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| --- | --- | --- | --- |
| **Organization Name:** | **Estimated Application Date:** | **Estimated Document  Submission Date:** | **Estimated 48 Month Timeline  prior to documentation submission:** |
|  |  |  |  |
| **Considerations** | | | |
| **Fees associated with application, written documentation review, and site visit**   * [www.nursingworld.org/organizational-programs/magnet/magnet-fees/](https://www.nursingworld.org/organizational-programs/magnet/magnet-fees/) | | | |
| **Appraisal review timeline (approximate)**   * Approximately 4 months for review of initial written documentation * If additional documentation is requested, the organization has up to 60-business days to produce the documents and the appraisers have 60-business days for review. * If a site visit is proposed, the amount of time between the appraiser team decision and the actual visit will be, minimally, 6 weeks. * Average time period between the site visit and Commission vote is (2) months. | | | |
| **Data requirements for Nurse Satisfaction, Nurse Sensitive Indicators (NSI), Patient Satisfaction**   * Participate with national vendor(s) for data collection and benchmarking * Compare most recent 8 quarters of unit-level data to the national benchmarks for nurse sensitive indicators and patient satisfaction * Present most recent nationally benchmarked Nurse Satisfaction survey within the past 30 months prior to written documentation submission | | | |

| **Magnet® Requirement** | **Is Magnet® Requirement Evident/In Place?** | **GAP**  **(What aspect of the requirement is  not evident/in place?)** | **Action Plan** |
| --- | --- | --- | --- |
| The organization has reviewed the requirements in the 2019 Magnet® Application Manual | Yes No |  |  |
| The applicant organization must designate one individual as the chief nursing officer (CNO), who is ultimately responsible for sustaining the standards of nursing practice throughout the organization. | Yes No |  |  |
| The CNO, AVP/nurse director, and/or a nurse manager has oversight and accountability of registered nurses practicing in all care settings. | Yes No |  |  |
| A professional practice model (PPM) has been developed to guide care delivery. | Yes No |  |  |
| Registered nurses at all levels and in all settings are involved in the Magnet journey. | Yes No |  |  |
| A shared decision making structure is in place for nursing throughout the organization. | Yes No |  |  |
| Nurses at all levels and in all settings have the ability to provide input in decisions that affect their practice. | Yes No |  |  |
| Annual reports highlight the achievements of nursing throughout the organization. | Yes No |  |  |
| Nurses at all levels and in all settings provide input on their educational needs. | Yes No |  |  |
| Nursing throughout the organization delivers care in alignment with goals within the organizational and nursing strategic plans. | Yes No |  |  |
| Nursing leadership throughout the organization are members of organization-level, decision-making groups. | Yes No |  |  |
| Mentoring and succession-planning activities are present throughout the organization for nurses in all levels and at all settings. | Yes No |  |  |
| Nursing leadership throughout the organization is visible and accessible to all nurses. | Yes No |  |  |
| Professional development opportunities are available for all nurses throughout the organization | Yes No |  |  |
| Nurses throughout the organization are involved with professional nursing organizations. | Yes No |  |  |

| **Magnet® Requirement** | **Is Magnet® Requirement Achieved?** | **GAP**  **(What part of the requirement  is not fulfilled?)** | **Action Plan**  **(Note: identify potential obstacles and strategies to overcome obstacles)** |
| --- | --- | --- | --- |
| Targeted goals have been set to increase professional nursing certification throughout the organization. | Yes No |  |  |
| Targeted goals have been set to increase the percentage of professional registered nurses who have earned a baccalaureate or higher degree in nursing. | Yes No |  |  |
| Transition to practice programs are in place for all professional registered nurses at all levels and in all settings. | Yes No |  |  |
| Nurses throughout the organization are recognized for their contributions. | Yes No |  |  |
| RN satisfaction is measured and nationally benchmarked by a national vendor. | Yes No |  |  |
| For nursing satisfaction the majority of the settings outperform at least three of the four RN Satisfaction categories. | Yes No |  |  |
| Nurses at all levels and in all settings are involved in interprofessional collaborative practice. | Yes No |  |  |
| Clinical Nurses are involved in the evaluation of data to address staffing issues. | Yes No |  |  |
| Nurses at all levels and all settings participate in periodic formal performance review that includes a self-appraisal and peer feedback process demonstrating a plan for professional development. | Yes No |  |  |
| Nurse sensitive clinical indicators are nationally benchmarked by a national vendor.  Note: Inpatient and outpatient data must be presented separately. | Yes No |  |  |
| Inpatient and outpatient patient satisfaction data is collected and nationally benchmarked by a national vendor. | Yes No |  |  |
| Nursing research is conducted and ongoing throughout the organization. | Yes No |  |  |
| Nurses throughout the organization disseminate the organization’s nursing research internally and externally. | Yes No |  |  |
| Workplace safety for nurses is evaluated and improved. | Yes No |  |  |
| **Other Items Identified by your organization:** | | | |
|  | Yes No |  |  |
|  | Yes No |  |  |
|  | Yes No |  |  |
|  | Yes No |  |  |
|  | Yes No |  |  |
|  | Yes No |  |  |
|  | Yes No |  |  |
|  | Yes No |  |  |