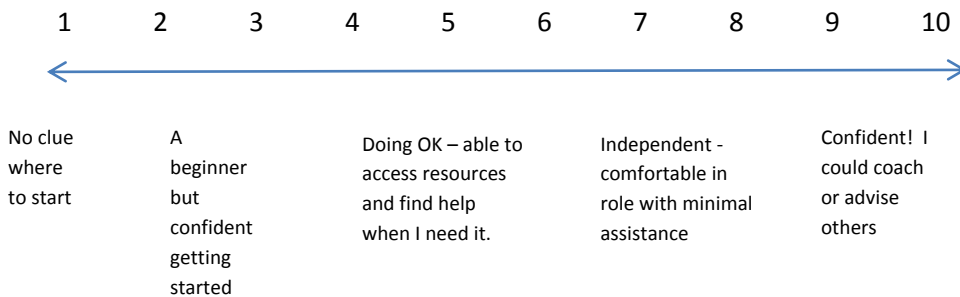




## Magnet Readiness Assessment

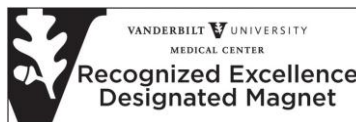
	YES	NO
1. Does your area have Magnet Champion(s)?		
2. If more than one champion, are they working together?		
3. Do you feel you have enough Magnet Champions for your area?		
4. Is the department leadership team actively involved in Magnet efforts?		
5. Do the staff in your area understand what Magnet is?		
6. Does your department have a regular communication method (i.e. email updates, newsletter, staff meetings or unit/clinic board meetings, “jump start” etc.)?		
7. If you have a regular communication method in your department, are you using it for regular communication about Magnet?		

**Rate your readiness for a Magnet site visit:**



**Score yourself?**

- 5 “yes” answers                   = good Magnet Support in place
- 3-4 “yes” answers               = room for strengthening efforts
- Under 3 “yes” answers         = Let’s talk more so we can get you what you need!





## Tier 1: Beginner

### Immediate goals:

1. Staff should know that Vanderbilt is a Magnet hospital and what that means
2. Staff should know that we are preparing for a site visit in anticipation of receiving a 2<sup>nd</sup> designation.
3. Staff should know what to expect during a site visit and will be comfortable talking with Magnet appraisers.

### Suggested mechanisms to use to communicate with staff:

1. Staff meetings or unit board meetings
2. Unit based newsletters
3. Magnet Monthly newsletters (shared with staff)
4. Email communications with staff
5. Bulletin boards

### Suggested Steps:

1. Discuss Magnet preparation needs within your department manager or leadership team and including Magnet Champions.
2. Identify Magnet Champions for your area.  
<https://www.mc.vanderbilt.edu/vunet/vumc.php?site=Magnet%20Website&doc=29303>
3. Access the Magnet website at [www.vanderbiltnursing.com](http://www.vanderbiltnursing.com)
  - What is Magnet video clip (2-3 minutes in length) on website  
<https://www.mc.vanderbilt.edu/vunet/vumc.php?site=Magnet%20Website&doc=33507>
  - Early Magnet Monthly newsletters summarize basic information  
<https://www.mc.vanderbilt.edu/vunet/vumc.php?site=Magnet%20Website&doc=29335>
  - Graphics and newsletters available for distribution to staff, use on bulletin boards, unit newsletters, etc.  
<https://www.mc.vanderbilt.edu/vunet/vumc.php?site=Magnet%20Website&doc=29302>
4. Introduction to Magnet module in the Learning Exchange – this is available as a tool for hard to reach staff. The name of the module is “What is Magnet.”





## Tier 2: Intermediate

### Goals:

Staff should understand the essential elements of a Magnet organization

- a. Transformational Leadership
- b. Structural Empowerment
- c. Empirical Outcomes
- d. New Knowledge, Innovation & Improvement
- e. Exemplary Professional Practice:

### Suggested Steps:

1. All resources listed under Tier 1 – PLUS:
2. Utilize resources on the nursing website to inform staff
  - a. Video clips (2-3 minutes each) which describe the essential elements  
<https://www.mc.vanderbilt.edu/vunet/vumc.php?site=Magnet%20Website&doc=33507>
  - b. Early Magnet Monthly newsletters summarize basic information  
<https://www.mc.vanderbilt.edu/vunet/vumc.php?site=Magnet%20Website&doc=29335>
  - c. Sample questions on webpage provide practice questions to use to get staff to think about what their work areas and how the essential elements are played out in their areas.  
<https://www.mc.vanderbilt.edu/vunet/vumc.php?site=Magnet%20Website&doc=33312>
  - d. Magnet Site Visit Guide:  
<https://www.mc.vanderbilt.edu/documents/Magnet%20Website/files/Magnet%20SelfStudy%20Guide%201-19-2011%20FINAL%20-docx.pdf>





## Tier 3: Advanced

### Goals:

1. Staff can describe key concepts and how their everyday work is reflective or organizational priorities
  - a. Nursing Strategic Plan
  - b. Nursing Quality Plan
  - c. Professional Practice Model
2. Staff can give examples of their daily work and how it supports the mission of the medical center, the nursing strategic and quality plans, and how their work illustrates the professional practice model. This includes examples of how patient/family centered care is delivered, how evidence based practice is incorporated, how staff act as leaders and are supported in their development, and how integrated technology supports their work.

### Suggested Steps:

1. All resources under Tiers 1 and 2 PLUS:
2. Utilize “crosswalk” of three documents and provided organizational and unit based examples.
3. Work with staff to identify department- based examples for work area.  
<https://www.mc.vanderbilt.edu/vunet/vumc.php?site=Magnet%20Website&doc=32836>
4. Using sample questions provided, work with staff to practice describing the work of the department in light of the nursing strategic and quality plans.
5. Staff should be able to describe the Vanderbilt Professional Practice Model and give examples that demonstrate how it works in their area. Utilize posters provided to educate staff on components. Video resource will be available in early December 2011.  
<https://www.mc.vanderbilt.edu/documents/Magnet%20Website/files/Professional%20Practice%20Model%20Summary.pdf>

