

**Data: Presenting Outcomes**


Magnet Recognition Program®  
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 Senior Analyst February 2013



Innovate. Involve. Inspire.

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**Objectives**





Display for documentation submission:

- Nurse Satisfaction Data
- Nurse-sensitive Indicator Data
- Explain:
  - Outperformance
  - Benchmarked database
  - Mean or median

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**On your mark...**

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**Ground Rules:**




- Include most recent 2 years of data
- Contribute data to the national database being used for comparison
- Organizational Overview requires unit-level data
- Options for EO
  - Unit level
  - Unit type
  - Organizational

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**System Documentation**



**System:**

- Separate data, graphs, and tables are to be submitted for each organization within the system


**Campus:**

- Label the data, graphs, and tables to distinguish units of one campus from those of other campus(es)

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**Preparing Successful Documentation**



**Two Year Reporting Period**

- Narrative statements and exhibits should refer to data for the 24-month period prior to the submission of written documentation and to events/activities that were ongoing during that 24-month period.

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## Two Year Reporting Period



Documentation submission year 2013	February 2013	April 2013	June 2013	August 2013	October 2013
Must provide documentation at least until this month:	August 2012	October 2012	December 2012	February 2013	April 2013
Can go back only to:	No earlier than August 2010	No earlier than October 2010	No earlier than December 2010	No earlier than February 2011	No earlier than April 2011

Relevant to narratives, evidence, and data

## Nurse Satisfaction Data



# Organization Overview 12 and EP3EO

## Nurse Satisfaction OO12 & EP3EO Comparison



### Organization Overview

### Source of Evidence

- Two most recent surveys
- National benchmark
- Unit level data  
(use DIF-unit names by unit type order)
- If tool with subscales, display at subscale level
- Most recent survey
- Single unit, clinical group, or organization level data (provided by vendor)
- May use subscales, "attitude areas", topics, indicators (such as RN-RN collegiality, Teamwork)
- National benchmark for comparison
- Outperformance of the mean or median of benchmark
- Open narrative as analysis

## OO12- Nurse Satisfaction



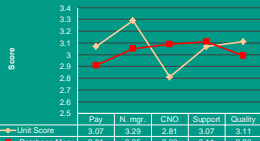
### Organizational Overview

- Two most recent surveys
- National benchmark
- Unit level data  
(use DIF-Unit Names by Unit Type order)
- If tool with subscales, display at subscale level

## Organizational Overview (OO12) - Year # 1: Data Display by Unit at the Unit Level\*



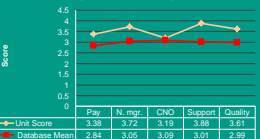
### ICU - Nursing Satisfaction



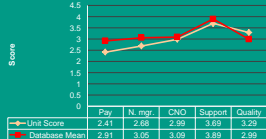
### OB - Nurse Satisfaction



### Surgical - Nursing Satisfaction



### Medical - Nurse Satisfaction

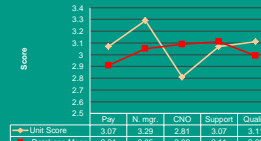


\*Labeling is generic for presentation purposes.

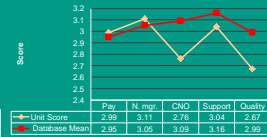
## Organizational Overview (OO12) - Year # 2: Data Display by Unit at the Unit Level\*



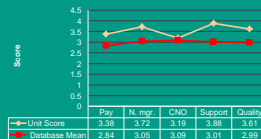
### ICU - Nursing Satisfaction



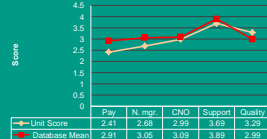
### OB - Nurse Satisfaction



### Surgical - Nursing Satisfaction



### Medical - Nurse Satisfaction



\*Labeling is generic for presentation purposes.

## EP3EO- Nurse Satisfaction



### Source of Evidence

- Most recent survey
- Single unit, clinical group, or organization level data (provided by vendor)
- May use subscales, "attitude areas", topics, indicators (such as RN-RN collegiality, Teamwork)
- National benchmark for comparison
- Outperformance of the mean or median of benchmark
- Open narrative as analysis

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## EP3EO- Nurse Satisfaction



### Outperformance

Majority of the measures must outperform the mean or median of the national database the Majority of the time

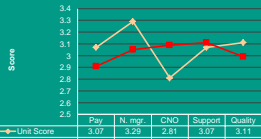
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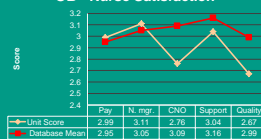
## EP3EO- Unit Level Data \*



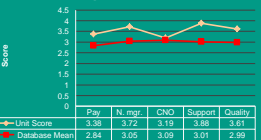
### ICU – Nurse Satisfaction



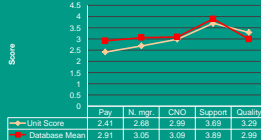
### OB - Nurse Satisfaction



### Surgical - Nurse Satisfaction



### Medical - Nurse Satisfaction



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## EP3EO Unit Level Data



### Unit Level or Unit-type Data

	ICU	OB	Surgical	Medical
Pay	Outperform	Outperform	Outperform	Underperform
RN Manager	Outperform	Outperform	Outperform	Underperform
CNO	Underperform	Underperform	Outperform	Underperform
Support	Underperform	Underperform	Outperform	Underperform
Quality	Outperform	Underperform	Outperform	Outperform
Analysis	3 of 5 measures Outperform	2 of 5 measures Underperform	5 of 5 measures Outperform	1 of 5 measures Underperform

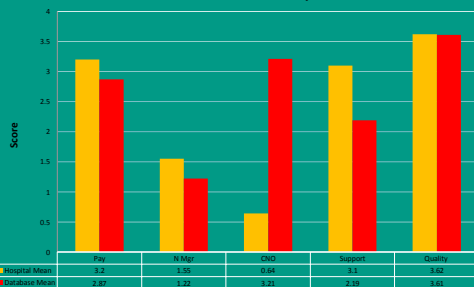
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## EP3EO- Organizational Level Data



### 2012 Nurse Satisfaction Survey Data



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## EP3EO Organizational Level Data



### Organizational Level Data

PAY	RN Manager	CNO	Support	Quality
Outperform	Outperform	Underperform	Outperform	Outperform

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## EP3EO Display Options



### Display data only as provided by **VENDOR**

- Single unit level (*such as ICU, CCU, SICU, Med-Surg, Surg*)
- Clinical groups of multiple like-units (*such as critical care, medical, surgical, medical-surgical, rehabilitation, and ambulatory*)
- Organization level

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## Clinical Indicators



### Organization Overview 23 and EP32EO

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## Clinical Indicators OO26 & EP32EO Comparison



### Organization Overview

### Source of Evidence

- |   |   |
|---|---|
| <ul style="list-style-type: none"><li>• Organized <u>by unit</u></li><li>• Provide data for all units</li><li>• Unit level data for all units (use DIF-unit names by unit type order)</li><li>• Most recent 8 quarters</li><li>• Show benchmark</li></ul> | <ul style="list-style-type: none"><li>• Organized by clinical indicator</li><li>• 2 required measures</li><li>• Select 2 optional measures</li><li>• Unit level or unit type (critical care) data</li><li>• House-wide measures</li><li>• Most recent 8 quarters</li><li>• Show outperformance of benchmark</li></ul> |
|---|---|

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## Clinical Indicators OO26



### Organization Overview

- Organized by unit
- Provide data for all units
- Unit level data for all units (use DIF-unit names by unit type order)
- Most recent 8 quarters
- Show benchmark

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## Clinical Indicators OO23



### Must Include:

All Falls  if indicated

All HAPU  if indicated

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## Clinical Indicators OO23



2012 - Organizations must provide unit-level data on all applicable indicators listed below:

- Blood stream infections
- Urinary Tract Infections
- Ventilator - associated pneumonia
- Restraint use
- Pediatric IV infiltrations
- Other specialty - specific nationally benchmarked indicators (*specialty hospitals only*)

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## OO23 Clinical Indicators



- Certain specialty areas and outpatient areas will most likely **NOT** have available national benchmarks.
- Data should be relevant to nursing practice
- May use:
  - » Specialty guidelines (i.e. AORN; ENA)
  - » State, regional, consortium data
  - » Internal data, historical trends

**JUST FOR OO23**

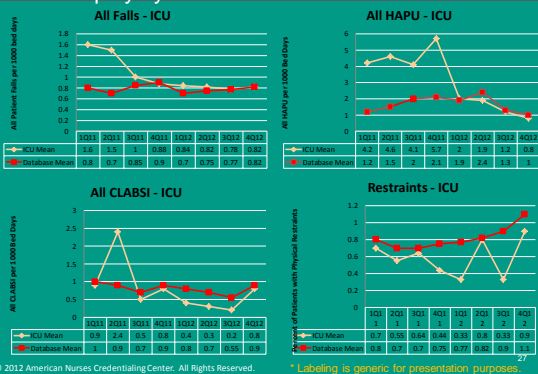
## OO23 Clinical Indicators



### OO23 Data:

1. Master list: all inpatient units & outpatient areas
2. Graphs/data tables for indicators:
  - **Inpatient units** – All Falls, All HAPU required; All applicable indicators from listing
  - **Specialty inpatient areas** (i.e. peri-op, maternal/child) – All Falls; All HAPU if available; indicators may be from specialty guidelines/professional literature
  - **Outpatient areas** – National databases as available; professional organizations; some areas may collaborate

## Organizational Overview (OO23) Data Display by Unit at the Unit Level\*



## EP32EO Clinical Indicators



### Source of Evidence

- Organized by clinical indicator
- 2 required measures
- Select 2 optional measures
- Unit level or unit type (critical care) data
- House-wide measures
- Unit level, unit type or organizational roll-up data
- Most recent 8 quarters
- Show outperformance of benchmark

## EP32EO Clinical Indicators



### What must be submitted:

- **All Falls** and **all HAPU** for all applicable units **and**
- Two (2) additional **nurse-sensitive** clinical indicators from the list in the 2008 Manual Updates

### Must contribute data to national database

- Eight (8) most recent quarters
- Benchmarked to Mean/Median by quarter

## Clinical Indicators EP32EO



### Must Include:

All Falls  if indicated

All HAPU  if indicated

# Clinical Indicators EP32EO



Select **two** other measures, house-wide, from the list:

- Blood stream infections
- Urinary Tract Infections
- Ventilator -associated pneumonia
- Restraint use
- Pediatric IV infiltrations
- Other specialty-specific nationally benchmarked indicators

*(Only for use by specialty organizations, i.e. Pediatrics, Rehab, LTC, Psych)*

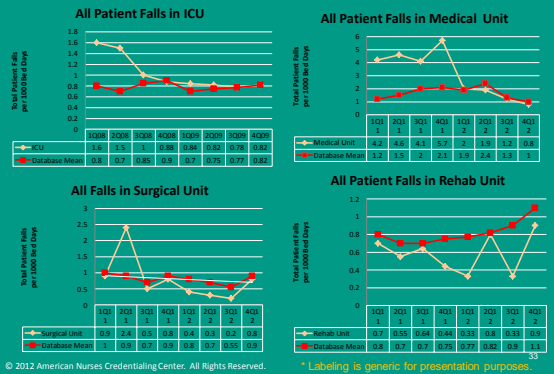
# Clinical Indicators EP32EO



## Outperformance

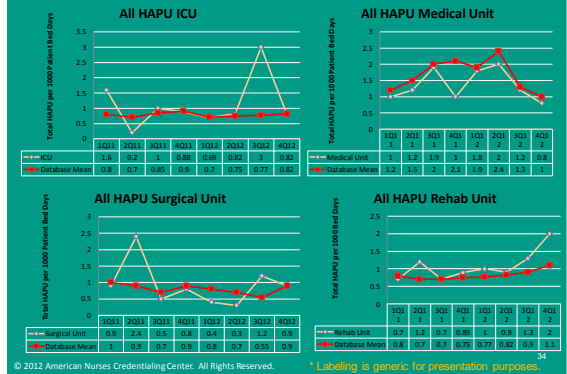
**Majority** of the measures must outperform the benchmark mean or median of the national database the **Majority** of the time

## EP32EO - All Falls Unit Level Presentation \*



\* Labeling is generic for presentation purposes.

## EP32EO - All HAPU Unit Level Presentation \*



\* Labeling is generic for presentation purposes.

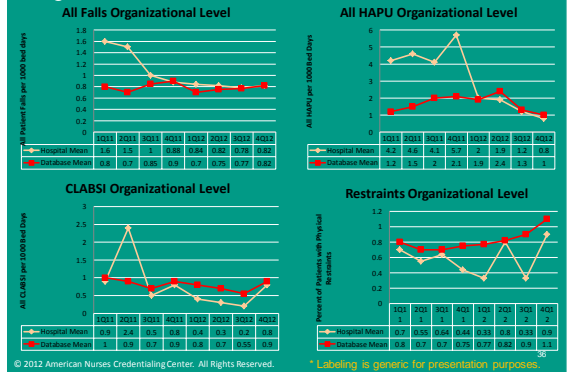
## EP32EO- Unit Level Data Analysis



### Unit Level or Roll-up of Unit Types Data

	All Falls	All HAPU	CLABSI	Restraints
ICU	1 of 8 quarters Outperform	3 of 8 quarters Outperform	4 of 8 quarters Outperform	8 of 8 quarters Outperform
Medical	3 of 8 quarters Outperform	8 of 8 quarters Outperform	5 of 8 quarters Outperform	7 of 8 quarters Outperform
Surgical	7 of 8 quarters Outperform	5 of 8 quarters Outperform	6 of 8 quarters Outperform	5 of 8 quarters Outperform
Rehab	8 of 8 quarters Outperform	1 of 4 units Outperform	7 of 8 quarters Outperform	6 of 8 quarters Outperform
Analysis	3 of 4 units Outperform	2 of 4 units Outperform	3 of 4 units Outperform	4 of 4 units Outperform

## EP32EO- Organizational Level Presentation \*



\* Labeling is generic for presentation purposes.

## EP32EO Organizational Level Data



### Organizational Data Presentation

All Falls	All HAPU	CLABSI	Restraints
1 of 8 quarters Outperform	3 of 8 quarters Outperform	7 of 8 quarters Outperform	8 of 8 quarters Outperform

## EP32EO Options



### Display data only as provided by Vendor

- Single unit level (such as ICU, CCU, SICU, Med-Surg, Surg)
- Clinical groups of multiple like-units (such as critical care, medical, surgical, medical-surgical, rehabilitation, and ambulatory)
- Organization level (with NDNQI).

## EP32EO Options



### Display data only as provided by Vendor

- The (4) Clinical indicators in EP32EO can be from **different databases** and relevant comparison groups
- Refer to - <http://nursecredentialing.org/Documents/Magnet/2008-Manual-Updates.aspx>

## System Documentation



### System:

- Separate data, graphs, and tables are to be submitted for each organization within the system

### Campus:

- Label data, graphs, and tables to distinguish units of one campus from those of other campus(es)

## Tips for Success



- **Use your resources**
  - Application Manual
  - Web-based Manual updates and FAQs
  - Magnet Program Office Analyst guidance
- **Check your document**
  - What's familiar to you is not familiar to the appraisers
  - Have someone read the document who is unfamiliar with the work done
  - Consistent writing style and formatting

## Tips for Success



### Keep in mind

- Address what the Source of Evidence requests
- Only provide requested number of examples
- Outcome data – sustained
- Use valid and relevant measures

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