Nursing Professional Practice: Led by a Vision, Evaluated by Metrics
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Purpose
An innovative model integrating Nursing Vision concepts with Professional Practice Model elements and evaluating success through metrics creates strong alignment and accountable nursing practice across the organization.

The Nursing Professional Practice Model guides nursing practice at all levels. The model places the patient in the center of nursing practice and locates nursing practice within the context of the organization mission, vision, and values. Nursing practice is based on nursing standards and ethics, shared decision making, implementation of evidence-based practices and accountability for quality outcomes.

A culture of quality and safety is evident in the metrics selected to evaluate the three components of the nursing vision. Nurse sensitive quality indicators (NDNQI), patient perception of care measured via the Hospital Consumer Assessment of Healthcare Providers and Systems Survey (HCAHPS) and nursing engagement measured via two surveys (NDNQI and Press Ganey) provide effective, efficient metrics to analyze the effectiveness of the practice model to embody the nursing vision.

Facility Profile/Fast Facts
Penrose St. Francis Health Services (PSFHS) has been recognized as the only Colorado recipient of Health Grades America’s 50 Best Hospitals for four consecutive years, placing us in the top 1% of hospitals in the nation. PSFHS is an entity in Centura Health.
PSFHS is comprised of two hospitals with a combined total of 532 beds, three urgent cares and numerous other ventures and entities. PSFHS employs more than 2,900 employees and works with 750 allied health professionals. Over 1,000 nurses practice within PSFHS. The organization is sponsored by Catholic Health Initiatives, a faith-based, non-profit, national health care system.

Nursing Vision
Penrose St. Francis Health Services is the recognized leader in relationship based care dedicated to excellence in nursing practice balanced with concern for the well being of the caregiver.

Nursing Professional Practice Model
The Professional Practice Model schematic displayed below demonstrates the structure and process for nursing practice, collaboration, communication and accountability. The three concepts stated in our nursing vision statement are integrated within the elements of the Professional Practice Model. Shared Decision Making structures support the process of planning, implementing and evaluating nursing practice.

Nursing Vision Elements Evaluated by Metrics

Relationship Based Care
- Patient feedback
- Nursing feedback
Successful implementation of relationship based care is evidenced by HCAHPS and Press Ganey survey results.

Excellence in Nursing Practice FY2012
Unit acquired pressure ulcers outperformed NDNQI non-Magnet Mean 72% of the time.

No IV Infections on Pediatric or NICU III units. Three units have outperformed the NDNQI Non-Magnet Hospital Mean for Fall per 1000 patient days 75% of the time (Inpatient Rehabilitation, Critical Care, 5N Surgical)

Evidence based practices implemented and expanded this year include: CAUTI Bundle, CLABSI Bundle, successful fall prevention bundles and acute pain management for chronic pain patients.

Nursing certification and formal education increased. Direct care nurses with BSN or higher increased 10% in four years.

Concern for the Caregiver
Wellness Services
Press Ganey Nurse Engagement Survey results demonstrate improvement in all areas. The category “My Work” reflects outcomes related to concern for the caregiver.

Implications for Practice: Operationalizing a vision statement through a professional practice model and use of evaluative metrics promotes alignment and accountability for creating a culture of nursing excellence.