

Meeting Name	Professional Practice & Development		Council/Meeting Minutes	Please check off all components and indicators that relate to each topic being discussed.	
Location	Atrium Conference Room				
Date	6/19/2019				
Time	11am-1pm				
Conducted By	Candice Johnson, BSN, RN				
Topic/ Facilitator	Discussion	Staff Input & Feedback	Action	Magnet Components	Strategic Plan Indicator
Meeting called to order at 11am	May Minutes accepted			<input type="checkbox"/> Transformational Leadership	<input type="checkbox"/> People
Unit Updates Nicki Rembisz BSN, RN	1 South and BRU beginning to implement Quiet time with Meditation room	To implement this would bring continuity of quiet time across the hospital.	Candice Johnson to share interventions regarding quiet time with Nicki to jump start implementation.	<input type="checkbox"/> Structural Empowerment	<input type="checkbox"/> Patient Experience
Bethany Baldwin, BSN RN, WCC	1 RN left Wound Healing Institute, will fill position with BSN-RN			<input type="checkbox"/> Exemplary Professional Practice	<input type="checkbox"/> Quality
				<input type="checkbox"/> New Knowledge, Innovations and Improvements	<input type="checkbox"/> Financial Performance
					<input type="checkbox"/> Operations
Goals for Certification and Unit Statistics Kathy Calabro	90% of units outperform the NDNQI (national database of nursing quality indicators) benchmark for advanced education (BSN, MSN, PhD) 71% of units outperform the NDNQI benchmark for certification https://cdn-cms.f-static.com/uploads/1065226/normal_5d07dbc894799.pdf	Great job RNs! Keep striving for goals!	Keep a record of interventions such as: -passing book on to someone else -advertising the salary increase -peer study/support groups -study questions posted in the break room We can duplicate these results and share with all units.	<input type="checkbox"/> Transformational Leadership	<input type="checkbox"/> People
				<input type="checkbox"/> Structural Empowerment	<input type="checkbox"/> Patient Experience
				<input type="checkbox"/> Exemplary Professional Practice	<input type="checkbox"/> Quality
				<input type="checkbox"/> New Knowledge, Innovations and Improvements	<input type="checkbox"/> Financial Performance
					<input type="checkbox"/> Operations

<p>Nurse Residency Program Judy Dillworth, PhD, RN, NEA-BC, CCRN-K :</p> <p>Candice Johnson, BSN, RN</p>	<p>Nurse Residency Program will be 1 year long, include a free lunch, certificate, and much more. In the process of being built by Peggy Tallier EdD, RN, MPA and Nancy Fox MS-C, BS, NEA, CNML, NPD, RN-BC</p> <p>Could we consider uploading unit-based council agendas, minutes and attendance on RN website to centralize info</p>	<p>Great idea, it will go hand-in-hand with our Mentoring Program!</p>	<p>Make public the investment we will sow into new RNs</p> <p>We will ask Mary McDermott, MSN, RN, ANP, NEA-BC, SVP/CNO if this can be implemented.</p>	<p><input type="checkbox"/> Transformational Leadership</p> <p><input type="checkbox"/> Structural Empowerment</p> <p><input type="checkbox"/> Exemplary Professional Practice</p> <p><input type="checkbox"/> New Knowledge, Innovations and Improvements</p>	<p><input type="checkbox"/> People</p> <p><input type="checkbox"/> Patient Experience</p> <p><input type="checkbox"/> Quality</p> <p><input type="checkbox"/> Financial Performance</p> <p><input type="checkbox"/> Operations</p>
<p>Peer Feedback Succession Plan</p> <p>Judy Dillworth</p>	<p>Let's get the info gathered from the Peer feedback forms to each RN.</p> <p>Judy asked have staff RNs sat down with their leadership: Nurse Manager or Coordinator to outline aspirations, 5-year plans?</p>	<p>Kai Yamamoto, BSN, RN, CNOR – Peer feedback can help us identify strengths and areas to improve.</p> <p>Currently this is not feasible. Nurse Managers are very busy with commitments.</p>	<p>Will implement.</p> <p>Judy will bring to leadership meetings, Revisit the requirement of quarterly appraisal and evaluations, to be the first 3 months of the year.</p>	<p><input type="checkbox"/> Transformational Leadership</p> <p><input type="checkbox"/> Structural Empowerment</p> <p><input type="checkbox"/> Exemplary Professional Practice</p> <p><input type="checkbox"/> New Knowledge, Innovations and Improvements</p>	<p><input type="checkbox"/> People</p> <p><input type="checkbox"/> Patient Experience</p> <p><input type="checkbox"/> Quality</p> <p><input type="checkbox"/> Financial Performance</p> <p><input type="checkbox"/> Operations</p>
<p>Nicki Rembisz 8 to 12-hour Shift</p> <p>Judy Dillworth</p> <p>Kai Yamamoto</p>	<p>Can Psych RNs transition to 12-hour shifts?</p> <p>Continue to encourage RNs to complete the RN survey. Also encouraged participation in the Leadership seminar on 6/20 at 1pm. Encourage membership of Professional Nursing organizations</p> <p>OR to re-apply for certification award in November 2019 and ASU has new hires. You cannot hoard new knowledge</p>	<p>All other inpatient units work 12-hour shifts.</p> <p>Some nurses shared that they are members of professional organizations.</p> <p>We all agree, do your part in orienting, mentoring and precepting. Nurses are teachers</p>	<p>Brought to CNO Advisory: Mary said it is in the process of being built and implemented.</p> <p>RNs will try to become members and get involved in professional organizations.</p> <p>Having social events to include new hires, inviting them to Shared governance council meetings</p>	<p><input type="checkbox"/> Transformational Leadership</p> <p><input type="checkbox"/> Structural Empowerment</p> <p><input type="checkbox"/> Exemplary Professional Practice</p> <p><input type="checkbox"/> New Knowledge, Innovations and Improvements</p>	<p><input type="checkbox"/> People</p> <p><input type="checkbox"/> Patient Experience</p> <p><input type="checkbox"/> Quality</p> <p><input type="checkbox"/> Financial Performance</p> <p><input type="checkbox"/> Operations</p>

	New York Time article submitted by Kai: https://www.nytimes.com/2019/06/08/opinion/sunday/hospitals-doctors-nurses-burnout.html				
Judy Dillworth	Would you be interested in classes on how to chair a meeting, taking minutes, and creating agendas?	Yes, we would	Will follow up.	<input type="checkbox"/> Transformational Leadership <input type="checkbox"/> Structural Empowerment <input type="checkbox"/> Exemplary Professional Practice <input type="checkbox"/> New Knowledge, Innovations and Improvements	<input type="checkbox"/> People <input type="checkbox"/> Patient Experience <input type="checkbox"/> Quality <input type="checkbox"/> Financial Performance <input type="checkbox"/> Operations
Candice Johnson	Get your CITI Training, document your hours to be paid It's not so sleepy in Sleepy Hollow- Dr. Emil Nigro				
Next meeting	Judy suggested that we discuss building professional portfolio at next month's meeting		Everyone should bring their portfolio to the next meeting		<input type="checkbox"/> People <input type="checkbox"/> Patient Experience <input type="checkbox"/> Quality <input type="checkbox"/> Financial Performance <input type="checkbox"/> Operations

Respectfully Submitted,

Candice Johnson, BSN, RN

RN II, 5 North