

Meeting Name	Professional Practice and Development Council		Council/Meeting Minutes	Please check off all components and indicators that relate to each topic being discussed.
Location	Walkway Conference Room			
Date	Wednesday January 17, 2018			
Time	1100-1300			
Conducted By	Carolynn Young and Judy Dillworth			
Topic/ Facilitator	Discussion	Staff Input & Feedback	Action	Strategic Plan Indicator
1. Call to Order <ul style="list-style-type: none"> • Identification of Timekeeper and Recorder • Check-In 	Judy Dillworth called the meeting to order at 1105. Recorder: Doreen Wall Conference call-in used by 2 members.			
2. Welcome and Introductions	Judy Dillworth and Carolynn Young welcomed attendees representing various areas of Phelps nursing. Attendees included clinical nurses and leadership. Judy introduced herself and spoke briefly about her background in Magnet nursing and her current role at Phelps as Magnet Program Director. Carolynn Young gave a brief explanation of how Nursing Standards of Practice (SOP) committee would change its model of operation to the current Shared Governance Model. Carolynn gave a brief summary of Old Business from SOP meeting in November.	Clinical Nurses and leaders introduced themselves identified their specialty, years at Phelps. Clinical Nurses and leaders present listened to the information. Brief discussion about Old Business was conducted before moving on to topic of Professional Practice and Development (PPD) and Shared Governance.		<input checked="" type="checkbox"/> People <input type="checkbox"/> Patient Experience <input type="checkbox"/> Quality <input type="checkbox"/> Financial Performance <input type="checkbox"/> Operations



Topic/Chair	Discussion	Staff Input & Feedback	Action	Strategic Plan Indicator
3. Magnet Overview <ul style="list-style-type: none"> • What is Magnet? • Overview 	<p>Judy gave brief history of Magnet, including Evidence Based Practice (EBP) heritage, NYU innovation, and the importance of nurses at the bedside, professional practice and development values.</p> <p>Judy engaged attendees in a dialogue including the public's perception of Magnet values, how hospitals value clinical nurses, professional ethics and autonomy, showcasing the contributions clinical nurses make to excellence in patient outcomes.</p> <p>Judy facilitated a dialogue about the "Forces of Magnetism" and concepts related to "exemplar" clinical nursing.</p>	Attendees listened actively to the history of Magnet and why it is desirable.		<input checked="" type="checkbox"/> People <input type="checkbox"/> Patient Experience <input type="checkbox"/> Quality <input type="checkbox"/> Financial Performance <input type="checkbox"/> Operations
4. Shared Governance <ul style="list-style-type: none"> • What is Shared Governance? • Expectations 	<p>Judy Dillworth defined shared governance as a decision making model that valued the voices of clinical nurses as problem solvers at the bedside.</p> <p>Involving every clinical nurse in the process of decision making and innovation utilizing the Magnet framework was presented.</p> <p>The innovative diagram "Shared Governance Model" was presented to the group for discussion and review. The diagram illustrated a framework for the new shared governance council structure envisioned by Mary McDermott, CNO and Phelps leadership.</p> <p>"Staffing up" was discussed as a strategy to support clinical nurses to attend council meetings and engage in EBP activities.</p>	<p>Clinical Nurses engaged in an active discussion about shared governance expectations.</p> <p>"Staffing Up" was received positively by group.</p>		<input checked="" type="checkbox"/> People <input type="checkbox"/> Patient Experience <input type="checkbox"/> Quality <input type="checkbox"/> Financial Performance <input type="checkbox"/> Operations

	<p>Wednesdays were identified as Magnet meeting days hospital-wide. Clinical nurses are encouraged to select councils and EBP activities and to attend, co-chair and disseminate information flowing to meetings and back to clinical staff and so on. Nurses are encouraged to conduct unit and service-line based local council meetings the first two Wednesdays of the month, the hospital wide shared governance council meetings the third Wednesday and the Nursing Leadership Council (formerly PCC) the fourth Wednesday.</p> <p>The organizational flow is intended to be ongoing and transparent with clinical nurses and EBP determining practice.</p> <p>Professional ethics and intrinsic motivation themes were presented as in council attendance, communication, etc.</p>			
5. Phelps Professional Practice Council	<p>Judy encouraged the attendees to share their ideas for shared governance, EBP, council engagement, etc.</p>	<p>The attendees talked about certification as an important aspect of Magnet certification.</p> <p>Clinical Nurses explained that some certifications are not ANCC and therefore not eligible for Success Pays financial support. A lively discussion followed regarding certification and education benefits. Clinical Nurses talked about having multiple certifications and inquired about rules and practices regarding salaries, etc.</p> <p>Clinical nurses inquired how to best identify which certifications are appropriate for each service line or unit.</p>	<p>Success Pays was briefly discussed as a grant program for ANCC certification for eligible clinical nurses and leaders.</p> <p>Clinical Nurses were reminded that the certifications not offered by ANCC are still eligible for tuition reimbursement and differential pay upon award per Phelps policy.</p> <p>A list of appropriate and desirable certifications for each clinical nursing specialty will be identified for future discussions utilizing a shared governance framework.</p>	<p><input checked="" type="checkbox"/> People</p> <p><input checked="" type="checkbox"/> Patient Experience</p> <p><input checked="" type="checkbox"/> Quality</p> <p><input type="checkbox"/> Financial Performance</p> <p><input type="checkbox"/> Operations</p>

6. Review of Action Items <ul style="list-style-type: none"> • Who is responsible • Expected dates of completion 	Judy Dillworth		Judy and Mary McDermott to develop up-to-date list of all clinical nurses at Phelps, their degrees, certifications.	<input checked="" type="checkbox"/> People <input type="checkbox"/> Patient Experience <input checked="" type="checkbox"/> Quality <input type="checkbox"/> Financial Performance <input type="checkbox"/> Operations
7. Adjournment <ul style="list-style-type: none"> • Next meeting date, time, location 	Judy Dillworth		Next Meeting: February 21st, 2018 Meetings for 2018 will be Third Wednesday monthly 1100-1300 at Family Practice Conference Room 755 Building; Room 410, First hallway to the right	