

Week 3: Collaboration Cafe: Professional Practice Models

No unread replies.No replies.

An important element of delivery of nursing care is the professional practice model (PPM) within which it is framed. These models define the structures and processes within which care is given. It can delineate the degree of autonomy within which nurses can practice that leads to higher quality of care. While these frameworks are informed by nursing, organizations must support implementing these models.

Regardless of the type of facility, nursing practice should be framed within a specific nursing professional practice model. Most PPM have components that include the nursing vision/values, nursing practice standards, teamwork, recognition and advancement, evidence-based practice/research, nursing care delivery model, shared decision-making, and some type of reflective practice.

For this collaboration:

- **Compare two different professional practice models in nursing. Share which PPM attracts you more than others and why.**
- **Describe your organization's PPM and evidence of the components listed in the discussion prompt.**
- **Talk about how the organization could address gaps in the model you've discovered.**
- **How might you lead the initiative?**

Good morning All,

1. An institution representation of how nurses coordinate to offer the best care is known as a professional practice model (PPM). PPMs are believed to be a first stage in quality patient care and a prerequisite for designation. Magnet nursing and pathway to excellence models both have exceptional attributes. The Pathway to Excellence program focuses a lot of emphasis on supporting work environments that inspire motivated employees. The route evaluates nurses' engagement and examines how this has led to better outcomes. Magnet companies have healthy work environments that promote high standards of professionalism. This model encourages a system that provides systematic and ethical care. While both practice models offer appealing features, the Pathway to Excellence model is the more alluring model in my opinion. Retention rates, worker satisfaction, effectiveness, and better patient experiences are influenced by pathway standards.

2. Employees at my organization are governed by the teachings of Christ, as it is a Catholic facility. Executives have developed three competencies to guide their professional pathway. These include foundational, service, and stewardship (Arceneaux et al., 2004). Employees should utilize their abilities, resources, and skills to further the organization's goal. Staff are expected to be aware of, embody, and further objectives by their deeds and positive attitudes. Personnel should treat patients with kindness, dignity, and compassion across exchanges.

3. One of the suggested readings for this week described how their facility incorporated the professional pathway model at a specific facility. In this article, Al- Ruzziah and Ayaad (2020) provided the following information: nursing leadership made the decision to include nurses at all levels in the development of the nursing PPM. The PPM was initially developed by a group of 12 nurses, comprising nursing administration and clinical nurses. Before it was finalized, the draft PPM was sent through work email to all nurses for comments. I found this approach to be one way in which my facility could improve their efforts to implement their PPM. My facility solely utilized upper management in developing this assessment. Additionally, these competencies are planned to be incorporated into employee evaluations. Little to no input was acquired from nursing staff.

4. In order to lead this initiative, it is important to include nursing staff in the decision-making process. I like that the above facility used nurses on the front line to develop their model. Leading this initiative, I would also adopt this practice. The input of the individuals who work in the environment day to day cannot be devalued. Often, executives either have forgotten what it was like to work in direct care or have never worked in patient care, bringing only a corporate mentality.

-Stacy

Al-Ruzzieh, & Ayaad, O. (2020). Nursing Professional Practice Model: Development, Implementation, and Evaluation at an International Specialized Cancer Center. *The Journal of Nursing Administration*, 50(11), 562–564. <https://doi.org/10.1097/NNA.0000000000000937>

Arceneaux, B., Finan, J. J., & Heine, C. (2004). A pathway to franciscan excellence. Retrieved from: www.chausa.org. <https://www.chausa.org/publications/health-progress/article/january-february-2004/a-pathway-to-franciscan-excellence>

Good afternoon Amanda and Class,

PPMs direct how nurses continuously improve. Depending on the organizational practices, there are several approaches to execute service. PPMs, which specify responsibilities and drive best practices in healthcare settings, are fundamental to patient care. Magnet designation and SG are two popular PPMs. SG provides nurses more independence and a voice to implement change. The opportunity for nurses to make decisions that affect their work is alluring. The administrators of these organizations operate professionally. The suggestions made by staff are valued by their executives, and they exhibit professionalism by recognizing effort, thus improving hospital's attractiveness. Magnet models put an emphasis on nurse autonomy and implementation of quality standards. Bloemhof et al (2021) determined that treatments based on the Magnet guidelines were applied at a Dutch hospital, which improved employee satisfaction and patients' opinions on the level of care. It is possible to employ a PPM to improve the working circumstances for nurses. Although there are few Magnet hospitals in Europe, this study highlights the need of implementing the ideas to promote a supportive workplace for nurses. Magnet facilities incorporate professional practice norms. Such criteria are designed to ensure effective working conditions for nurses.

-Stacy

Bloemhof, J., Knol, J., Van Rijn, M., & Buurman, B. M. (2021). The implementation of a professional practice model to improve the nurse work environment in a Dutch hospital: A quasi-experimental study. *Journal of Advanced Nursing*, 77, Pg4919–Pg4934. Retrieved from: <https://researchinformation.amsterdamumc.org/en/publications/the-implementation-of-a-professional-practice-model-to-improve-th>

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- Professional practice models (PPM) in nursing provide a basic framework for nursing practice that define the scope of nursing care and how that care is provided. There are countless PPMs, and most large healthcare organizations will actually create their own model. This discussion post is going to examine and compare two models: the John Hopkins Hospital Nursing Professional Practice Model and the Professional Nursing Practice Model of Piedmont Hospital.
 - 1. John Hopkins Hospital Nursing Professional Practice Model: This particular model is broken down into four distinct components. Their model focuses on patient and family centered care, interprofessional collaboration, autonomy and accountability, and practice excellence.
 - 2. Professional Nursing Practice Model of Piedmont Hospital: This model focuses on four key areas as well, however, they are quite different and include the attributes of the nurse, the patient, the nurse/patient relationship, and health. This model focuses more on set "attributes" and characteristics like critical thinking, holistic care, and accountability.