

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	2/20/2019				
Time	1100-1300				
Conducted By	Tammy Wilson, BSN, RN Coordinator 5S Carolynn Young, MS, RN-BC (Monitor)				
Topic/ Facilitator	Discussion	Staff Input & Feedback	Action	Magnet Components	Strategic Plan Indicator
1. Call to Order A. Welcome B. Identification of Timekeeper and Recorder C. Introductions D. Review of previous meeting minutes	<ul style="list-style-type: none"> Meeting called to order @ 11:10 AM by Tammy Wilson, BSN, RN Recorder/Timekeeper, Candice Johnson, RNII, 5N New Members/Welcome January minutes distributed via email. January 2019 meeting minutes reviewed. 	<ul style="list-style-type: none"> Call-in: Sherin Ninan, MS, RN CNRN; Dianna Pollock, RNIII, ICU. No new members Minutes approved with updates 	Attendees Conference call-in number: 9-1-888-602-0202 Then press passcode: 9143663502# <ul style="list-style-type: none"> Post on Nursing Website 	<input type="checkbox"/> Transformational Leadership <input type="checkbox"/> Structural Empowerment <input checked="" type="checkbox"/> Exemplary Professional Practice <input type="checkbox"/> New Knowledge, Innovations and Improvements	<input type="checkbox"/> People <input type="checkbox"/> Patient Experience <input checked="" type="checkbox"/> Quality <input type="checkbox"/> Financial Performance <input type="checkbox"/> Operations
2. Attendance Carolynn Young, MS, RN-BC	<ul style="list-style-type: none"> Must attend 60% of meetings for maintaining career ladder requirement. Include committee participation and staff meetings. 	<ul style="list-style-type: none"> Unit based councils can use 60% attendance/phone-in as a guideline. Read-&-Sign of meeting minutes is not acceptable. Staff must participate in the discussion & decisions. Recommendation to alternate times of staff & council meetings between days/nights to promote attendance. 	Important that staff participate in discussion, not just listening in on the phone.	<input type="checkbox"/> Transformational Leadership <input type="checkbox"/> Structural Empowerment <input checked="" type="checkbox"/> Exemplary Professional Practice <input type="checkbox"/> New Knowledge, Innovations and Improvements	<input type="checkbox"/> People <input type="checkbox"/> Patient Experience <input checked="" type="checkbox"/> Quality <input type="checkbox"/> Financial Performance <input type="checkbox"/> Operations
3. Nursing Standards of Care Committee Carolynn Young, MS, RN-BC Doreen Wall, MS, RN-BC	<ul style="list-style-type: none"> New policy under development: Leech Therapy; revise Fecal and Gastric Hemocult policy. Blood Product Administration Policy (Northwell Policy). COW-Clinical Opioid Withdrawal Scale 	<ul style="list-style-type: none"> New practice in ICU-used Northwell site policy for reference; send specimen/cards to laboratory for resulting (new lab regulations) Await approval by Phelps Medical Board. 	<ul style="list-style-type: none"> C. Young to work with A. Whyte to create policy; C. Young to work with lab. Education/Implementation pending approval. Policy draft in progress. 	<input checked="" type="checkbox"/> Transformational Leadership <input checked="" type="checkbox"/> Structural Empowerment <input checked="" type="checkbox"/> Exemplary Professional Practice <input type="checkbox"/> New Knowledge, Innovations and Improvements	<input checked="" type="checkbox"/> People <input checked="" type="checkbox"/> Patient Experience <input checked="" type="checkbox"/> Quality <input type="checkbox"/> Financial Performance <input type="checkbox"/> Operations

		<ul style="list-style-type: none"> BRU and 1South units will officially begin to use scale; championed by clinical nurses. 			
4. Changes to Clinical Ladder Celest Duncalf BSN, RN, CCRN Kathy Calabro, Data Analyst	<ul style="list-style-type: none"> Reviewed promotions, as listed on Nursing Website. I PASS the BATON / TeamSTEPS 	<ul style="list-style-type: none"> Discussed certification rates. Shift handoff (report) at the bedside and patient report sheets are changing. 	<ul style="list-style-type: none"> Certification rates are improving. New paradigm for patient handoff. 	<input checked="" type="checkbox"/> Transformational Leadership <input checked="" type="checkbox"/> Structural Empowerment <input checked="" type="checkbox"/> Exemplary Professional Practice <input type="checkbox"/> New Knowledge, Innovations and Improvements	<input type="checkbox"/> People <input type="checkbox"/> Patient Experience <input checked="" type="checkbox"/> Quality <input type="checkbox"/> Financial Performance <input type="checkbox"/> Operations
5. Certification and BSN Rates Kathy Calabro, Data Analyst	<ul style="list-style-type: none"> Each unit is to set realistic goals. March 19th is National Certification Nurses Day. Information table will be in the cafeteria. Clinical Educators will be available to answer questions and assist with searching clinical websites. 	<ul style="list-style-type: none"> Rates fluctuate with changing staff members (new staff, resignations & transfers). Goal to increase certification by the organization (41%). Judy (OR) received an award for being certified. Certification Day table will include information and a laptop to show candidates how to apply for certification & websites for information. 	<ul style="list-style-type: none"> K. Calabro distributed graphs of unit-based certification rates. Members asked to post on their Magnet boards-KUDOs to All! Create an action plan / strategies to entice co-workers to become certified: Study group, sharing study materials, & celebrating newly certified nurses. Celebrate nurses who are certified with a plaque to be displayed on the unit. 	<input checked="" type="checkbox"/> Transformational Leadership <input checked="" type="checkbox"/> Structural Empowerment <input checked="" type="checkbox"/> Exemplary Professional Practice <input type="checkbox"/> New Knowledge, Innovations and Improvements	<input type="checkbox"/> People <input type="checkbox"/> Patient Experience <input checked="" type="checkbox"/> Quality <input type="checkbox"/> Financial Performance <input checked="" type="checkbox"/> Operations
6. 2019 Magnet Follow-up Judy Dillworth, PhD, Magnet Director Kathy Calabro, BS, Data Analyst	A. Magnet document help needed. Provide an example of patient care associated with communication between CNO & AVP, Director, or Manager. B. Culture of Safety (free of Violence) to document how we promote safety of nurses. C. Example of an improved patient outcome by a clinical nurse.	A. CNO advisory meeting → New WOWs (COWs). → RN advanced 2 levels of clinical ladder criterion was met. → Mary McDermott walk around units and talk with staff. B. Creating policy about Safety-for Nursing/Staff when staff are threatened, code silver drill. C. Kierra Gonzalez, MSN, RN-BC suggested "Falls". Doreen Wall, MS, RN-BC suggested the "SANE program"	A. CNO Advisory meeting discussion → New sink on 5 North → Support of professional advancement → Improves communication → B. Collaboration with Security. Can we use this for a Magnet story? What can we measure? C. "Did falls decrease after the implementation of Enhanced Supervision?" (measurable).	<input checked="" type="checkbox"/> Transformational Leadership <input checked="" type="checkbox"/> Structural Empowerment <input checked="" type="checkbox"/> Exemplary Professional Practice <input type="checkbox"/> New Knowledge, Innovations and Improvements	<input checked="" type="checkbox"/> People <input checked="" type="checkbox"/> Patient Experience <input checked="" type="checkbox"/> Quality <input type="checkbox"/> Financial Performance <input checked="" type="checkbox"/> Operations

	D. Example of an improved patient outcome from a clinical nurse affiliated with a professional organization.	One RN was accepted to the program. Another cohort of applicants are to become certified. Implement private rooms for rape victims. D. Doreen Wall, MS, RN-BC reported that the idea for the 2C Clouds “Getting to Know Me” posters were brought back from the 2017 NICHE conference.	Northwell is marketing this program. D. Take back to our units—what we are proud of		
Adjournment	Meeting adjourned at 1300.		Conference call-in number is: 888-602-0202.		
Next Meeting	March 20th at 1100-1300 in the Atrium (Main Hospital-conference room door-behind Information Desk-where wheelchairs are stored)		Then press passcode: 9143663502#.		
Respectfully Submitted, Recorder/Credentials _____ Date _____ <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> _____ Co-Chair Signature Date _____ </div> <div style="width: 45%;"> _____ Director Signature Date _____ </div> </div>					