



Meeting Name	Professional Practice and Development		Council/Meeting Minutes		
Location	Hoch Center				
Date	July 15th, 2020				
Time	11-1pm				
Conducted By	Candice Johnson, BSN, RN-BC				
Facilitated By:	Judy Dilworth, PhD, RN, NEA-BC, CCRN-K				
Topic/ Facilitator	Discussion	Staff Input & Feedback	Action	Magnet Components	Strategic Plan Indicator
Review of Minutes, Candice Johnson			Begin meeting with June Agenda items, review of minutes.	<div><input type="checkbox"/> Transformational Leadership</div> <div><input type="checkbox"/> Structural Empowerment</div> <div><input type="checkbox"/> Exemplary Professional Practice</div> <div><input type="checkbox"/> New Knowledge, Innovations and Improvements</div>	<div><input type="checkbox"/> People</div> <div><input type="checkbox"/> Patient Experience</div> <div><input type="checkbox"/> Quality</div> <div><input type="checkbox"/> Financial Performance</div> <div><input type="checkbox"/> Operations</div>



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Attendance – Candice Johnson	In order to advance or maintain a level on the career ladder, members must attend 60% of meetings for their chosen committee or council.	Candice Johnson, BSN, RN-BC:		<input type="checkbox"/> Transformational Leadership <input type="checkbox"/> Structural Empowerment <input type="checkbox"/> Exemplary Professional Practice <input type="checkbox"/> New Knowledge, Innovations and Improvements	<input type="checkbox"/> People <input type="checkbox"/> Patient Experience <input type="checkbox"/> Quality <input type="checkbox"/> Financial Performance <input type="checkbox"/> Operations
Peer Feedback Took - Carolyn Young	Professional Practice Model (PPM) Tree with leaves, this is highlighted in the Magnet document.	Staff discussion/feedback of use and success. Staff are encouraged to familiarize themselves with this model and promote use on their units.	Staff will promote use of PPM on their units.	<input type="checkbox"/> Transformational Leadership <input type="checkbox"/> Structural Empowerment <input type="checkbox"/> Exemplary Professional Practice <input type="checkbox"/> New Knowledge, Innovations and Improvements	<input type="checkbox"/> People <input type="checkbox"/> Patient Experience <input type="checkbox"/> Quality <input type="checkbox"/> Financial Performance <input type="checkbox"/> Operations



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Professional Advancements – Candice Johnson	Add chart of advancements here..*****	Candice Johnson, BSN, RN-BC:  Staff discussion of examples of staff members who advanced on the career ladder, details of each of their journeys.	Staff will promote awareness of professional advancements among those on their units.	<input type="checkbox"/> Transformational Leadership <input type="checkbox"/> Structural Empowerment <input type="checkbox"/> Exemplary Professional Practice <input type="checkbox"/> New Knowledge, Innovations and Improvements	<input type="checkbox"/> People <input type="checkbox"/> Patient Experience <input type="checkbox"/> Quality <input type="checkbox"/> Financial Performance <input type="checkbox"/> Operations



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Perfect Magnet Site Visit– Candice Johnson	<p>Model on how to present during the upcoming Virtual Magnet visit.</p> <p>We want every RN to be able to speak to their unit’s projects and Magnet components.</p> <p>Plan for everyone in room to talk about one specific initiative. Good to show involvement of all council members, and ensure each initiative is covered.</p> <p>Introductions: Name, Education, work experience, years with organization and any Nursing Certifications.</p> <p>Encourage talking by members which decreases opportunity for additional questions by Magnet Interviewers. Be genuine, share real experiences while highlighting how Phelps</p>	Candice Johnson, BSN, RN-BC:	Suggestions for staff on how to speak to Magnet reviewers:	<div><input type="checkbox"/> Transformational Leadership</div> <div><input type="checkbox"/> Structural Empowerment</div> <div><input type="checkbox"/> Exemplary Professional Practice</div> <div><input type="checkbox"/> New Knowledge, Innovations and Improvements</div>	<div><input type="checkbox"/> People</div> <div><input type="checkbox"/> Patient Experience</div> <div><input type="checkbox"/> Quality</div> <div><input type="checkbox"/> Financial Performance</div> <div><input type="checkbox"/> Operations</div>



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PPD Accomplishm ents - Candice Johnson	Review of all PPD Council accomplishments.  Monitoring of ongoing BSN rates Career Ladder  etc.????	Kathy Calabro, BS:  Candice Johnson, BSN, RN-BC:  Council Members		<input type="checkbox"/> Transformational Leadership  <input type="checkbox"/> Structural Empowerment  <input type="checkbox"/> Exemplary Professional Practice  <input type="checkbox"/> New Knowledge, Innovations and Improvements	<input type="checkbox"/> People  <input type="checkbox"/> Patient Experience  <input type="checkbox"/> Quality  <input type="checkbox"/> Financial Performance  <input type="checkbox"/> Operations



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Kathy Calabro -Virtual Magnet Boards:	Working on individual dept. Magnet pictograms. Per staff they are useful for quick review w/ staff. Discussion about 2N and 5N whether will be individual boards or not.  Suggestions from Magnet Program Directors to tie projects into organization wide initiatives. Suggestions for staff to arrive 10 min. early so everyone is prepared.	Doreen Wall -CNS Behavioral Health Virtual visits went well, staff were received well. Suggestions for staff to raise hand when speaking to be easily identifies by reviewers.	Council members to take feedback back to their units for education on how to interact with Magnet reviewers.	<input type="checkbox"/> Transformational Leadership <input type="checkbox"/> Structural Empowerment <input type="checkbox"/> Exemplary Professional Practice <input type="checkbox"/> New Knowledge, Innovations and Improvements	<input type="checkbox"/> People <input type="checkbox"/> Patient Experience <input type="checkbox"/> Quality <input type="checkbox"/> Financial Performance <input type="checkbox"/> Operations



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Northwell Immersion Clinical Empathy & Reflection Research Study (NICER )- Candice Johnson	Requires participants to take baseline empathy survey, and immediately after program ends, and six months post completion.  Hoping to resume program COVID019 restrictions are decreased.  Goal is to have ten participants, have received a low response level to date.	Candice Johnson, BSN, RN-BC: Reported on her own participation. Gave positive feedback and offered insights:  Used the SCDs in bed, had an IV in her AC “it was annoying”.. Had a roommate, bed alarm, IV pumps beeping. She got rolled down to Xray, went through hallway in wheelchair.  Thought the food was good.	Council members are encouraged to increase awareness of the NICER program on their units for future enrollment of participants.	<input type="checkbox"/> Transformational Leadership <input type="checkbox"/> Structural Empowerment <input type="checkbox"/> Exemplary Professional Practice <input type="checkbox"/> New Knowledge, Innovations and Improvements	<input type="checkbox"/> People <input type="checkbox"/> Patient Experience <input type="checkbox"/> Quality <input type="checkbox"/> Financial Performance <input type="checkbox"/> Operations



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Team STEPS challenge	Three week challenge. Phelps teams are proving to be strong competitors. Discussion about team “Young & Breathless”, they are doing well. Staff are logging an amazing amount of steps.  Feedback from Phelps employees are they they feel more connected since this challenge is a Phelps based initiative.	Council members		<input type="checkbox"/> Transformational Leadership <input type="checkbox"/> Structural Empowerment <input type="checkbox"/> Exemplary Professional Practice <input type="checkbox"/> New Knowledge, Innovations and Improvements	<input type="checkbox"/> People <input type="checkbox"/> Patient Experience <input type="checkbox"/> Quality <input type="checkbox"/> Financial Performance <input type="checkbox"/> Operations





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Mock Magnet Site Visit for PPD Council	<p>Magnet focus is usually on clinical nurses. Nurses are encouraged to raise hand and speak up. Share specific perceptions.</p> <p>We have already earned the site visit. Now it's time to verify what's in Magnet document. Staff encouraged to be amplified about application.</p> <p>Various staff presented for their units:</p> <p>C. Johnson 5N Chairperson: Aim of PPD Council - Empower the nurse professionally, BSN Attainment, Certification, Mentoring, Succession planning, fostering a health work environment.</p>	<p>Conducted virtually during meeting by three Magnet Program Directors from Northwell.</p> <ul style="list-style-type: none"> <li>• Kathleen Attonito - Northshore Univ. Hospital.</li> <li>• Donna Tanzi - LIJ</li> <li>• Linda Vassallo-</li> <li>• Judy Dilworth -Phelps</li> </ul>	<input type="checkbox"/> Transformational Leadership <input type="checkbox"/> Structural Empowerment <input type="checkbox"/> Exemplary Professional Practice <input type="checkbox"/> New Knowledge, Innovations and Improvements	<input type="checkbox"/> People <input type="checkbox"/> Patient Experience <input type="checkbox"/> Quality <input type="checkbox"/> Financial Performance <input type="checkbox"/> Operations



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Mock Magnet Site Visit for PPD Council - Continued		T. Cambriello - 5N: Discussed Mentoring Program, created a few years ago, which was developed by a new graduate RN who suggested it to management. Organizational Development Team matched members with mentees based on goals and characteristics. Has been through program and has come full circle as she now serves as a Mentor. Very successful program.  Promote continuing education: leadership goals (advanced education via tuition reimbursement which is approved by individual managers. Transfer positions require specific credentials. Floor nurses are motivated to advance own careers.			



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Mock Magnet Site Visit for PPD Council - Continued		<p>Certification: Success Pays Program. ANCC (Med/ Surg.) Certification. Review classes were offered, easy process, encouraged others to join, loaned out study book.</p> <p>Kate Sherf 3N - Phelps has a nursing promise program. Staff in Nursing program, become part time employees, given stipend to provide financial assistance during nursing school. Graduated with BSN, and graduated from Nurse Residency Program. Was a mentee in the mentor program.</p> <p>Chairperson role - How nurses become chairpeople. Nominated by facilitators and Magnet Program Director. Served as a challenge, presented extra work, watched other nurses grow from experience gained on council related to public speaking.</p>			<div><div><input type="checkbox"/> Transformational Leadership</div><div><input type="checkbox"/> Structural Empowerment</div><div><input type="checkbox"/> Exemplary Professional Practice</div><div><input type="checkbox"/> New Knowledge, Innovations and Improvements</div></div> <div><div><input type="checkbox"/> People</div><div><input type="checkbox"/> Patient Experience</div><div><input type="checkbox"/> Quality</div><div><input type="checkbox"/> Financial Performance</div><div><input type="checkbox"/> Operations</div></div>



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Mock Magnet Site Visit for PPD Council - Continued	<p>Other Projects worked on by Council: Carolyn Young -CNS Orthopedics and Rehab.</p> <p>Video: Made for This. Put together with Candace Johnson to show values of a team. Created a Peer Feedback tool used during year end performance evaluations. Put together in one month by PPD Council.</p> <p>PFT useful for staff in regards to completing own performance appraisal. **????</p> <p>Assistant Nurse Manager Role - New role. Phelps previously had Nurse Coordinators. Once part of Northwell, Phelps began to transition those roles into ANM roles. Some staff in NC roles were moved into those roles. Other positions were opened for recruitment. Value of ANM on floor and support provided to Nurse Manager.</p>			



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Mock Magnet Site Visit for PPD Council - Continued	Erin Brady, ED RN - PPD nomination, took over for Donisha Sledge, who was promoted to first Assistant Nurse Manager. Donisha assisted with transition and serving as mentor.				
Mock Magnet Site Visit for PPD Council - Continued	Walk in Your Shoes: Idea for new program brought up by Donisha Sledge, RN former PPD council member.  COVID-19 provided unexpected opportunity to float nurses from other departments into new clinical care areas. This created a real life “Walk in Your Shoes” feedback from staff reported floating to other areas strengthened relationships between nurses from different departments.				



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Mock Magnet Site Visit for PPD Council - Continued	Actual visit will be August, 19th through 21st  Wednesday will be council meeting visits, the remaining two days will be walk throughs.		Candace to send Judy Dilworth an email to contact department managers to facilitate getting council members off of floor for visit.  Kelly Esposito -OR Manager to ensure Fareeda Ahmed, RN who went through fellowship program is available for meeting to speak.		



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Meeting adjourned at 1pm				Next Meeting <b>August ??</b> , 2020		

**Respectfully Submitted,**

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**Manager Signature**

**Date** \_\_\_\_\_

\_\_\_\_\_  
**Director Signature**

**Date** \_\_\_\_\_