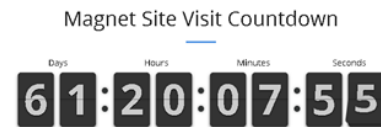



Meeting Name	CNO Advisory Council		Council/Meeting Minutes	Please check off all components and indicators that relate to each topic being discussed.	
Location	HOCH Center/Virtual				
Date	06/17/2020				
Time	3:00 pm - 5:00 pm				
Conducted By	Mary McDermott, MSN, RN, APRN, NEA-BC				
Recorder	Kathleen Calabro, Magnet® Data Analyst				
Topic/ Facilitator	Discussion	Staff Input & Feedback	Action	Magnet® Components	Strategic Plan Indicator
Meeting Kick off by Mary McDermott	<p>Mary shared the great news that the Magnet® Appraisers reviewed our document and because of all of you and the fantastic work that you do, we are going straight to site visit!</p> <p>We then went around the room introducing ourselves... We want the appraisers to get a feel for who you are. Please state your name, level, years of experience, years at Phelps along with any committees our councils you participate in.</p>	Jade and Kate - You should mention that you were in the nurse residency program especially since highlighted in the Magnet® Document.	<p>Site Visit Dates are: August 19, 20 and 21</p> <p>Nurses are humble - The site visit is your time to brag and highlight you and your unit’s accomplishments!</p>	<p><input checked="" type="checkbox"/> Transformational Leadership</p> <p><input checked="" type="checkbox"/> Structural Empowerment</p> <p><input checked="" type="checkbox"/> Exemplary Professional Practice</p> <p><input checked="" type="checkbox"/> New Knowledge, Innovations and Improvements</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 checked="" type="checkbox"/> Financial Performance</p> <p><input checked="" type="checkbox"/> Operations</p>
Review of the Nursing Strategic Plan presented by Mary	<p>Mary opened up the Magnet® Document</p> <p>Clicked on:</p> <ul style="list-style-type: none">- Organizational Overview- OO2 - Strategic, Safety & Quality Plans <p>Strategic Plans Table</p> <ul style="list-style-type: none">- OO2-Nursing Strategic Plan 2017-2021 <p>Mary went through the details on the Nursing Strategic Plan and highlighted</p>	<p>Judy Dillworth, PhD, RN, NEA-BC, CCRN-K, FCCM, Magnet® Program Director, shared that the shared governance model is very unique since most models have leadership on the top.</p> <p>Mary responded that this makes sense to have the unit on top because many of the ideas that are generated</p>	<p>Reminder - You can access the Magnet® Document two ways:</p> <p>1) From the Phelps Intranet click on the Heart Icon to go to the Nursing Website</p> <ul style="list-style-type: none">• click on the About Page• click on link Phelps Magnet Document <p>2) Direct Line - https://phelpsMagnet-employees.org/</p>	<p><input checked="" type="checkbox"/> Transformational Leadership</p> <p><input checked="" type="checkbox"/> Structural Empowerment</p> <p><input checked="" type="checkbox"/> Exemplary Professional Practice</p> <p><input checked="" type="checkbox"/> New Knowledge, Innovations and Improvements</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 checked="" type="checkbox"/> Financial Performance</p> <p><input checked="" type="checkbox"/> Operations</p>

	<p>the following:</p> <p>Strategic Planning and Goals: Mary explained the connection and the cascading down of the: Northwell Strategic Plan Northwell Nursing Strategic Plan Phelps Hospital Strategic Plan Phelps Hospital Nursing Strategic Plan</p> <p>Every Strategic Plan needs a Mission and Vision. Mary reviewed the Hospital Mission and Vision along with the Nursing Mission and Vision and how they were aligned.</p> <p>Profession Practice Model: Mary stated the Professional Practice Model (PPM) as a beautiful depiction of Nursing at Phelps created by the nurses. The first brainstorming session was during Nurses Week 2018. The Tag Line - “Our River of Care is a Bridge to Wellness” also came from one of our nurses.</p> <p>Shared Governance Model: Mary reviewed the Shared Governance Model. Since that time we also added the APRN Council.</p> <p>The Goals/Pillars 2017 was our baseline and then subsequent goals are established with continuous improvement in mind.</p> <p>Mary stated how the current certification rate is almost at 50% which is fabulous</p>	<p>come from the units and flow to the shared governance councils.</p> <p>Kathy stated that in the Magnet® Document SE3, SE4EO, SE5 and SE6EO highlight our support for professional development and our results.</p> <p>PACU’s certification rate was highlighted but we had numerous units we could have chosen (i.e 2 Center)</p> <p>Mike Palazzo, BSN, RN-BC, clinical Nurse 2 Center shared that professional certification on his unit has been a focus.</p>	<p>(You can then save to your favorites)</p> <p>Update The Nursing Strategic Plan with 2019 information.</p>		
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Review of the rest of the Magnet® Document by Mary McDermott	<p>We had hired a company, Tipton Communications to help with writing the Magnet® Document as well as creating the Magnet® Website. They did a fantastic job with beautiful pictures of our hospital and ease of navigation.</p> <p>Mary reviewed a few stories that are aligned with the Nursing Strategic Plan.</p> <p>OO10 - NURSING RESEARCH STUDIES</p> <p><i>Provide table of nursing research studies (ongoing and completed) within the most recent 48 months.</i></p> <p>Magnet® requirement was to have 2 completed and 1 in progress study. We had 2 completed and 3 in progress!</p> <p>SE3 – STRATEGIES SUPPORTING RN CERTIFICATION</p> <p>PHELPS HOSPITAL IMPLEMENTS ACTION PLAN TO INCREASE RN CERTIFICATION</p> <p><i>Provide a description and supporting evidence of the organization's action plan for registered nurses' progress toward obtaining professional certification. Include: 1) how the target was established, 2) what strategies were utilized to achieve or maintain target (≥51%), and 3) how the nurses are supported to achieve or maintain certification.</i></p> <p>TL2EO - Nursing Strategic Plan REDUCING HOSPITAL-ACQUIRED</p>	<p>Judy shared that Mary's vision and support is highlighted throughout the Magnet® Document especially in Transformational Leadership (TL).</p>	<p>Please review the Magnet® Document and share with the nurses on your unit to also review the Magnet® Document. There are wonderful stories that you should all be proud of.</p> <p>Use the Search Function:</p> <ul style="list-style-type: none"> - Search your name - Search your unit - Search your committee or council or team (i.e. PIRR Team) <p>Promote at your unit and unit shared governance meetings</p> <p>We will be distributing a Magnet® Site Visit Guidebook which will help prepare you for the virtual site visit and become familiar with your units stories that were highlighted in the document.</p>	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Transformational Leadership <input checked="" type="checkbox"/> Structural Empowerment <input checked="" type="checkbox"/> Exemplary Professional Practice <input checked="" type="checkbox"/> New Knowledge, Innovations and Improvements 	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> People <input checked="" type="checkbox"/> Patient Experience <input checked="" type="checkbox"/> Quality <input checked="" type="checkbox"/> Financial Performance <input checked="" type="checkbox"/> Operations
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	<p>C. DIFFICILE INFECTIONS</p> <p><i>Provide one example, with supporting evidence, of an improved patient outcome associated with a goal of the nursing strategic plan. Provide a copy of the nursing strategic plan</i></p> <p>NK2 – DISSEMINATING RN RESEARCH</p> <p><i>Provide one example, with supporting evidence, of how clinical nurses disseminated the organization's completed nursing research study to a) internal audiences - b) external audiences</i></p>				
Review of the CNO 2019 Advisory Accomplishments	<p>Judy stated we really are not sure which councils the Magnet® appraisers will want to meet with.</p> <p>Kathy pulled up from the Nursing Website the 2019 accomplishments document. This document may spark ideas of what you would want to “brag” about with the Magnet® appraisers.</p>				
Open Discussion	<p>Judy also shared that during the site visit if you do not understand what the appraiser asked that it is ok to ask them to clarify...</p> <p>Alice Mulligan, BSN, RN, ICU thought this was wonderful to review and asked if we hear if we are awarded the Magnet® Recognition at the end of site visits... Unfortunately no, the appraisers meet and use a rubric to rate the visit and then present to Magnet® office and then determined if we meet the criteria to earn the Magnet® Recognition.</p>		<p>Kathy shared the countdown to the Magnet Site Visit found on the Nursing Website on The About Page.</p> <p>The clock is ticking (as of 6/18/20)-</p>  <p>The image shows a digital countdown clock titled "Magnet Site Visit Countdown". The clock displays the time 61:20:07:55. Above the digits are labels: "Days" above "61", "Hours" above "20", "Minutes" above "07", and "Seconds" above "55". A blue horizontal line is positioned under the "Hours" label.</p>	<input checked="" type="checkbox"/> Transformational Leadership <input checked="" type="checkbox"/> Structural Empowerment <input checked="" type="checkbox"/> Exemplary Professional Practice <input checked="" type="checkbox"/> New Knowledge, Innovations and Improvements	<input checked="" type="checkbox"/> People <input checked="" type="checkbox"/> Patient Experience <input checked="" type="checkbox"/> Quality <input checked="" type="checkbox"/> Financial Performance <input checked="" type="checkbox"/> Operations

	<p>Mary mentioned some other awards we may pursue... Once we earn the Magnet® Recognition, we start all over again to submit 4 years later. Magnet® also requires yearly reports to ensure we show sustainability.</p>				
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