

★
Children's
MINNESOTA

Nursing Professional Practice Model ★

REACH

★

★ Partners in Care ★

★ Advancing Excellence ★

★ Shared Governance ★

★ Nursing Care Delivery ★



The Children's Way
MISSION | VISION | VALUES

REACH:

Children's Minnesota Nursing Professional Practice Model

What is a professional practice model?

A professional practice model (PPM) describes how registered nurses practice, collaborate, communicate, and develop professionally to provide the highest quality care for patients and families. The PPM drives current and future nursing practice at Children's Minnesota.

Why is a PPM needed?

The foundation of professional nursing practice is described by a PPM. The PPM aligns and integrates nursing practice with the mission, vision and values of nursing. The framework of the PPM guides the nursing strategic plan and identifies clear goals and expectations for professional nurses to achieve empirical outcomes.

Mission, Vision and Values

The Children's Minnesota mission, vision and values guide the way nurses engage with each other, patients and communities:

MISSION

We champion the health needs of children and families. We are committed to improving children's health by providing the highest-quality, family-centered care, advanced through research and education.

VISION

Our vision is to be every family's essential partner in raising healthier children — not only during illnesses or injuries, but throughout childhood. As the health care industry faces a time of unprecedented change, we will continue our dedication to delivering an experience unlike any other, making access to health care easier and working with the community in innovative ways.

VALUES

- **Kids first.** We're inspired by children — we channel their optimism, resiliency, courage and curiosity into everything we do.
- **Listen, really listen.** Each person has a story to tell. We listen with compassion, ask meaningful questions and build relationships with individuals and communities.
- **Own outcomes.** We are 200% accountable for providing extraordinary service. Tireless in our pursuit of excellence, we never stop learning or improving.
- **Join together.** We are all caregivers. And, we are stronger when teamed with our patients, families, community and one another. Super teams trump superheroes.
- **Be remarkable.** We are innovators, reimagining health care and going beyond what's expected. After all, kids are counting on us.

Components of Children's Minnesota PPM

Advancing Excellence describes exemplary professional nursing practice. Nurses apply evidence-based practices in decisions and actions to achieve the best outcomes, recognizing their influence on nursing-sensitive indicators. Nurses practice in an environment where autonomy and accountability is supported and encouraged. Nurses grow from novice to expert demonstrating rich critical-thinking skills, embracing life-long learning, and developing into confident leaders. Through independent and interdependent practice, nurses support the organizational goals and elevate the profession of nursing. Nurses contribute to innovation and inquiry through nursing research. Expertise is further developed by encouraging professional nursing certification, which is supported financially and through educational opportunities. Nurses are recognized for their contributions to the strategic priorities.

Shared Governance is a decision-making model with clinical nurses, clinical nurse resources, APRNs and leadership; based on the principles of partnership, equity, accountability and ownership at the point of service of patient care. The structure enables clinical nurses to influence decisions affecting practice and to provide direction for the professional practice of nursing. The goal of shared governance is to support excellence in practice and evidence-based knowledge, improve nurses' work environment, satisfaction, and retention, ultimately resulting in improvement in patient outcomes.

Partners in Care listen and communicate early, often and consistently to meet and address the physical and emotional needs of the patient and family unit. Diversity is valued by responding to the uniqueness of each child and their situation. Collaboration with each patient, caregiver, the interprofessional team and community partners ensures advocacy for optimal patient outcomes.

Nursing Care Delivery is provided through patient- and family-centered care. Nursing care is planned, delivered and evaluated through a mutually beneficial partnership among health care providers, patients and families. Through fostering an environment of dignity and respect, nurses listen to and honor patient and family perspectives and choices. Nurses communicate and share complete and unbiased information with patients and families in affirming and useful ways. Nurses encourage and support patients and families to participate in care and decision making at the level they choose. Nurses collaborate with patients, families, health care providers and leaders in policy and program development, implementation, and evaluation; professional education; and delivery of quality, safe care.

