

Magnet® Designation Board Presentation October 29, 2020



Mary McDermott, MSN, RN, APRN, NEA-BC
SVP, Patient Care Services / CNO

Today's Agenda

Summary of the Commission on Magnet Recognition®:

1. Findings
2. Exemplars
3. Next Steps



THE COMMISSION ON MAGNET RECOGNITION® HEREBY CONFERS

PHELPS HOSPITAL NORTHWELL
HEALTH
Sleepy Hollow, New York

Magnet
Recognition®

Designated 2020
Expires 2024

Summary of the Commission on Magnet Recognition® Findings:

- It was evident at the community session that there is **strong community involvement** by Phelps.
- The Senior Associate Dean, College of Health Professions and the Lienhard School of Nursing expressed gratitude that the students would be able to re-enter the hospital for clinicals this fall after the pandemic.
- Common themes used to describe why they come to work at Phelps were:
 - **it's home**
 - **co-workers that are friends who feel like family**
 - **consistent leadership support**
 - **extensive resources**
 - **ongoing learning**
 - **professional growth through the advancement ladder program.**

Findings Continued:

- Clinical staff nurses voiced **pride** in their work environment and expressed **a sense family** with their peers.
- Staff described the CNO and her nursing leaders donning scrubs and working side by side with clinical staff.
- They passionately described their experiences delivering care through the Coronavirus Pandemic and shared examples of **leadership's support** and consistent visibility.

Summary of the Commission on Magnet Recognition® Exemplars:

Exemplar #1

SE5: Provide a description with supporting evidence of the organization's action plan for RNs obtaining a baccalaureate or higher degree in nursing. Include: - How the target was established. - What strategies were utilized to achieve or maintain target (greater than or equal to 80%). - How the nurses are supported to achieve a baccalaureate or higher degree in nursing.

Exemplar #1 - Continued

During the Site Visit, organizational evidence supporting nurses to achieve and/or maintain baccalaureate or higher education in nursing was verified, clarified, and amplified through ensuing evidence:

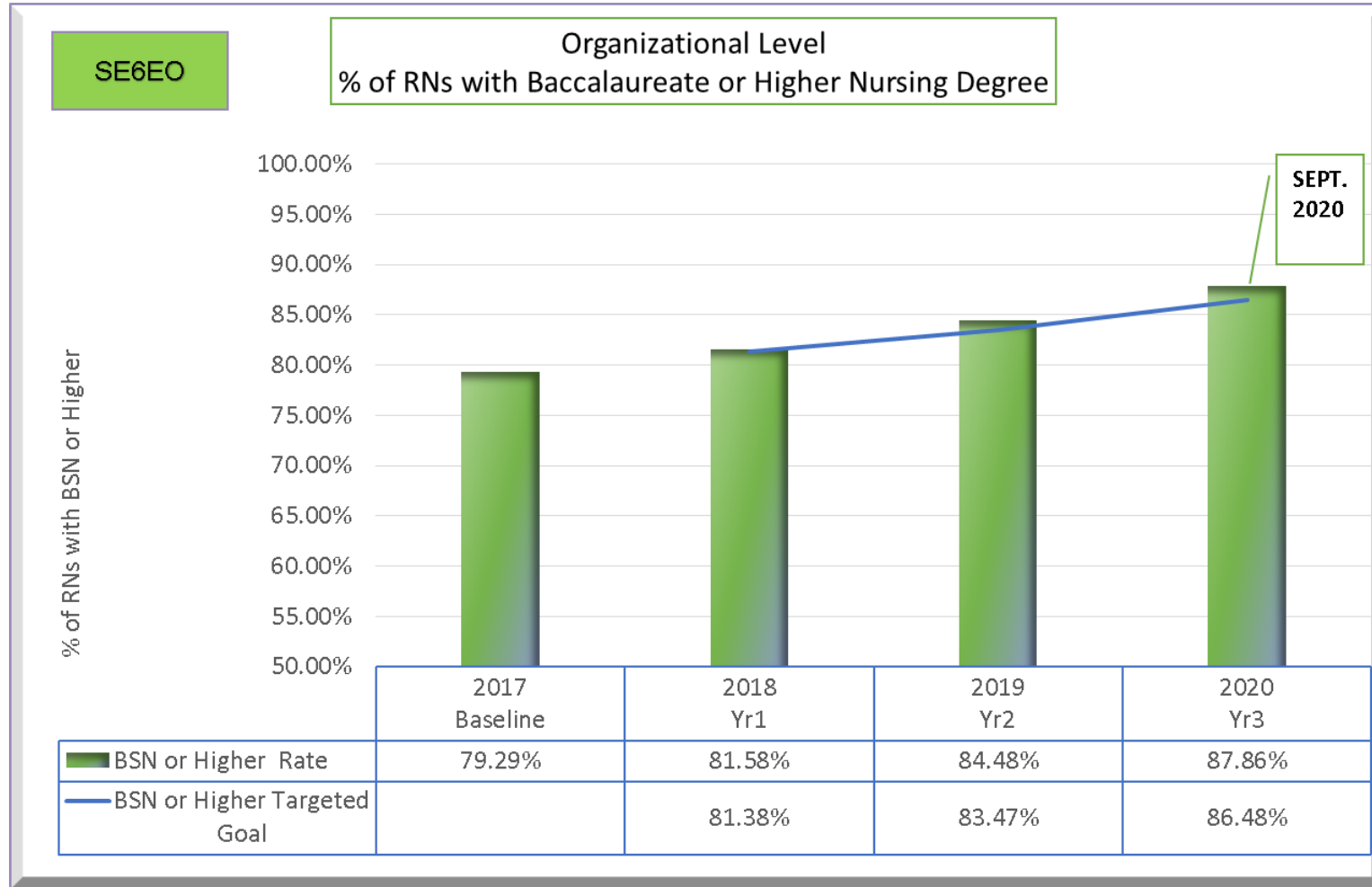
- This Magnet applicant sustained a BSN rate of >81% since 2018. Current BSN rate as of site survey was 86%.
- Appraisers met many staff nurses who were recipients of the Nursing Promise Program where they are supported to go to nursing school full-time while working part time at Phelps. The students are given a stipend for expenses on top of tuition reimbursement.
- Preferred hiring is BSN, or commitment to completing BSN within two years. Phelps has tuition reimbursement at 7K annually
- Phelps has an arrangement with Hofstra University for employees who apply to any master's program, that if they get accepted the tuition is free.
- Clinical ladder program requires BSN for advancement.
- Nurses get a BSN differential.

Summary of the Commission on Magnet Recognition® Exemplars:

Exemplar #2

SE6EO: Provide evidence of the organization progressing toward (or maintaining) greater than or equal to 80% of professional registered nurses who have earned a baccalaureate or higher degree in nursing. Outcome data must be submitted in the form of a graph with a data table including: - Stated goal (percentage) for improvement in professional registered nurses obtaining a baccalaureate or higher degree in nursing. - Three years of data to demonstrate that the goal was met, maintained or exceeded.

Exemplar #2 – Continued



Summary of the Commission on Magnet Recognition® Exemplars:

Exemplars #3 - #8

Magnet® Requirement:

Provide eight of the most recent consecutive quarters of unit- or clinic-level nurse-sensitive, clinical indicator data to demonstrate outperformance of the mean, median, or other measure of central tendency (benchmark provided by the vendor's national database). Data must be the most recent eight complete quarters available from the vendor(s). Select and report data for all applicable inpatient/ambulatory care units.

The unit- level data for **ALL** exemplars *outperformed* the vendor's national mean, for *all eight quarters on 100% of the units.*

Exemplar #3

FALLS WITH INJURY

**100% of Units
Outperform Benchmark
the Majority of the Time**

Falls with Injury			
8 of 8 Units Outperform			
* less than 8 quarters of data			
Unit Type	Unit	Performance Analysis	Outperformed
Medical	5 North	5 of 8 qts Outperform	★
Med-Surg	2 Center	5 of 8 qts Outperform	★
Med-Surg	3 North (FKA 2 North)	5 of 8 qts Outperform	★
Step Down	5 South	6 of 8 qts Outperform	★
Critical Care	ICU	7 of 8 qts Outperform	★
Labor & Delivery	Labor and Delivery	not collected by vendor	N/A
Ante/Post Partum	4 South	8 of 8 qts Outperform	★
Pediatrics	Pediatrics	2 of 8 qts Outperform*	not included in denominator
Psychiatric	1 South	6 of 8 qts Outperform	★
Psychiatric	2 South (Behavioral Health) includes 4 North	7 of 8 qts Outperform	★
Psychiatric	4 North (Behavioral Health)	included with 2 South	N/A

Exemplar #4

**HOSPITAL ACQUIRED
PRESSURE INJURY (HAPI)
STAGES 2 AND ABOVE**

**100% of Units
Outperform Benchmark
the Majority of the Time**

HAPI ≥ 2 5 of 5 Units Outperform <small>* less than 8 quarters of data</small>			
Unit Type	Unit	Performance Analysis	Outperformed
Medical	5 North	6 of 8 qtrs Outperform	★
Med-Surg	2 Center	8 of 8 qtrs Outperform	★
Med-Surg	3 North (FKA 2 North)	8 of 8 qtrs Outperform	★
Step Down	5 South	8 of 8 qtrs Outperform	★
Critical Care	ICU	8 of 8 qtrs Outperform	★
Labor & Delivery	Labor and Delivery	not collected by vendor	N/A
Ante/Post Partum	4 South	not collected by vendor	N/A
Pediatrics	Pediatrics	2 of 8 qtrs Outperform*	not included in denominator
Psychiatric	1 South	not collected by vendor	N/A
Psychiatric	2 South (Behavioral Health) includes 4 North	not collected by vendor	N/A
Psychiatric	4 North (Behavioral Health)	included with 2 South	N/A

Exemplar #5

CENTRAL LINE- ASSOCIATED BLOODSTREAM INFECTION (CLABSI)

**100% of Units
Outperform Benchmark
the Majority of the Time**

CLABSI			
5 of 5 Units Outperform			
* less than 8 quarters of data			
Unit Type	Unit	Performance Analysis	Outperformed
Medical	5 North	5 of 8 qtrs Outperform	★
Med-Surg	2 Center	8 of 8 qtrs Outperform	★
Med-Surg	3 North (FKA 2 North)	8 of 8 qtrs Outperform	★
Step Down	5 South	8 of 8 qtrs Outperform	★
Critical Care	ICU	7 of 8 qtrs Outperform	★
Labor & Delivery	Labor and Delivery	not collected by vendor	N/A
Ante/Post Partum	4 South	not collected by vendor	N/A
Pediatrics	Pediatrics	device days not collected	N/A
Psychiatric	1 South	device days not collected	N/A
Psychiatric	2 South (Behavioral Health) includes 4 North	not collected by vendor	N/A
Psychiatric	4 North (Behavioral Health)	included with 2 South	N/A

Exemplar #6

CATHETER- ASSOCIATED URINARY TRACT INFECTION (CAUTI)

100% of Units

Outperform Benchmark
the Majority of the Time

CAUTI			
5 of 5 Units Outperform			
* less than 8 quarters of data			
Unit Type	Unit	Performance Analysis	Outperformed
Medical	5 North	8 of 8 qtrs Outperform	★
Med-Surg	2 Center	6 of 8 qtrs Outperform*	★
Med-Surg	3 North (FKA 2 North)	7 of 8 qtrs Outperform	★
Step Down	5 South	6 of 8 qtrs Outperform	★
Critical Care	ICU	8 of 8 qtrs Outperform	★
Labor & Delivery	Labor and Delivery	not collected by vendor	N/A
Ante/Post Partum	4 South	not collected by vendor	N/A
Pediatrics	Pediatrics	device days not collected	N/A
Psychiatric	1 South	device days not collected	N/A
Psychiatric	2 South (Behavioral Health) includes 4 North	not collected by vendor	N/A
Psychiatric	4 North (Behavioral Health)	included with 2 South	N/A

Exemplar #7

**Ambulatory Setting –
Falls with Injury**

**100% of Units
Outperform Benchmark
the Majority of the Time**

Falls with Injury 9 of 9 Units Outperform <small>* less than 8 quarters of data</small>			
Unit Type	Unit	Performance Analysis	Outperformed
Operating Room	OR	vendor does not collect	N/A
Rehabilitation	Out-Patient Behavioral Health	vendor does not collect	N/A
Ambulatory	Pain Center (Management)	8 of 8 qtrs Outperform	★
Emergency Department	Emergency Dept. (ER)	6 of 8 qtrs Outperform*	★
Specialty Practice	Wound Healing Institute (Wound Clinic)	7 of 8 qtrs Outperform	★
Specialty Practice	(Interventional) Radiology	8 of 8 qtrs Outperform	★
Specialty Practice	Hyperbaric	3 of 8 qtrs Outperform*	not included in denominator
Specialty Practice	Cardiovascular (Outpatient Cardiology)	7 of 8 qtrs Outperform	★
Oncology	Infusion Center/ Unit	8 of 8 qtrs Outperform	★
PACU	PACU	8 of 8 qtrs Outperform	★
Same Day/Ambulatory Procedure	Endoscopy	7 of 8 qtrs Outperform	★
Same Day/Ambulatory Procedure	ASU	8 of 8 qtrs Outperform	★
Pre-Operative	PSA	vendor does not collect	N/A

Exemplar #8

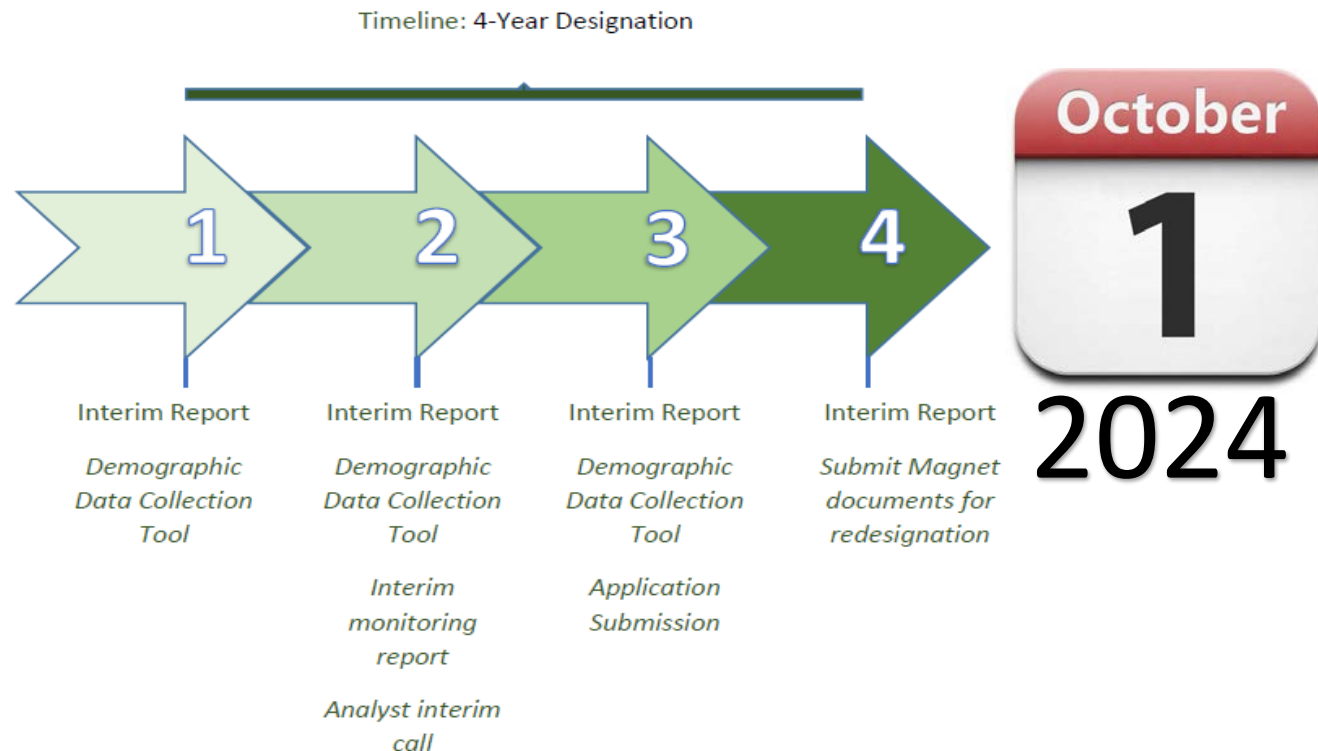
**Ambulatory Setting –
Patient Burns**

**100% of Units
Outperform Benchmark
the Majority of the Time**

Patient Burns 3 of 3 Units Outperform <small>* less than 8 quarters of data</small>			
Unit Type	Unit	Performance Analysis	Outperformed
Operating Room	OR	5 of 8 qts Outperform*	★
Specialty Practice	(Interventional) Radiology	5 of 8 qts Outperform*	★
Same Day/Ambulatory Procedure	Endoscopy	5 of 8 qts Outperform*	★

Sustaining a Magnet Culture

- The Commission designates Magnet Recognition for a 4-year period
- Magnet Recognition requirements are continuously monitored



Thank You Discussion & Questions



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