

# Primary Children's Hospital is on the Magnet<sup>®</sup> Journey

Ann Reed, MSN, RN, CNML  
 Cami Perry, MSN, RN, CPN, CPEN  
 McCall Shugars, BSN, RN  
 Clare Kranz, DNP, APRN, CPNP-AC, EBP-C

## INTRODUCTION

Hospitals that have achieved Magnet<sup>®</sup> designation have better patient outcomes, positive family and patient experience, and enhanced nurse satisfaction.

The Magnet<sup>®</sup> designation process begins with initial application, followed by formal document submission highlighting all areas of nursing practice (nurse driven research, evidence-based practice, and nurse-driven patient outcomes).

Following document acceptance, Magnet<sup>®</sup> appraisers complete a site visit to evaluate and verify culture of nursing excellence.

Outcomes	1.	2.	3.	4.	5.	6.	7.	8.	9.	10.
Nurse Burnout	↓	↓								
Nurse Retention	↑	↑			↑	↑	↑			
Nurse Staffing	↑	↑		↑						
Nurse Recruitment						↑	↑			
Nurse Satisfaction		↑	↑		↑	↑	↑			
Nurse Engagement	↑	↑	↑			↑				
Clinician Communication	↑	↑		↑		↑				
Patient Experience		↑	↑	↑	↑	↑				
Death	↓				↓	↓				
Hospital-acquired conditions	↓		-		↓	↓		↓	↓	
Length of Stay	↓					↓				
Revenue	↑					↑			↑	↑

## OBJECTIVES

In 2019 PCH identified the value in achieving Magnet<sup>®</sup> status. The goal was set to work toward applying and being awarded Magnet Designation by 2024.



# Primary Children's journey to BEE Magnet<sup>®</sup>



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## METHODS

- Magnet<sup>®</sup> Program Director hired
- Formal Gap Analysis performed
- Utilization of a Magnet<sup>®</sup> Consultant
- Magnet<sup>®</sup> Steering Committee established
- Magnet<sup>®</sup> document writers appointed to author the narratives
- Magnet<sup>®</sup> Champion Co-Chairs recruited along with 20 unit-based Champions

### Magnet<sup>®</sup> Champion Specific Methods:

- Bulletin Boards created
- Unit Newsletter inclusions
- Presentations at unit meetings, shared leader councils, and hospital wide meetings regarding Magnet<sup>®</sup>
- Roaming cart designed and taken to all units of the hospital to educate and engage conversation about Magnet<sup>®</sup>
- Bee charms awarded to those highlighted in the Magnet<sup>®</sup> document or exhibiting nursing excellence. Designed to wear on the caregiver's badge.



## RESULTS

Formal document submission February 1<sup>st</sup>, 2023.  
 Anticipated Site visit late 2023.  
 Following the review of the document and Magnet<sup>®</sup> site visit, we are confident that PCH will be awarded Magnet status late 2023 or early 2024.