

MAY 2024

# MAGNET MONTHLY

The Monthly Upstate Magnet Journey Newsletter



#ANCCMAGNET



## MAGNET CULTURE

*April was a busy month! We have been meeting with stakeholders to continue our quest to fulfill every Magnet component and standard. Great work is being done by nurses from various departments, such as the Emergency Departments, inpatient units, Pediatrics, Psychology, Perioperative services, and more, to name a few. It really shows how much everyone loves what they do, and nursing excellence is the thread woven through all patient care with positive outcomes. Continue the great work!*

*“Caring is the essence of nursing.” —Jean Watson*

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# NURSING EXCELLENCE AT UPSTATE

## Potential Magnet Story: ICU Sleep Protocol

**Prevention:** The ICU sleep protocol will allow nurses to foster a restful environment and promote uninterrupted sleep in adult ICU patients

**Inclusion:** Hospitalized adult patient in ICU  
**Exclusion criteria:** Patients on titratable medications; Patients on stroke protocol; Post-op <24 hours

- MICU QUIET TIME: 2200 0400
- Promoting sleep to improve recovery and prevent delirium
- Goal: provide patients with at least 5 hours of uninterrupted sleep
- NO routine bathing
- NO routine phlebotomy
- NO routine exams
- YES Hourly rounding, turning and repositioning, monitoring vital signs, and checking I/O with minimal disturbance
- YES Bed alarms on

### INTERVENTIONS TO PROMOTE SLEEP

**Environmental:**

- ICU Sleep Protocol signs on the patient's door, and the door closed
- Daytime/Nighttime sign above bed
- Cluster care from 2200 to 0400
- Dim lights at 2200
- Turn off televisions at 2200
- Reduce noise from 2200 to 0400
- Obtain necessary orders to hold or discontinue orders that interfere with sleep
- Coordinate with RT to deliver nebulizer treatments while awake
- Safely decrease alarm volume

**Patient Focused**

- Provide patient and family education related to the importance of sleep
- Offer sleep pack - ear plugs, eye mask
- Provide patient supplies to complete usual nighttime routines of washing up, brushing teeth, and going to the bathroom
- Promote relaxation:
  - Relaxing music (patient choice)
  - White Noise channel
  - Warm drink
  - Aromatherapy (patient choice)

### ICU Sleep Protocol

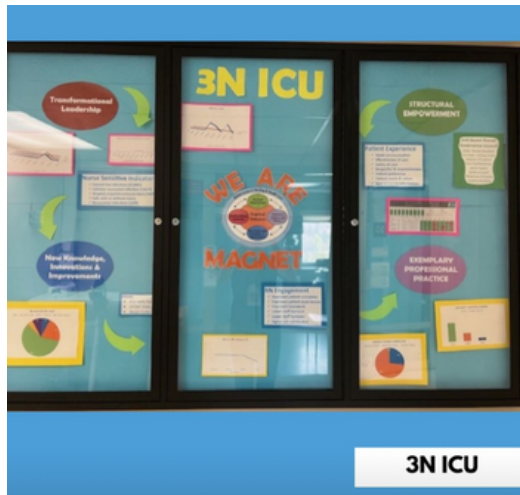
- Signage
  - Daytime Nighttime sign above patient's bed
  - Sleep Protocol Sign on patient door
- Screening
  - Intensive Care Delirium Screening Checklist
  - ICDSC completed and documented at least 2x/q24hs
- Decrease Stimulation
  - Dim lights, lower voices, turn off televisions, put Vocera on DND in the room, and decrease alarm volumes
- Nighttime Routines
  - Assist patient as necessary to wash up, brush teeth, and go to the bathroom (void)
- Documentation
  - ICDSC 2x/24 h
  - # hours sleep
- Nursing Order
  - Place "Initiate ICU Sleep Protocol" as a nursing order in EPIC
- Coordinate Care
  - Ensure minimal interruption from 2200 to 0400 by clustering care
  - Obtain orders to hold or discontinue orders that interfere with sleep (i.e., Q4h vital signs)
  - Coordinate with RT to ensure nebulizer treatments are given while awake (exceptions for pts who require q4h or q6h)

**"A NURSE IS NOT WHAT YOU DO. IT IS WHAT YOU ARE.... I AM A NURSE. IT'S NOT WHAT I DO, IT'S WHAT I AM." — UNKNOWN**

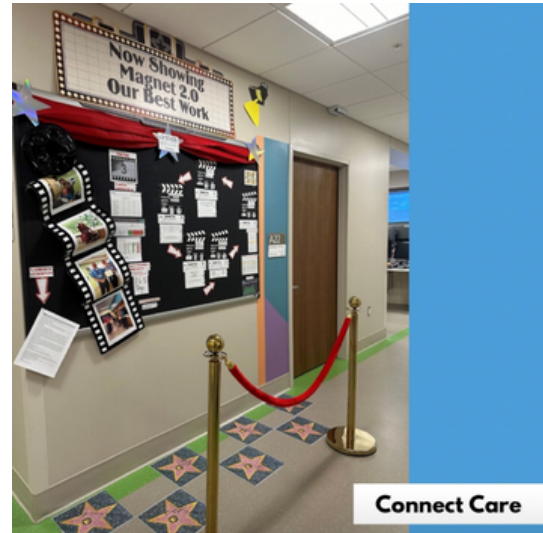
THE HIGHEST NATIONAL HONOR FOR NURSING EXCELLENCE



# MAGNET MONTHLY



3N ICU



Connect Care

## Nurses at all levels:

- Advocate for resources
- Participate in decision-making to advance practice/ support patient care

## EXAMPLES:

- Budget Process
- Project Proposals
- Unit initiatives
- Plan of Care
- Staffing & Scheduling
- Shared Governance, Speciality Committees
- Unit-Based Committees & Subgroups
- Staff meetings
- RN Engagement Survey
- Learning Needs Assessment Survey

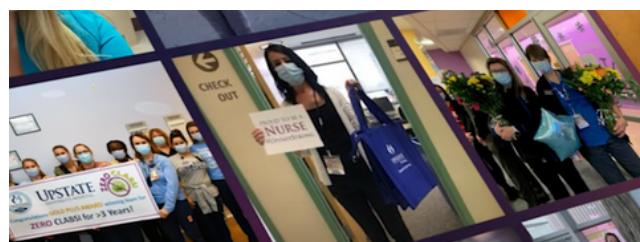
Have a Magnet story you would like to share?

**Need: NK8EOb - Provide one example of an improved outcome in an ambulatory care setting associated with clinical nurse(s) involvement in the adoption of technology**

Enter this site to submit a story:

[https://www-upstate-edu.libproxy.upstate.edu/nursing/magnet/intra/magnet\\_submissions/submit-story-idea.php](https://www-upstate-edu.libproxy.upstate.edu/nursing/magnet/intra/magnet_submissions/submit-story-idea.php)

“I BELIEVE THAT FEEDBACK IS EXTREMELY IMPORTANT IN LEARNING. AS A NEW NURSE I ENCOURAGE MY PEERS TO GIVE ME FEEDBACK, ESPECIALLY ON WHAT I CAN IMPROVE ON.” - AN UPSTATE NURSE



# MAGNET MONTHLY

## THE 5 MAGNET MODEL COMPONENTS

THERE ARE 14 RESEARCH-BASED FORCES OF MAGNETISM EMBEDDED IN THE MAGNET MODEL



NURSES DISPENSE COMFORT, COMPASSION, AND CARING WITHOUT EVEN A PRESCRIPTION." — VAL SAINTSBURY

### Transformational Leadership

- Leadership team creates:
  - Vision for the future
  - Systems and environment necessary to achieve that vision
- Nurses at all levels are transformational leaders

### Structural Empowerment

- Innovative environments support strong professional practice
- Mission, vision, and values come to life
- Patient outcomes improved by strong relationships and partnerships across the organization and the community (EXAMPLES: Shared Governance, Clinical Advancement Program, EBP & Research)

### Exemplary Professional Practice

- Exemplary professional nursing practice is the essence of a Magnet organization - it is about what nursing can achieve (EXAMPLES: Upstate's Professional Practice Model, care delivery systems, ethical decision-making resources and processes, professional development opportunities)

### New Knowledge, Innovation, and Improvements

- Organization promotes, fosters, and encourages:
  - New models of care
  - Application of existing evidence
  - Creation of new evidence
  - Visible contributions to the science of nursing

### Empirical Quality Outcomes:

- A focus on process, structure, and outcomes compared to benchmark data:
  - Clinical: related to patient care
  - Workforce
  - Nursing-sensitive indicators (NSIs):
    - Quality | Patient satisfaction | Nurse Satisfaction



# MAGNET CONTACTS



## TOGETHER

WE ARE MAGNET

REDESIGNATION 2025!!

UPSTATE *Nursing*

### Magnet Program Team

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Interested in  
being a Magnet  
Champion for  
your unit?  
Reach out to  
your Nurse  
Manager and  
Magnet  
Champion  
Chairs

