


How Magnet® Principles Advanced One City's Care
In the Nursing Profession

C860

2015 ANCC National Magnet Conference
Thursday, October 8, 2015
3:45 PM – 4:45 PM

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Objectives

- Convey the power of regional collaboration based on a commitment to the principles of Magnet®
- Share a number of practical approaches to working collaboratively with local or regional hospitals to further the Magnet® mission
- Identify ways to further professional development of front line staff through implementation of a collaborative approach founded in the principles of Magnet®


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Understanding Our Metropolitan Area



- **Kansas City (KC)** is a fifteen-county metropolitan area, on the state line of Kansas and Missouri
- Population of 2.75 million—urban, suburban and rural—covering 7,952 square miles
- Over 30 acute care hospitals within the Metro representing a mix of systems and independent hospitals




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A History of Firsts & Near Firsts

- 1913: the first physician in the United States to advocate the use of digitalis in the treatment of high blood pressure.
- 1936: the Padgett-Hood Dermotome was invented, revolutionizing the plastic surgery technique of skin grafting.
- 1958: the development of a transistor for the transmission of electrocardiograms by telephone
- 1962: origination of the concept of an acute coronary care unit for heart patients and development of the cardiac "crash cart" and the term "code blue."
- 1976: Development of Strontium-89 for the palliation of painful bone metastases. S-89 was the first non-iodine therapeutic radiopharmaceutical ever approved by the FDA.
- 1995: Development of a virus, KU SHIV, that caused AIDS in monkeys, a breakthrough that sped the development of AIDS medications


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Healthcare and Nursing Leadership


- Home to Cerner—a national leader in the design and integration of electronic health records
- Increasing funding and reputation in life sciences research supported by the creation of the Kansas City Area Life Sciences Institute (KCLSI). Enables the collaboration among ten research institutions and hospitals
- More than twelve BSN programs offered throughout the metro
- Multiple organizations with a history of collaboration and support
 - Kansas City Metropolitan Healthcare Council
 - Kansas City Area Nurse Executives
 - Kansas City Healthcare Foundation
 - Reach Foundation
 - Kansas City Healthcare Communicators Society

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The History of Magnet® in Kansas City

- 4 Magnet® Designated Hospitals
 - Children's Mercy Kansas City
 - St. Joseph Hospital
 - St. Luke's Hospital
 - The University of Kansas Hospital
- Many other hospitals have begun their journey

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Pulling Together For The Good of the Metro




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What We Have In Common


- There is more that unites us than divides us
 - Shared commitment to nursing excellence
 - Shared commitment to professionalism and professional development
 - Shared challenge to address the aims from IOM report on The Future of Nursing
 - Shared desire to promote nursing as a professional calling
 - Shared need to ensure adequate staffing into the future





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A History of Collaboration Among Nurse Executives

- For nearly six decades, Kansas City Area Nurse Executives (KCANE) has lived its mission to provide
 - A forum that supports networking of nurse executives in the local area
 - The dissemination of information and materials relative to nursing executives
 - A platform where nursing executives can address issues related to nursing practice and healthcare
 - Educational opportunities which improve the quality of nursing practice




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A History of Collaboration Among Nurse Executives

- KCANE has succeeded by
 - Focusing on inclusivity—bringing together the nursing executives from all of the area hospitals
 - Providing a safe setting for talking about common challenges and best practices
 - Creating a climate within which collaborative initiatives are encouraged and supported
 - Developing strong relationships with peers across the metro

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KCANE Spring Leadership Series



KCANE Spring Leadership Series

- One area of focus for KCANE has been education, sharing of best practices and the creation of a venue for understanding and addressing contemporary issues in healthcare
 - Provided by the member organizations and their staff to members from KCANE organizations, free of charge with continuing education credits
 - Presentations are often made by nurse managers, frontline staff and researchers, allowing them to share and be recognized for their research/improvement work
- Areas of focus change to address current healthcare issues. Topics include:
 - Patient safety, staff engagement/empowerment, leadership, quality of care, clinical improvement, nursing models of care, patient satisfaction and value in healthcare

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KCANE Spring Leadership Series The Logistics

- Planning
- Implementing
- Evaluating


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Leadership Series Topics


Topic	Presenter(s) Role
Promoting Nursing Professionalism	Nurse Manager, Nurse Educator, Project Manager
Implementing Relationship-Based Care	Nurse Manager, Clinical Coordinator, Educator
Innovative Education Approaches (Panel)	Nursing Director, Nurse Educator, Clinical Informatics RN
Developing Professional Identity	Associate Dean
Early Mobility Program in the ICU	Clinical Nurse, Nurse Educator
Nurse Residency Program	Education Specialist
Blitz Meetings to Improve Patient Safety	Clinical Nurse, Respiratory Therapist
Care Progression	Nurse Manager, Social Work Manager
Cultures of Civility and Respect	CNO

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Magnet Program Directors Working Group

Organized Independently But Fostered and Enabled Through the Collaborative Climate




MPD Working Group

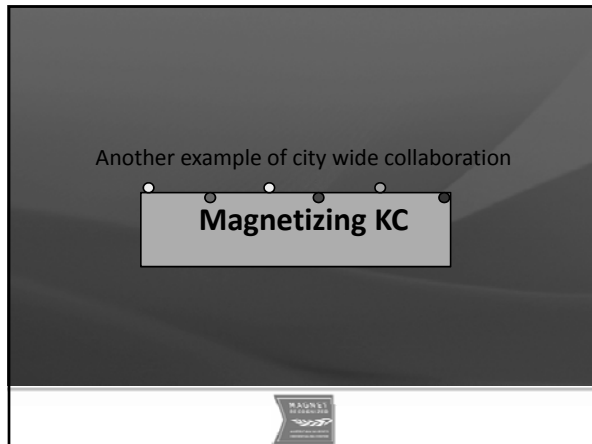
- A hands-on group of Magnet® Program Directors from each of the Magnet®-designated and aspiring hospitals in the metro chartered to
 - Foster understanding of the Magnet® criteria and the creation of a Magnet®-based culture
 - Identify and share best practices in support of overarching success at each organization
 - Support, educate and shepherd institutions interested in pursuing Magnet® designation
 - Foster nursing education and learning, consistent with Magnet® principals, across the metropolitan area

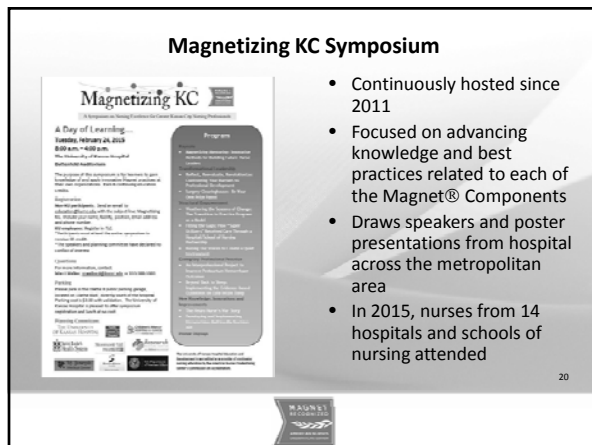
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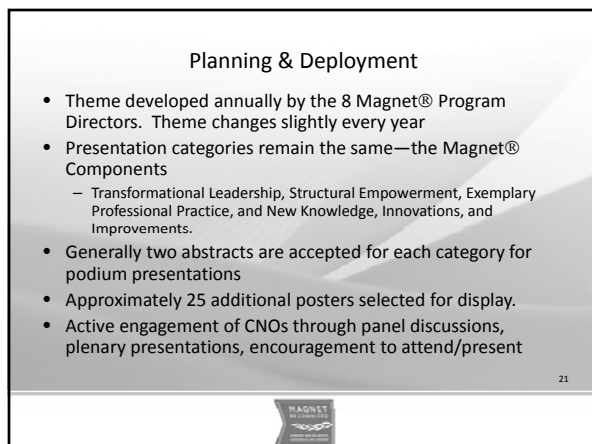
MPD Working Group

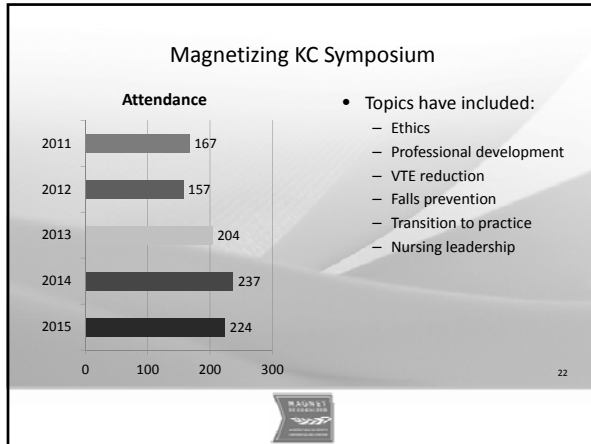
- Specific Activities
 - Plan, manage and promote the annual Magnetizing KC Symposium
 - Provide an open forum to learn about how hospitals are instilling the Magnet® components within their existing and desired cultures
 - Planning for future educational needs such as sponsoring a city-wide review course for the Nurse Executive and Nurse Executive-Advanced certification exam
 - Provide moral support to those at all stages of the Magnet® journey

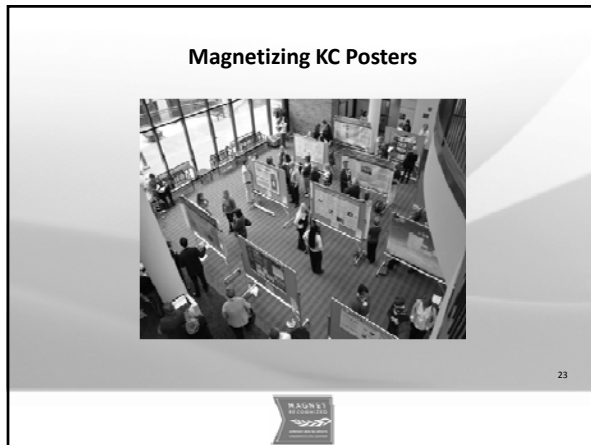
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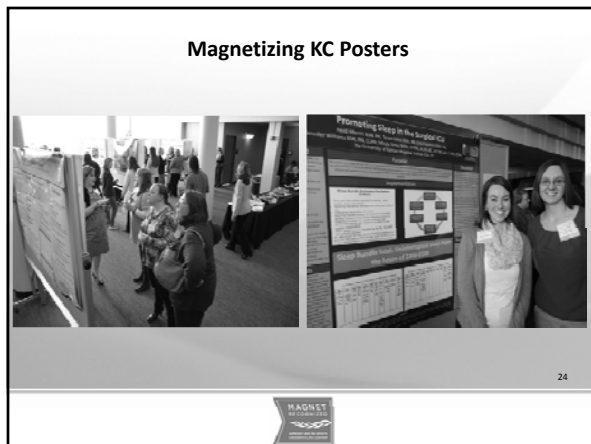




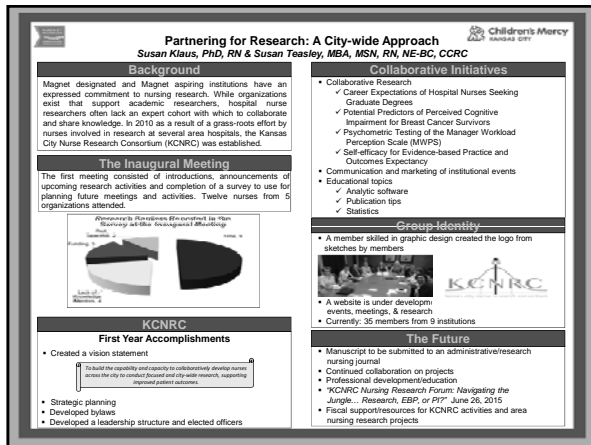


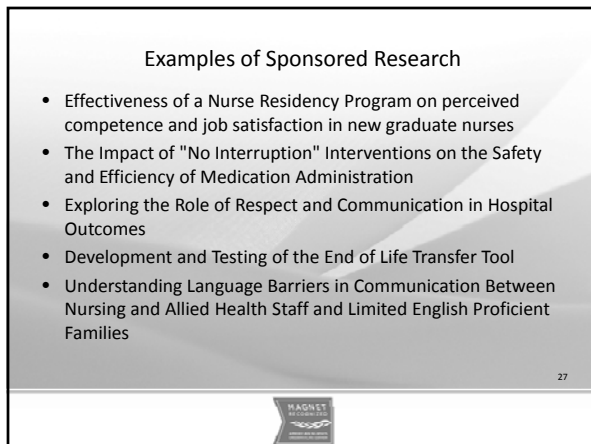














Ongoing and Future Work

- Providing forums for sharing ongoing and completed research
 - Annual Research Symposium in June 2015
 - 5 wide-ranging topics including Pediatric Pressure Ulcers, Heparin vs. Saline for intermittent intravenous access in neonates, Sleep Promotion in the ICU to reduce delirium, Measurement of Oxygen Content in Mixed Venous Blood, Violence on Nurses from Confused Patients
- Supporting hospital-based nursing research programs
- Professional Writing for Publication

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An Academic-Practice Partnership



An Academic-Practice Partnership

- CNO's And Nursing Program Deans/Directors
 - Began as an effort of the 17 area nursing programs and CNOs to identify and address shared issues
 - Made a transformative impact on both nursing education and professional practice in the Kansas City metropolitan area
 - Established the MOKAN Scheduling System
 - Today, there are 28 hospitals and 20 nursing programs which meet semi-annually to:
 - Discuss issues surrounding workforce development
 - Brainstorm and strategize around issues arising from the IOM Future of Nursing such as BSN-prepared graduates
 - Work to improve the student and employer/supervisor feedback evaluation process
 - Foster communication and a clear shared understanding of important issues

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An Academic-Practice Partnership

- Milestones
 - 1992: creation of a task force to address workforce issues
 - 1994: creation of a taskforce resulting in increased coordination among nursing schools regarding clinical site selection
 - 1999: continued attention to workforce development including orientation agreements and a common employer survey
 - 2012: creation of a task force to identify innovative clinical education models and approaches
 - Ongoing: maintenance of the Clinical Orientation Handbook

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In Summary

Collaborating with nursing professionals across the city benefits our staff, our profession and our patients.

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Questions?

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Thank you

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