Magnet Board
Examples, Tip Sheet, and Templates
On the Journey to
A Magnet U
Magnet Board Tip Sheet

The below items are optional elements that may be included on your Magnet Board

1. Our Professional Practice Model
2. Our Relationship Based Care model
3. Our Mission, Vision, and Values
4. The Magnet Model
5. Your Unit’s Unique Profile/Features
   a. Unit CV
   b. Demographic Information (BSN+ RNs, Certified RNs, etc.)
   c. Teambuilding Activities
6. Proud Moments on your Unit
   a. 3 Unit Exemplars (Stories)
7. Transformational Leadership (TL) Examples
   a. TL council representatives on your unit
   b. TL unit projects/examples
      i. Unit strategic planning, nurses advocating for resources to support unit goals, changes made by leaders that were derived from input of clinical nurses and staff that affects patient care and the work environment, etc.
8. Structural Empowerment (SE) Examples
   a. SE council representatives on your unit
   b. SE unit projects/examples
      i. Processes enabling nurses to participate in committees/councils, improvements related to nursing involvement, participation of nurses in professional nursing organizations (local/state/national), support in formal nursing education and certification, nurses as preceptors or instructors, the transition of new graduate nurses, community service, addressing health care needs within the community through partnerships, staff recognition, etc.
9. Exemplary Professional Practice (EPP) Examples
   a. EPP council representatives on your unit
   b. EPP unit projects/examples
      i. Trends of patient satisfaction scores, nurses embracing the PPM, nurses evaluating the standards of practice, nursing satisfaction, nurse involvement in budgeting, interdisciplinary collaboration, use of current literature and professional standards to support practice, nursing self and peer appraisal performance review, nurses identifying processes to improve workplace safety, etc.
10. New Knowledge Innovations and Improvements (NKII) Examples
    a. EPP council representatives on your unit
    b. EPP unit projects/examples
       i. Evaluation and use of research findings in practice, how new knowledge is used to improve practice and patient outcomes, nurse involvement in IT systems and innovations, etc.
Santa Monica NICU’s Magnet Journey: June 2014 - June 2015

NICU Timeline: June 2014 - June 2015

TRANSFORMATIONAL LEADERSHIP

UNIT ACHIEVEMENTS
- Unit Practice Council re-established
- UPC Mission Statement re-focused to reflect the NICU’s commitment to Relationship Based Care
- "Resilience in a Time of Transition" presented at UPC Summit.
- Transformed through NICU Nursing Leadership changes and implementation of Health System Director model
- NICU Leadership development of unit-based plans for new Unit Manager

STRUCTURAL EMPOWERMENT

UNIT ACHIEVEMENTS
- NICU LEAN Process
- NICU remodel
- Over 400 NICU graduates and families attended the SM/NR NICU Reunion
- Continuation of excellent patient care and teamwork while temporarily located in two separate wings during NICU remodel
- Safeguard and manage all patient data during the renovation and remodel
- Trained paper policy binders. All SM/NR NICU policies placed online
- New discharge summary form
- Safe transport of all patients during the renovation and remodel

EXEMPLARY PROFESSIONAL PRACTICE

UNIT ACHIEVEMENTS
- Prepared for and passed Joint Commission Survey
- Prepared for and passed implementation of Health Records A Survey
- Updated data entry and documentation system and implemented barcode scanning for all patient identities
- Implementation of regulation crash carts in NICU, NSP and L&D OR
- Implementation of improved practice and handling of NICU medical equipment
- Child Life Services brought to NICU
- NICU CLINIC opened
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- Collaborated with Pharmacy to create electronic waste disposal system for medical devices
- Collaborative implementation of evidence-based practices
- Development of clinical pathways that effectively bridge care and document best practices

NEW KNOWLEDGE, INNOVATION & IMPROVEMENT

UNIT ACHIEVEMENTS
- The TAC of evidence-based nursing care
- Revised all NICU policies using best evidence practice tools to become Health System Director model
- SWIM participation in Sim Lab at the Simulation Center: Stages and Benefits for NICU staff
- Evaluated NICU care improvements from SM and RR NICU NICU
- Created Palliative Care Cart and implemented joint SMRR NICU Palliative Care Team
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- 00 new patients received palliative care

EMPIRICAL OUTCOMES

UNIT ACHIEVEMENTS
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- Created palliative care cart and implemented joint SMRR NICU Palliative Care Team
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LIVING OUR PROFESSIONAL PRACTICE MODEL

UNIT ACHIEVEMENTS
- Thank you to all of our Santa Monica NICU Nurse Leaders, Scientists, Practitioners for sharing your expertise and teaching at Skills Lab and NICU New Graduate RN Lecture Series
MAGNET IS...

- Nursing-Driven
- Patient-Centered

- CLASI
- ECOLI

- Problem
- Outcome

- Falls
- What Falls?

- Professional Role

- Retaining the highest level of nursing professionals

- CUSP

- Team Work

- Experience

- Patient

- HAPU

- Intervention

- What works best?
Unit – Unit Name

Healing Humankind, One Patient at a Time.

**Structural Empowerment**
- Nurses serve on decision making bodies that address excellence in patient care and the safe, efficient, and effective operation of SMUCLA.
- The flow of information and decision-making is multidirectional among nurses at the bedside, leadership, interprofessional teams, and our CNO, Edith Matesic.
- Nurses and nurse leaders develop strong partnerships with community organizations to improve patient outcomes and advance the health of the communities they serve.

**Transformational Leadership**
- Nursing leaders at all levels demonstrate advocacy and support on behalf of staff and patients to transform values, beliefs, and behaviors.
- Mechanisms that are in place for evidence-based practice to evolve and for innovation to flourish.

**Our Magnet Journey**

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- Story/project in Magnet Document
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**Living our Professional Practice Model**
- Nurses as leaders, scientists, transformers of knowledge, and practitioners

**New Knowledge, Innovation & Improvement**
- The integration evidence-based practice and research into clinical and operational processes
- Establishing new ways of achieving high-quality, effective, and efficient care is the outcome

**Exemplary Professional Practice**
- Partnerships with patients, families, support systems, and interprofessional teams to positively impact patient care and outcomes
- Nurses at all levels analyze data and use national benchmarks to gain a comparative perspective about their performance and the care patients receive

**Acknowledgements**
Unit - Unit Name
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Living our Professional Practice Model

Shining Star Staff
- Names and descriptions of stories where your staff members are highlighted