Magnet® vs. Pathway®

Determine Which Journey is Best for You
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
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PhD, RN, NE-BC
VO Nursing Excellence, Analytics
TODAY’S OBJECTIVES

• Describe the major differences between the two Programs

• Identify key criteria to use when choosing between the Programs.
What is Pathway to Excellence®

A recognition for positive practice environments that enable nurses to excel
Pathway® Standards

• Shared Decision-Making

• Leadership

• Safety

• Quality

• Well-being

• Professional Development
Shared Decision-Making

- Established structure
- Involvement of direct care nurses
- Interprofessional collaboration
Leadership

- Supports collaboration and shared decision-making activities
- Actively engage nurses in budgeting activities & cost management
- Accessible
- Advocate
- Continuous Learner
Safety

- Protect the safety & well-being of staff and patients
- Prevention of violent incidents
- Disruptive behaviors
- Collaboration with changes in acuity and transition of patients
Quality

- Evidence-based
- Focused on improving patient outcomes
- Internal and External benchmarking
- Interprofessional teams driven by mission, vision and values
Well-Being

- Balancing work initiatives with home/life
- Flexible scheduling
- Community involvement
Professional Development

- Orientation and transition into practice
- Certification
- Mentoring
- Learner needs assessment
What is Magnet®

A recognition of organization for:
• Quality/Safety • Innovation • Nursing Excellence
Magnet® Model & Components

- Transformational Leadership
- Structural Empowerment
- Exemplary Professional Practice
- New Knowledge, Innovations & Improvements
- Empirical Outcomes
Transformational Leadership

- Strategic Planning
- Advocacy
- Visibility, accessibility, and communication
Structural Empowerment

- Professional engagement
- Professional development
- Community involvement
- Recognition of nursing staff
Exemplary Professional Practice

- Professional practice model and care delivery
- Staffing, scheduling and budgeting
- Interprofessional care
- Accountability and Autonomy
- Ethics
- Workplace Safety
- Quality Improvement
New Knowledge, Innovations & Improvements

- Evidence-based practice
- Research
- Innovation
Empirical Outcomes

- Data
- Prescriptive format
- Graphical display
Eligibility Criteria

- One CNO with all nurses directly or indirectly reporting
- CNO participates on top committees/bodies
- CNO with a masters degree at a minimum (must have a degree in nursing)
- 100% of all nurse leaders/nurse managers baccalaureate or higher degree in nursing at application and throughout designation
- Compliance with all local, state, and federal laws and regulations: OSHA, DHHS, EEOC, US DL, NLRB
- No suspension or exclusion from federal or state health care programs
The Big 5!

1. RN Satisfaction
2. Nursing Sensitive Indicators
3. Patient Satisfaction
4. Nursing Certification
5. Nursing Research
The Magnet® Standard Unpacked

51% of a facility’s units must outperform the mean* —

More than 50% of the time —

For the most recent 8 quarters for Patient Satisfaction and NSI —

For the most recent RN Satisfaction survey completed within 30 months of document submission

* May use mean, median or other measure of central tendency.
How Are the Programs Alike?

• Are recognitions from the American Nurse Credentialing Center (ANCC)

• Provide framework for achieving operational excellence

• Include standards and components related to work environment

• Involve electronic document

• Involve document review by appraisers

• Application manuals
Differences

Between Magnet®️ and Pathway to Excellence®️
Program Comparisons

- Conceptual Model
- Structure
- Process
- Outcome
- Culture
Conceptual Model

Pathway to Excellence
• No conceptual model
• Focus on nurse practice environment

Magnet
• Conceptual model with 5 components
  • Transformational Leadership
  • Structural Empowerment
  • Exemplary Professional Practice
  • New Knowledge Innovations and Improvements
  • Empirical Outcomes
Pathway to Excellence

- 6 Pathway Standards with Elements of Performance (EOPs)
  - 64 EOPs + 5 OO = (118 responses)

Magnet

- 4 Components with Sources of Evidence (SOEs)
- 5th Component, EO, is a requirement within some SOEs
  - 50 SOE + 10 OO (95-97 Narratives)
Process: Document Application

Pathway to Excellence
- Assess organizational readiness
- Submit application
- Write documents

Magnet
- Assess organizational readiness
- Submit application
- Write documents
Process: Document Submission

Pathway to Excellence

• Submit documents via portal
• February, April, June, August and November
• Can submit evidence

Magnet

• Submit documents electronically
• February, April, June, August and October
• Must submit evidence (max of 5)
Process: Validation Phase

Pathway to Excellence

- Prepare nurses for Pathway survey (ongoing)
- Conduct survey
- Receive notification of accreditation
  - 60% or > nurse participation
  - 50% or > nurses must respond strongly agree or agree to ALL 28 questions
  - 75% must respond strongly agree to 21 of 28 questions

Magnet

- Prepare organization for appraiser site visit (ongoing)
- Conduct site visit
- Receive notification of accreditation
Celebrate!

Then Repeat every 4 Years
Clarification

• Pathway to Excellence® designation is not a prerequisite to become Magnet ®-designated.

• Pathway to Excellence® designated hospitals are not required to become Magnet® designated after achieving Pathway®.

• Organizations may hold both Pathway® and Magnet® Recognitions.
<table>
<thead>
<tr>
<th>Criteria</th>
<th>Pathway</th>
<th>Magnet</th>
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</thead>
<tbody>
<tr>
<td><strong>Focus</strong></td>
<td>Positive practice environment; shared decision</td>
<td>Nursing excellence and superior patient outcomes</td>
</tr>
<tr>
<td><strong>Designation</strong></td>
<td>Every 4 years</td>
<td>Every 4 years</td>
</tr>
<tr>
<td><strong>Organizational Overview</strong></td>
<td>5 items, all required</td>
<td>10 items, all required</td>
</tr>
<tr>
<td><strong>Narratives</strong></td>
<td>6 Practice Standards - 64 Elements of Performance (EOPs) from previous 36 months</td>
<td>5 Components - 50 Sources of Evidence (SOEs) from previous 48 months</td>
</tr>
<tr>
<td><strong>Program Coordinator</strong></td>
<td>Often referred to as the Pathway Program Coordinator (PPC)</td>
<td>Many titles are used, but most often, Magnet Project Director (MPD)</td>
</tr>
<tr>
<td><strong>Validation process</strong></td>
<td>Nurse Survey is required after the document has scored above the threshold</td>
<td>Site Visit after successful document submission that has scored in the range of excellence</td>
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<tr>
<td><strong>CNO education</strong></td>
<td>Bachelor’s degree or higher in nursing</td>
<td>Masters degree at a minimum. If not in Nursing then a baccalaureate or higher in nursing</td>
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<td>Magnet</td>
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<tr>
<td>Nurse Manager/Leader</td>
<td>No education requirement</td>
<td>100% Bachelor’s in Nursing or higher</td>
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<tr>
<td>Staff Nurses</td>
<td>Direct Care Nurses</td>
<td>Clinical Nurses</td>
</tr>
<tr>
<td>Evidence-based Practice</td>
<td>Use EBP findings</td>
<td>Conduct EBP projects</td>
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<tr>
<td>Nursing Research</td>
<td>Apply research findings</td>
<td>Conduct Nursing Research and disseminate</td>
</tr>
<tr>
<td>Evidence</td>
<td>Exhibits; Mostly optional to include; No limit on number of items</td>
<td>Evidence; Required; Max of 5 pieces per example for non EO SOE</td>
</tr>
<tr>
<td>Empirical Outcomes</td>
<td>Limited outcomes</td>
<td>24 of the 50 SOEs are scored empirical outcomes</td>
</tr>
<tr>
<td>Designation Criteria</td>
<td>Must successfully submit a document that exceeds the threshold, and outperform in the Nurse Survey:</td>
<td>Must successfully submit a document that scores within the range of excellence, and must demonstrate Magnet enculturation at all levels, services and settings upon site visit by the appraisal team</td>
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Your Journey

Your journey is more than just a collection of stories, data, and evidence – it is a exemplar of years of hard work on the part of your nurses, interprofessional teams and staff who are committed to providing the highest quality of care for your patients.
"Excellence is not a skill. It is an attitude."

-Ralph Marston
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