

2023 Magnet® Application Manual Organizational Self-Assessment

Organization Name:	Estimated Application Date:	Estimated Document Submission Date:	Estimated 48 Month Timeline prior to documentation submission:
Considerations			
<p>Fees associated with application, written documentation review, and site visit</p> <ul style="list-style-type: none"> • https://www.nursingworld.org/organizational-programs/magnet/apply/magnet-fees/ 			
<p>Appraisal review timeline (approximate)</p> <ul style="list-style-type: none"> • 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. 			
<p>Data requirements for Nurse Satisfaction/Engagement, Nurse Sensitive Quality Indicators, Patient Experience</p> <ul style="list-style-type: none"> • 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 quality indicators and patient experience • Present most recent nationally benchmarked Registered Nurse satisfaction /Registered Nurse engagement survey within the past 30 months prior to written documentation submission 			
<p>Resources available</p> <ul style="list-style-type: none"> • 2023 Magnet® Application Manual https://www.nursingworld.org/nurses-books/2023-magnet-application-manual2/ • Organizational Self-Assessment 2023 Magnet® Application Manual https://www.nursingworld.org/nurses-books/organizational-self-assessment-2023-magnet-applica/ • Program Guidance Events https://www.nursingworld.org/organizational-programs/magnet/program-tools/education/ • Pre-intent Program https://www.nursingworld.org/organizational-programs/magnet/program-tools/pre-intent-program/ • Magnet Learning Community https://www.nursingworld.org/organizational-programs/magnet/program-tools/magnet-learning-community/ 			

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Magnet® Requirement	Is Magnet® Requirement Evident/In Place?	GAP (What part of the requirement isn't fulfilled?)	Action Plan (Note: identify potential obstacles and strategies to overcome obstacles)
The organization has reviewed the requirements in the 2023 Magnet® Application Manual. The organization is aware that all application materials and documentation submitted at all phases during the Magnet® Appraisal Process must be provided in English.	Yes <input type="checkbox"/> No <input type="checkbox"/>		
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 in all setting(s) where nursing is practiced.	Yes <input type="checkbox"/> No <input type="checkbox"/>		
The organization understands that, at the time			

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<p>of application, all Nurse Assistant Vice Presidents (AVP)/Nurse Directors and Nurse Managers must be registered nurses and have a degree in nursing (baccalaureate or graduate degree). <i>[International baccalaureate degrees in nursing are accepted if the degree is recognized as such in the country in which the degree was conferred.]</i> The CNO, AVP/nurse director, and/or a nurse manager has oversight and accountability of registered nurses practicing in all care settings.</p>	<p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>		
<p>A professional practice model (PPM) has been developed to guide care delivery.</p>	<p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>		
<p>Registered nurses at all levels and in all settings are involved in the Magnet journey.</p>	<p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>		

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<p>A shared decision-making structure is in place for nursing throughout the organization.</p>	<p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>		
<p>Nurse at all levels and in all settings have the ability to provide input in decisions that affect their practice.</p>	<p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>		
<p>Annual reports highlight the achievements of nursing throughout the organization.</p>	<p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>		
<p>Nurses at all levels and in all settings provide input on their educational needs.</p> <p>Nursing needs assessments and implementation plans are conducted to improve nursing knowledge and improve patient outcomes.</p>	<p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>		

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Magnet® Requirement	Is Magnet® Requirement Achieved?	GAP (What part of the requirement isn't fulfilled?)	Action Plan (Note: identify potential obstacles and strategies to overcome obstacles)
Nursing throughout the organization delivers care in alignment with goals within the organizational and nursing strategic plans.	Yes <input type="checkbox"/> No <input type="checkbox"/>		
Nursing leadership throughout the organization are members of organization-level, decision-making groups.	Yes <input type="checkbox"/> No <input type="checkbox"/>		
Mentoring and succession-planning activities are present throughout the organization for nurses in all levels and at all settings.	Yes <input type="checkbox"/> No <input type="checkbox"/>		
Nursing leadership throughout the organization is visible and accessible to all nurses.	Yes <input type="checkbox"/> No <input type="checkbox"/>		

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Professional development opportunities are available for all nurses throughout the organization.	Yes <input type="checkbox"/> No <input type="checkbox"/>		
Nurses throughout the organization are involved with professional nursing organizations.	Yes <input type="checkbox"/> No <input type="checkbox"/>		

Magnet® Requirement	Is Magnet® Requirement Achieved?	GAP (What part of the requirement isn't fulfilled?)	Action Plan (Note: identify potential obstacles and strategies to overcome obstacles)
<p>Targeted goals have been set to increase professional nursing certification throughout the organization.</p> <p><i>Note: International clients may use nursing professional development activities for registered nurses as an alternative for professional board certification. Refer to the Magnet Recognition Program website for other international interpretations.</i></p>	Yes <input type="checkbox"/> No <input type="checkbox"/>		

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<p>Targeted goals have been set to increase the percentage of professional registered nurses who have earned a baccalaureate or higher degree in nursing.</p>	<p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>		
<p>Transition to practice programs are in place for all professional registered nurses at all levels and in all settings.</p>	<p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>		
<p>Nurses throughout the organization are recognized for their contributions.</p>	<p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>		
<p>RN Satisfaction/RN Engagement is measured and nationally benchmarked by a national vendor.</p>	<p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>		
<p>For RN Satisfaction/RN Engagement the majority of the settings outperform at least three of the four RN Satisfaction/RN Engagement categories.</p>	<p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>		

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Nurses at all levels and in all settings are involved in interprofessional collaborative practice.	Yes <input type="checkbox"/> No <input type="checkbox"/>		
Clinical Nurses are involved in the evaluation of data to address staffing issues.	Yes <input type="checkbox"/> No <input type="checkbox"/>		

Magnet® Requirement	Is Magnet® Requirement Achieved?	GAP (What part of the requirement isn't fulfilled?)	Action Plan (Note: identify potential obstacles and strategies to overcome obstacles)
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 <input type="checkbox"/> No <input type="checkbox"/>		
Nurse sensitive clinical quality indicators are nationally benchmarked by a national vendor.	Yes <input type="checkbox"/> No <input type="checkbox"/>		

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<p><i>Note: Inpatient and ambulatory data must be presented separately.</i></p>			
<p>Inpatient and ambulatory patient experience data is collected and nationally benchmarked by a national vendor.</p>	<p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>		
<p>Nursing research is conducted and ongoing throughout the organization.</p>	<p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>		
<p>Nurses throughout the organization disseminate the organization's nursing research internally and externally.</p>	<p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>		
<p>Workplace safety for nurses is evaluated and improved.</p>	<p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>		

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Magnet® Requirement	Is Magnet® Requirement Achieved?	GAP (What part of the requirement isn't fulfilled?)	Action Plan (Note: identify potential obstacles and strategies to overcome obstacles)
Other Items Identified by your organization:			
	Yes <input type="checkbox"/> No <input type="checkbox"/>		
	Yes <input type="checkbox"/> No <input type="checkbox"/>		
	Yes <input type="checkbox"/> No <input type="checkbox"/>		
	Yes <input type="checkbox"/> No <input type="checkbox"/>		
	Yes <input type="checkbox"/> No <input type="checkbox"/>		
	Yes <input type="checkbox"/> No <input type="checkbox"/>		
	Yes <input type="checkbox"/> No <input type="checkbox"/>		

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	Yes <input type="checkbox"/> No <input type="checkbox"/>		
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- For Magnet Recognition Program information online, visit: <https://www.nursingworld.org/organizational-programs/magnet/>
- For Magnet Application Manual Updates and FAQs, visit: <https://www.nursingworld.org/organizational-programs/magnet/magnet-manual-updates-and-faqs/>
- The ANCC Magnet Program Office (MPO) staff manages and coordinates all aspects of the application and appraisal process. Contact information is available at <https://www.nursingworld.org/organizational-programs/magnet/contact-magnet-staff/>