

**Foundations of Nursing Excellence Orientation
Discussion Guide new manager focus group**

Target Audience: New Nurse Managers, Managers that hire nurses and Assistant Nurse Managers
Consider selected topics for new CN3, 4, APN's

Section 1

1. Nursing Strategic Plan, Magnet journey

- a. Review 2014-2016 plan objectives, goals
 - #1 I BUILD- Ensure the development of caring, committed, highly engaged, expert staff.
 - #2 I BUILD- Reach the highest levels of efficiency and effectiveness through accountable care models and redesign initiatives that positively affect the health of our community.
 - #3 I CARE- Provide expert relationship based care in partnership with the patient, family, and healthcare team.
 - #4 I HEAL- Advance a culture of superlative quality and patient safety.
 - #5 I HEAL- Innovate and create new nursing knowledge.
- b. Magnet history at UVAHS: 1st Designation 2006, withdrew re-designation document December 2011, Target date for document submission: October 1, 2014
- c. Magnet website
- d. Magnet Program Structure; Steering Committee, writing teams, Magnet Champions
- e. Ambulatory Magnet Areas of Focus:
 - Unique role of nursing/ Scope of practice
 - Shared Governance
 - Meaningful metrics
 - Site visit

2. Nursing Quality

- a. **Structure**
 - Nursing
 - Health system quality
 - Health system regulatory
- b. **Data**
 - dashboard
 - metrics
 - NDNQI, UHC benchmarks
- c. **Action planning**
 - auditing
 - Epic reporting functions
 - champions
- d. **Surveys**
 - RN satisfaction survey (In-patient process vs. Ambulatory process)
 - Culture of Safety

Section 2

3. Shared Governance

- a. **History** at UVAHS, link to Magnet
- b. **Structure-**
 - Bylaws, core documents
 - Central Committees

Exhibit TL6.g

- Local Committees
- Elections
- CNO Oversight of Clinical Practice
- c. **Manager role** at local level
- d. **Resources**
 - PNSO website
 - Nursing Governance Office
- e. **Evidence Based Practice**
 - Nursing procedure manual,
 - Practice News,
 - Nursing Research Program, annual events
- f. **Interdisciplinary committee structures:** PCS committees, equipment and supply, MUSIC, Patient Care Committee, Resuscitation

Section 3

4. Clinical Ladder

- a. Principles – Benner model
 - CL behaviors
 - Peer review (ladder and annual evaluation)
 - Advancement and validation, nursing leadership
- b. Process
 - Online CL Manual
 - Manager tool kit
 - CL Chairs and PNSO office support
- c. Manager role
 - Coaching, tool for career development, retention
 - Feedback
 - Accountability, annual performance evaluation and revalidation

5. Staffing and Scheduling principles, budget

- a. Clair Via tools for management
- b. Budget
 - Preparation
 - Monitoring
 - Reporting
 - Clinical Nurse Input

Section 4

6. Nursing Education

- a. New RN Staff
 - orientation and preceptor policies
 - Nurse Residency Program
 - Life Support Learning Center
- b. Existing RN staff:
 - Certification
 - BSN enhancement plan,
 - competency, new product introduction
- c. Nursing Students
 - Coordination
 - Policy
 - Precepted experiences
- d. Nursing Education Services

7. Nursing Informatics and documentation

- a. Nurse Informaticist role
- b. Epic oversight committees, program structure
- c. PCS Documentation Guidelines
- d. Open chart auditing
- e. Epic reporting functions
- f. Epic super user role

PNSO Website:

<http://www.healthsystem.virginia.edu/pub/pnso/>

ANCC website:

<http://www.nursecredentialing.org/Magnet.acspx>