transition.

1. Program Leadership
2. Organizational enculturation
3. Development and design
4. Practice based learning
5. Nursing professional development
6. Quality outcomes
a. Provide one example of the organization’s support of a nurse or nurses who volunteer(s) in a local or regional community healthcare initiative which aligns with Healthy People 2020, Healthy People 2030, or the United Nations’ Sustainable Development Goals.

AND

b. Provide one example of the organization’s support of a clinical nurse or clinical nurses who volunteer(s) in a population health outreach initiative, either local or global.
Structural Empowerment
SE11

Provide one example of a nurse or group of nurses delivering *culturally and socially sensitive care*.

“*Bridging the divide between the culture of medicine and the beliefs and practices that make up patients’ value systems. These may be based on ethnic heritage, nationality, age, religion, sexual orientation, disability, or socioeconomic status.*”
Exemplary Professional Practice
Exemplary Professional Practice EP1EO

Two examples are required (one examples must be from ambulatory care setting, if applicable):

Provide two examples, with supporting evidence, of an improved outcome associated with an evidence-based change made by clinical nurses in alignment with the organization’s professional practice model (PPM).

✓ Provide a schematic of the PPM
Exemplary Professional Practice Nurse Satisfaction EP2EO

Present all eligible RN satisfaction data (inpatient care, ambulatory care, and administrative settings) and include all nursing levels collected and benchmarked by the vendor at the unit-or clinic-level, to demonstrate outperformance of the mean, median or other measure of central tendency (benchmark provided by the vendor’s national database). Submit results of most recent survey completed within thirty months prior to document submission.
Exemplary Professional Practice Nurse Satisfaction EP2EO

✓ Provide overall participation rate.

✓ Select only four of the seven categories and present data for each unit. The categories must be consistent across the organization.

- Autonomy
- Professional development
- Leadership access and responsiveness
- Interprofessional relationships
- Fundamentals of quality nursing care
- Adequacy of resources and staffing
- RN-to-RN teamwork and collaboration
Exemplary Professional Practice EP6EO

Provide one example of an improvement in a defined patient population outcome associated with nurse participation in an interprofessional collaborative plan of care.
Provide one example, with supporting evidence, of an improvement in the organization’s nurse turnover rate associated with clinical nurses’ participation in nursing retention activities.

AND

Provide one example, with supporting evidence, of improvement of a clinical unit’s nurse turnover rate associated with clinical nurses’ participation in nursing retention activities.
Exemplary Professional Practice EP11

Choose three of the following:

Provide one example of the use of periodic formal performance review that includes a self-appraisal and peer feedback process, demonstrating a plan for professional development for three of the following:

a. CNO
b. AVP/Nurse Director
c. Nurse Manager
d. APRN
e. Clinical Nurse
Exemplary Professional Practice EP14

Provide one example of a **security issue** resolved with a clinical nurse’s or clinical nurses’ contributions to an interprofessional group.
Exemplary Professional Practice EP15EO

a. Provide one example, of an improved workplace safety outcome for nurses, specific to violence (physical or psychological violence, threats of incivility) toward nurses in the workplace.

• Provide a copy of the organization’s safety strategy.
Provide one example of a nurse-driven initiative based on patient feedback that was received as a result of a service recovery effort.
Exemplary Professional Practice EP18EO

Provide eight of the most recent consecutive quarters of unit-or clinic-level nurse —sensitive clinical indicator data to demonstrate outperformance of the mean, median or other measure of central tendency.

✓ Required for all **inpatient care organizations**:
  - Falls with injury
  - Hospital acquired pressure injury stages 2 and above.
Select two other NSI for inpatient care organizations

✓ CLABSI
✓ CAUTI
✓ CDIFF
✓ MRSA
✓ VTE
✓ Peripheral IV infiltrations

✓ Physical and sexual assault (BH units)
✓ Elective C-section avoidance
✓ Hospital acquired pressure injury stage 2 and above of device related events
Exemplary Professional Practice EP19EO

Provide two nurse-sensitive clinical indicators from the most recent eight consecutive quarters of unit or clinic-level nurse-sensitive, clinical indicator data from the ambulatory setting (e.g., ED(s), ambulatory surgery center(s), and nurse-run clinic(s)).

✓ Demonstrate outperformance of the mean, median, or other central tendency (benchmark provided by the vendor’s national database), or at the highest available level.
Suggested measures Ambulatory unit/clinic level data - Select two NSIs

✓ Falls with injury
✓ ASC patient burns
✓ Adverse outcomes of care: wrong site, side, pt., procedure, implant/device
✓ Return to acute care

✓ HbA1c target levels
✓ Extravasation rate
✓ Door to balloon time
✓ Antibiotic stewardship
✓ Delay in treatment
✓ Telehealth appropriate disposition
Exemplary Professional Practice EP20EO

Provide the most recent eight consecutive quarters of inpatient satisfaction data at the unit level collected to demonstrate outperformance of the mean, median, or other measure of central tendency (benchmark provided by the vendor’s national database).
Exemplary Professional Practice EP21EO

Provide the most recent eight consecutive quarters of ambulatory care setting patient satisfaction data at the unit level collected to demonstrate outperformance of the mean, median, or other measure of central tendency (benchmark provided by the vendor’s national database).

✓ Select 4 of the 9 categories and report data for each unit/clinic.
Patient Satisfaction – Ambulatory/Outpatient Units

✓ Data **must** be included for:
  
  o  ED
  
  o  Ambulatory Surgery Center
  
  o  All areas where clinical nurses provide care
Patient Satisfaction

✓ Inpatient data and ambulatory care setting data will be presented and scored in separate SOEs

✓ Only use ANCC approved questions from vendor

✓ Select four categories to present

✓ Inpatient and ambulatory categories may be different

✓ Represent each category with a patient satisfaction question on the graph

✓ You can still use a different question within a category per unit/clinic area

✓ Encouraged to use vendor provided graph if it meets Magnet specification
New Knowledge, Innovations and Improvements
New Knowledge, Innovations and Improvements: NK2

a. Provide one example, with supporting evidence, of how clinical nurses disseminated the organization’s completed nursing research study to *internal* audiences.

AND

b. Provide one example with supporting evidence, of how clinical nurses disseminated the organization’s completed nursing research study to *external* audiences.
New Knowledge, Innovations, and Improvements: NK5

Provide one example, with supporting evidence, of an innovation within the organization, involving nursing.

“Innovation is the application of creativity or problem solving that results in a widely adopted strategy, product, or service that meets a need in a new and different way. Innovations are about improvement in quality, cost effectiveness, or efficiency.”
New Knowledge, Innovations, and Improvements: NK6EO

Two examples are required (one example *must* be from ambulatory care setting if applicable):

a. Provide two examples of an improved outcome in a care setting associated with a clinical nurse(s) involvement in the adoption of technology.
New Knowledge, Innovations, and Improvements: NK7EO

Two examples are required (one example must be from ambulatory care setting, if applicable):

a. Provide one example of an improved outcome associated with nurse involvement with the design or redesign of work environment.

AND

b. Provide one example of an improved outcome associated with clinical nurse involvement with the design or redesign of work flow in an ambulatory setting.
Strategies for Success

✓ Obtain the 2019 Magnet Application Manual
✓ Review Appendix O - Crosswalk of Standards 2014 – 2019
✓ Read each SOE carefully looking for key words
✓ Read the Glossary - look up all bolded words in SOE statements
Strategies for Success

✓ Determine the data requirements
✓ Ensure submission of your data to a national vendor for benchmarking
✓ If no national benchmark from vendor, identify the highest possible benchmark available
✓ Evaluate your areas of opportunity for improvement
✓ Continuously monitor your outcomes
Strategies for Success

✓ Consider the use of Nursing Excellence consultant

✓ Develop a Magnet designation timeline
  o Ideally the document writing phase should be 12 – 18 months

✓ Monitor ANCC Website for FAQ and Manual Updates
Resources

✓ 2019 Magnet® Application Manual
✓ ANCC Website
✓ HealthLinx Monthly Newsletters
✓ HealthLinx Webinars
Summary

✓ OO reduced from 20 to 10
✓ SOE changed from 49 to 50.
  o TL- 9
  o SE-13
  o EP-21
  o NK-7
Summary

✓ 2019 Manual is effective in its entirety on February 1, 2019.
  o No phase in options
✓ “ADAM” pending for electronic documents submission
Questions?
Questions? Contact Us!

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References
