

September 23, 2020

Magnet® Minute #8



Monday, Sept 21 was World Gratitude Day...

A Big **Thank you** to: our **Magnet® Writers:** Cheryl Burke, Kathy Calabro, Carol Daley, Eileen Egan, Nancy Fox, Doreen Gallagher, Paula Keenan, Mary Kovoov, Yve Lauture-Jerome, Pam Louis, Suzanne Mateo, Anne Moss, Carol Robinson, Kathleen Scherf, Tim Wages, Carolyn Young; **Editors/Reviewers:** Denise Podell, Mary McDermott, Helen Renck, Rosendy Rodriguez-Nunez and **Contributors:** all the nurses and Phelps' team members who work together every day and night to provide exceptional care to our patients and families, without whom a successful Magnet® document would not have been possible.

News Flash: On Wednesday, September 16, 2020, Lenox Hill Hospital "received the call" from the ANCC Magnet® Commission and became the 7th Northwell Hospital to achieve Magnet® Designation status.. Feel free to reach out to your Lenox Hill colleagues to congratulate them on this awesome achievement. We patiently wait to hear.....

The Commission on Magnet® designates Magnet® Recognition for Nursing Excellence for a period of four (4) years. In order to maintain Magnet® designation, the organization must remain in compliance with the components and policies of the Magnet® Recognition Program.

After designation, we will move into a monitoring and evaluation phase. An Interim Monitoring Report (IMR) will be due the final day of our designation anniversary month, year two (2022) and periodic phone conversations with the Analysts in the Magnet® Recognition Program office, to "stay on track". The IMR includes the AVP/Director and nurse manager eligibility table, CNO attestation, graphs for RN satisfaction, a nurse sensitive indicator and a patient satisfaction indicator, Nursing research update and the data demographic collection tool (DDCT) report. *If there is evidence of decline in meeting Magnet® expectations, the Magnet® Commission may: 1) require additional data and/or 2) an immediate site visit.*

Every health care organization that has been awarded Magnet® designation status, must reapply every four (4) years. In order to exceed and sustain exceptional care, Magnet® continues to raise the bar. We have already heard that there will be a new edition of the Magnet® manual (Date to be determined ~2023). We will need to re-apply and write to "answer the questions" and standards of the new edition of the Magnet® Manual.



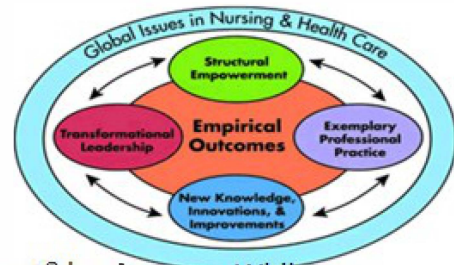
It's not so sleepy in Sleepy Hollow!



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Reflections on Magnet®



Remember that Magnet® is a journey. While we should take a moment to stop and celebrate a very successful site visit, try to “stay on track”, by always identifying a goal and structuring your processes using the Donabedian model (Structure, process outcome), data and the components of the Magnet® model. We *always* want to know how we do by comparing our data to a national benchmark. We look at both inpatient and ambulatory data, wherever nurses work. We continuously grow and learn on our journey..

As we continue on our journey, ***Please remember to jot down some reflections on your impressions of our Magnet® journey: What did you learn? What was helpful and what could we do better for the next time? Remember to include clinical nurses whenever there is an initiative which could impact patient care or the patient care environment. Continue to save/print emails, meeting minutes with attendance and all data (pre, intervention, post) for future stories.***

Some of the things we learned:

- It helped to “practice, practice, practice” and there were many prayers and good wishes.
- During every session, “We just had a conversation”, “it was unlike Joint Commission”, “it was easy” (Because you are consistent in your caring for patients, families and each other and you were prepared!)
- There was incredible pride as you “Just said what you do” especially during sessions with teams of people who don’t consistently meet as a group (e.g. our nurses involved in research [D. Gallagher, C. Huggins, C. Johnson, M. Maier, C. McCarthy, R. Tuazon-Boer, B. Turner, E. Wiley], leaders of ancillary and support services, Community Stakeholders).
- The appraisers “could feel” our “family” culture in every session of the Site Visit! Bravo!
- We heard that the various communications (Magnet® document, unit guidebook and infograms (thanks Kathy Calabro), individual Magnet® handbooks (thanks Dr. Faltz), the dress rehearsal, and this Magnet® Minute and practice) all helped us to be successful.



Phelps Hospital
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Stay tuned for another edition of the Magnet® Minute, coming soon!