

Magnet® Rounding: A Structured Approach to Enhance Site Visit Preparation.

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PURPOSE & SIGNIFICANCE

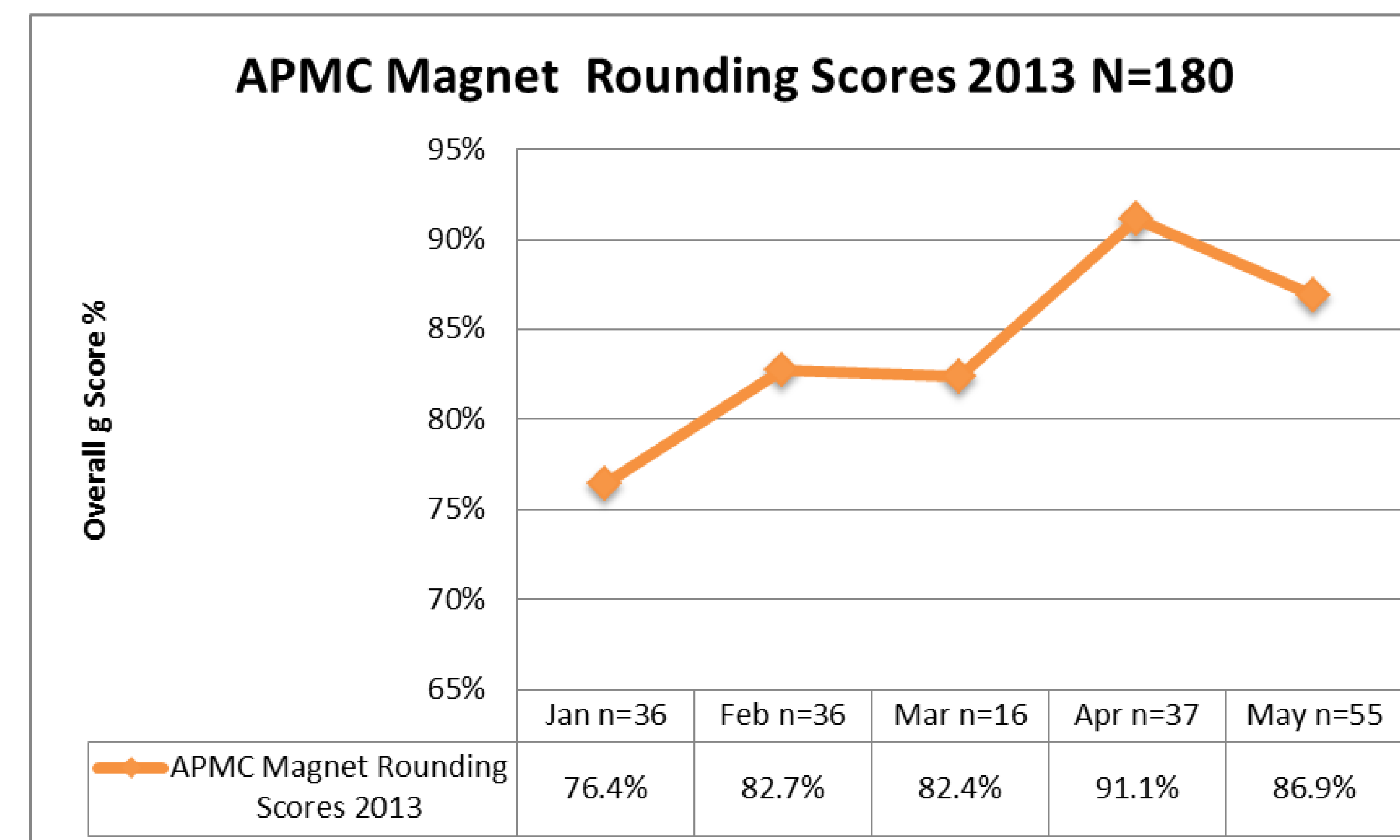
The Magnet® rounding initiative prepared clinical nurses to proactively discuss elements of their nursing practice with our assigned Magnet® appraisers.

- Preparing for the Magnet® site visit should not be underestimated since organizations can fail their site visit.
- After passing the document review, the program director for Arnold Palmer Medical Center (APMC) enlisted the services of a consultant.
- Despite the use of multimodal teaching strategies, the consultant identified clinical nurses had a knowledge deficit related to the components of the Magnet® model and were hesitant to discuss their practice.
- Most clinical nurses expected the site visit would be similar to a Joint Commission survey where elaboration beyond specific questions is not encouraged, in contrast to exploration of practice during a Magnet® site visit.

METHODS

- The APMC nursing leaders developed several rounding tools with questions based on recommendations from our consultant and on ideas generated from journal articles related to site visit preparation.
- The tools included questions with varying levels of difficulty, scored with a Likert-type scale ranging from 1-3 (1=don't know; 2=incomplete; 3=complete).
- A rounding team was assembled with nursing leaders from across the organization.
- Interrater reliability was established.
- The rounding day and time was coordinated with the units' leadership to ensure clinical nurses' availability.
- Responses were scored, analyzed, and a report with recommendations for focused education based on Bloom's Taxonomy was shared with the units' leadership team.
- As responses improved, the rounding tools were modified to focus more on the challenging questions.
- A bi-weekly hospital score card was developed and shared with leadership at all levels.

RESULTS



- 180 rounding sessions were completed from January through May.
- Scores improved over time and clinical nurses exuded confidence as rounding progressed.
- Identified elements remained challenging to describe throughout the entire process:
 - Care Delivery Systems.
 - Professional Practice Model.
 - Differences between research, evidence-based practice and performance improvement.
 - Patient satisfaction related to nursing care.

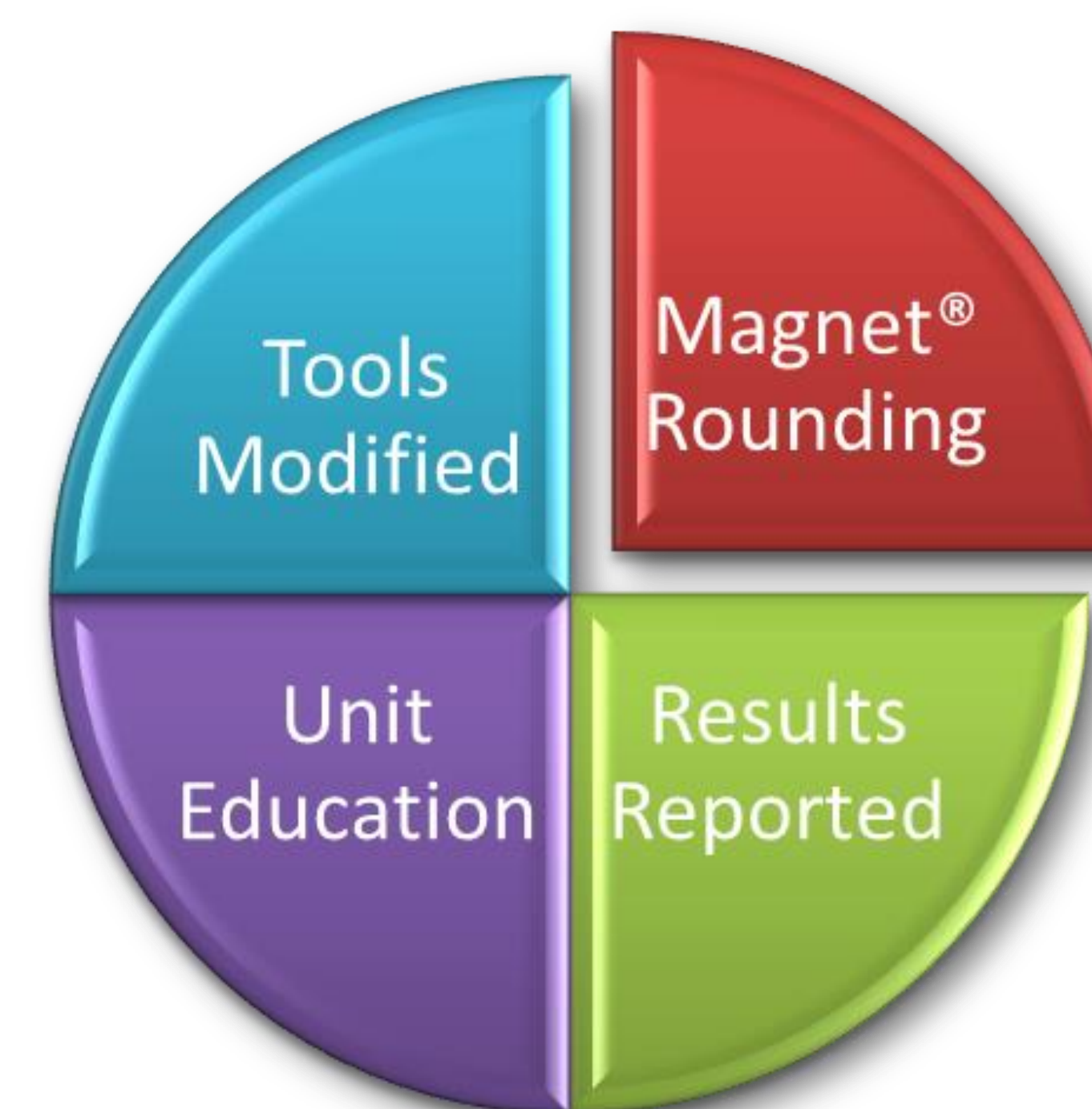


Figure 1. Site Visit Preparation Methodology

DISCUSSION

- Rounding assisted with the identification of challenging elements.
- The slight decrease in the scores in the last month could be explained by the increasing level of difficult questions.
- Focused attention is needed for questions related to nursing care for patient satisfaction.
- Specific Magnet® elements remained a challenge for clinical nurses throughout the rounding sessions. Higher level concepts related to professional nursing practice could be contributory.
- Organizations that are preparing for the Magnet® site visit could benefit from utilizing a structured approach to assist clinical nurses to understand the more challenging elements that are pivotal to nursing practice.
- Although preparing for site visit is beneficial to achieve ANCC Magnet Recognition®, nurses at all levels should be able to speak readily about concepts related to their nursing practice.

REFERENCES

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