



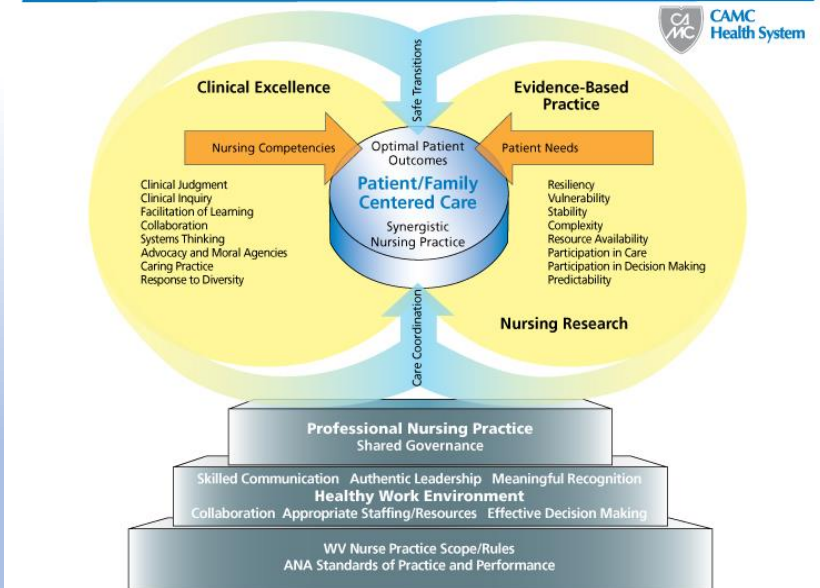
# The Initial Step To Revising An Institutional Nursing Practice Model

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**Background/ Purpose:** The historical CAMC Nursing Professional Practice Model was reviewed by nursing leadership to ensure representation of current nursing practice at CAMC. A review of the literature was the initial step to determine current literature on practice models.

**Method:** Articles were retrieved utilizing the search engines OVID and Google Scholar and reviewed for comparison of nursing practice model, theorist, and methods of promoting the practice model within an organization.

## CAMC Professional Nursing Practice Model



Current CAMC Nursing Practice Model

## Key components of nursing practice models:

1. Guide nursing to perform in a variety of roles.
2. Involve and engage nurses and help nurses feel as they are part of a team.
3. Re-occurring domains were : Shared decision making, Collaboration, Caring, competence and Evidence-based practice. Additional domains were Coordination, Pt. outcomes, Innovation, Leading, Quality and Safety, Healing Environment, Advocacy and Autonomy.
4. Foundational support included various nursing theorist, as well as Legal and regulatory aspects i.e., ANA Code of Ethics, standards of practice and Organizational specifics i.e., mission, strategic plan.
5. Operationalizing the Professional Practice Model:
  - Involve nurses in development/updating of the model
  - Extensive education to all nursing staff
  - Framed displays of the model
  - Incorporating PPM in annual evaluations, orientation and preceptor classes
  - Discussion in huddles
  - Development of a story template lining PPM domains to stories of nurses impacting outcomes.

## Recommendations:

1. Involve nurses from varying aspects of nursing to determine top core components of the model, as well as promote a feeling of inclusion, better understanding and be able to speak to and relate to the model.
2. Consider various formats to obtain the nurse's voice: focus groups, surveys, huddles etc.
3. Involve Shared Governance
4. Determine key elements for nursing practice
5. Review image of other nursing practice models in comparison to CAMC to determine desired model
6. Review and consider maintaining foundational support/ theorist from current model- WV Scope of Nursing Practice, ANA, Magnet
7. Incorporate organizational strategic pillars, mission etc.
8. Utilize re-occurring methods to educate nurses- displays, orientation, performance planners etc.
9. Focus core on optimal patient outcomes and patient/family centered care, yet keep the model simple

**Next Step:** Based on the literature, an evidence-based process is guiding a Shared Governance approach to revise the current nursing practice model to better represent nursing as it currently exists within the organization.

References: Lynda J. Dimitroff, Donna M. Tydings, Sue Nickoley, Lynn W. Nichols, Maureen E. Krenzer, "From Blank Canvas to Masterwork: Creating a Professional Practice Model at a Magnet Hospital", *Nursing Research and Practice*, vol. 2016, Article ID 8783594, 12 pages, 2016. <https://doi.org/10.1155/2016/8783594>

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