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**Subject:** Magnet Minute #4 - Dress Rehearsal July 14 -15  
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July 13, 2020

## Magnet® Minute #4:

**Dress Rehearsal on Tuesday, July 14 and Wednesday, July 15:**

**Preparing for our Virtual Magnet® Site Visit with Northwell MPDs**



There are 6 Magnet® Hospitals in the Northwell Health System. You will meet the Magnet® Program Directors (MPDs) from each of these hospitals during our “dress rehearsal” Tuesday and Wednesday.

This is not a drill, but a series of practice sessions where we can test every detail in preparation of our upcoming virtual site visit: testing of Microsoft Teams, WOWs at various locations/settings, interviews with various groups/councils and interviews with nurses on every clinical unit. We won’t use scripts but may use our Magnet® and/or recognition boards to assist with talking about what we do every day to provide excellent patient care.

***The appraisers will look to “clarify, verify and amplify”, by asking us to speak to:***

- Interdisciplinary, patient/family-centered care demonstrated through practice (care delivery model)
- How Phelps values, supports, recognizes and rewards employees
- Quality, safety and performance improvement initiatives are an integral part of practice
- A commitment to culturally-competent and sensitive care
- Strong & visible transformational leaders at every level; goals aligned with Phelps strategic plan
- Staff having a voice in decision-making about practice and in a safe, healthy work environment
- Robust employee development programs that are readily available beginning with hire, at orientation and throughout one’s career at Phelps, including lateral (e.g. transfers) and promotional transitions to other services/departments (e.g. succession planning)
- Strong presence of Phelps Nursing beyond the hospital’s walls—locally, statewide, nationally

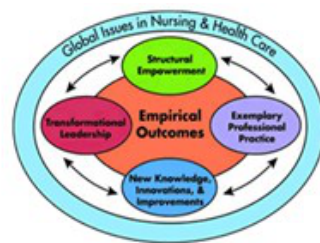
***What unit/practice area strategies will the Magnet® appraisers want to hear about?***

- Promoting autonomy and control over practice
- Interdisciplinary patient care planning/ Continuity of care from patient’s pre-admission up to/including follow-up post-discharge
- Continuous learning: Orientation, mentoring, assessment of individual/unit learning needs.
- Process for self-appraisal, peer review and development of professional goals
- How staffing decisions are made
- Interdisciplinary teamwork
- Collaborative Performance improvement activities, Evidence-based practice and Research
- Unit level and organizational Nurse-Sensitive indicators and outcomes

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## Magnet® Minute

### Preparing for our Virtual Site Visit with Northwell MPDs



#### ***Will the appraisers attend any meetings?***

- The appraisers have already read the Magnet document and have an idea of how our nurses care for patients in collaboration with all of you.
- There will be breakfasts and lunches to hear more from a selection of our night nurses, newly hired and experienced nurses to clarify and verify what's in the document and amplify how we applied the Magnet® structure to processes (e.g. the work done during COVID-19)
- At any point, the appraisers can talk one-on-one with any member of the Phelps community—anyone. Every Phelps employee should have a basic understanding of the Magnet® recognition process and be able to describe how their department works in collaboration with nursing.
- The appraisers will also meet in many forums with Phelps employees of all disciplines (particularly nurses) to learn about what attracted them to Phelps and why they stay. For example, the appraisers will attend Shared Governance Council meetings: the communication and decision-making structure of Patient Care Services. Through shared governance and many interdisciplinary forums and committees, nurses (who are with and advocate for patients 24/7) have input into key decisions that impact patient care and the patient care environment with support of a healthy work environment.
- The appraisers will also meet with the Phelps Senior Leadership (including members of the Board of Trustees), physicians and community leaders to hear about their perspectives on Nursing and nursing practice at Phelps.

#### ***What does “determining enculturation at Site visit” mean? (Just released as a FAQ from Magnet®)***

- According to Magnet®, the site visit is “arranged to validate, verify and amplify compliance and enculturation of the Magnet® components”. Examples of these components may be reviewed and validated during the Site Visit to ensure that the characteristics, process and values of Magnet® are evident throughout the organization.
- During the site visit, appraisers will:
- Validate and verify what has been presented in the document for evaluation.
- Verify the accuracy of data presented for SE4EO, SE6EO, EP2EO, EP18EO, EP19EO, EP20 EO and EP21 EO. (Log in to our Magnet® document and see what each of these components measure. First person to identify correctly and call Judy x3509 will get a gift certificate to the Black Cow.)
- Review personnel records to validate nurse leader education eligibility requirements are sustained.
- Review records to validate use of periodic formal performance review that includes self-appraisal, and peer feedback process, demonstrating a plan for professional development for all levels of nursing (EP11)