

Professional Nursing Practice at VUMC

Magnet organizations have specific structures in place in order to guide priorities and align goals within the practice of nursing and the organization as a whole. Three structures we will look at in more detail within the practice of nursing at Vanderbilt are (click on the link to see the document outlining each structure):

- The [Nursing Strategic Plan](#) which guides priorities for nursing
- The [Nursing Quality Plan](#) which is in alignment with the organization Quality Plan
- The [Professional Practice Model](#) which illustrates how nurses practice, collaborate, communicate, and develop professionally

Beginning in April, we will look at how each of these structures exemplify key aspects of professional nursing practice at Vanderbilt, including:

- Personalized Patient Healthcare
- Evidence Based Practice & Effective Processes
- Transformational Leadership and Professional Development.

Check out the second page for an illustration of how these three structures and key aspects intersect! Familiarize yourself with the documents above, and we will discuss these in more detail in the coming months.

Questions to Consider

As we prepare for our Third Magnet Designation, we'll be providing Sample Prep Questions to review as we approach our potential site visit. Review these questions and practice answering them with your fellow Champions. Beginning next month, the Magnet Monthly will publish a handful of your answers! Email your submissions to magnet.education@vanderbilt.edu, and yours might be chosen!

Transformational Leadership

- What mechanisms do nursing leaders use to communicate/interact with you?
- How does your leader promote your professional growth?

Exemplary Professional Practice

- How do you involve the patient/family in developing and implementing a plan of care?
- What is your role as the nurse on an interdisciplinary team?

New Knowledge, Innovations, & Improvements

- What are the resources you have for accessing research and evidence-based information?
- What are some of the "innovative" ideas your team has implemented in your area?

Structural Empowerment

- What are some mediums by which staff voices are heard?
- What are the teaching opportunities you and your peers assume?

Stay in tune for:

March: Site Visit Prep Questions & Your Answers!

April: Professional Nursing Practice—Personalized Patient Care

May: More Site Visit Prep Questions & Your Answers!

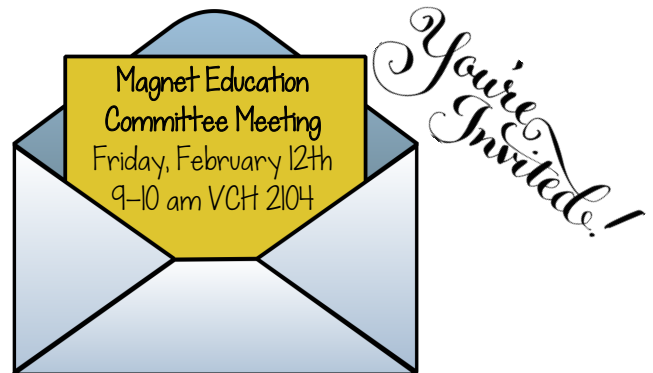


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	Nursing Strategic Plan	Nursing Quality Plan	Professional Practice Model
Personalized Patient Healthcare	Transform the way healthcare is delivered across the continuum to ensure highly reliable, personalized care, taking advantage of the capabilities and unique contributions of the entire care delivery team.	Engage nurses to work with other members of the healthcare team to ensure safe and reliable care. Put in place structures and processes that ensure patient centered care	Our focus is to provide safe, quality care to our patients and families through our practices and services.
Evidence Based Practice & Effective Processes	Produce evidence that will drive nursing practice, recognizing and legitimizing the evolution of knowledge, in a rapidly changing environment. Create passion and discipline for the translation of evidence into practice that will optimize patient outcomes.	Design care to optimize nurses' professional expertise and knowledge. Build systems and a culture of safety that encourage and support, teamwork in all areas of nursing.	Our interprofessional team provides evidence based care to patients and families.
Transformational Leadership & Professional Development	Create a leadership model that will provide current and future leaders the environment, tools, evidence, and skill development to be innovative and transformational during a time of healthcare reform and transition.	Focus on transformational leadership at all levels. Establish a quality learning system that supports nurses to practice innovative care.	The transformational leader creates a compelling picture of the future that inspires individuals and teams to realize their full potential. Through trust and engagement, the transformational leader fosters a passion for excellence, continuous improvement, achievement of shared goals, and the pursuit of innovative breakthroughs.



Stay tuned to the Magnet Interest Board for resources to spread the word about Magnet! Click the image to the left to access the latest material!



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