LIVING THE JOURNEY
OF NURSING EXCELLENCE AT TRINITY HEALTH
KEY FOUNDATIONAL PRIORITIES
OF TRINITY HEALTH NURSES

1. SHARED GOVERNANCE .......................................................... 2

2. COMMITMENT TO THE MAGNET® FRAMEWORK .............. 4

3. EVIDENCE-BASED NURSING PRACTICE ............................ 6

4. CARING MODEL ................................................................... 8

5. NURSING RESEARCH AND ACADEMIC PROGRESSION ..... 10
Trinity Health was created by the union of the Sisters of the Holy Cross and the Sisters of Mercy, and founded on the faith-based principles of: Respect, Social Justice, Compassion, Care of the Poor and Underserved, and Excellence.

Through this legacy, a unified Mission, Core Values, Vision, and Guiding Behaviors was formed:

- The Trinity Health Mission defines our purpose and points to our organizational spirituality.
- The Trinity Health Core Values are what we stand for.
- The Trinity Health Vision defines the work ahead.
- The Trinity Health Guiding Behaviors define how we will serve together.

These tenets also establish the foundation for nursing excellence and serve as a compass to guide us on our journey. Within this brochure is an overview of the key foundational priorities of Trinity Health nurses.
At Trinity Health, shared governance means shared leadership and decision-making that incorporates perspectives of those affected by decisions. Shared leadership is a philosophy that respects the knowledge and expertise of all associates involved in patient care; it supports empowerment and open communication facilitating the sharing of best practice and successes.

Shared governance also demonstrates respect for varied perspectives that enable decisions based on evidence, experience, expertise, and shared goals. And, it acknowledges that decision-making is best when all members of the health care system collaborate to achieve the best outcomes.

A shared governance structure also permits registered nurses to fulfill and expand their roles as integral members of a primary professional group, linking all aspects of the patient care experience to Trinity Health’s Mission, Core Values and Vision.
“Nursing is an extraordinary profession. Few others regularly have the opportunity to be present for the most poignant moments in people’s lives...moments when we see glimpses of how human beings are made in God’s image. Trinity Health nurses are honored to bear witness when a child is born, when healing occurs, hope is restored, or life comes to a close. What a privilege to share these sacred moments with those we serve.”

Gay Landstrom, MS, RN, NEA-BC
Senior Vice President, Patient Care Services and Chief Nursing Officer
COMMITMENT TO THE MAGNET® FRAMEWORK

The Magnet Recognition Program® framework provides a structure and language to advance exceptional nursing practice at Trinity Health. This framework includes transformational leadership, structural empowerment, innovation and the generation of new knowledge, exemplary professional practice, and empirical outcomes that demonstrate the impact of nurses in delivering high quality, reliable, safe, patient care.
The Magnet Recognition Program® was developed by the American Nurses Credentialing Center (ANCC) to recognize healthcare organizations that provide exceptional nursing care. The program is designed to recognize the vital role nurses play in patient safety and their strong commitment to professional practice and high level outcomes. As part of measuring excellence, all Trinity Health hospitals report nursing quality data to the National Database of Nursing Quality Indicators (NDNQI).

The program also provides consumers with a reliable benchmark to measure the quality of care they can expect to receive.

Nurses in every Trinity Health Ministry Organization are on the journey to achieve nursing excellence. Magnet® designated hospitals include Mercy Medical Centers - Dubuque and Dyersville (Iowa) and Loyola University Medical Center and outpatient facilities in Chicago (Illinois).
EVIDENCE-BASED NURSING PRACTICE

Evidence-based practice is endorsed by Trinity Health nurses as a key method of elevating nursing to the highest levels of the profession. As the body of practice-relevant research grows exponentially, the task of reviewing, synthesizing and evaluating it becomes overwhelming. At Trinity Health, nursing leaders use the Iowa Model of Evidence Based Practice as a framework to guide selection, implementation, and evaluation of research findings that have implications for positive practice change.

These changes are then implemented through policies, procedures, and the electronic health record. Through this process, nurses can have confidence their practice is supported by the latest advances in knowledge and decision support.

Trinity Health nurses are constantly reviewing their practice and critically thinking about potential changes to improve care. Evidence-based practice change is pursued when:

- New professional standards, guidelines and research are published;
- Nurses realize there is significant variation in practice;
- Patient outcomes are not optimal;
- Trinity Health values are at risk;
- And, costs of care are unnecessarily high.
Unique at Trinity Health is the direct connection from evidence-based practice to the electronic health record. Nurses benefit from interdisciplinary plans of care that reflect the most recent evidence and convenient access to the sources of evidence when needed. The electronic health record provides the nurse with valid and reliable tools (risk assessments, pain tools, screening tools, etc.), along with instructional guidance. Consequently, the clinical decisions nurses make are discerning and accurate, resulting in positive outcomes for every patient, every time, at every Trinity Health location.

*Trinity Health nurses are constantly reviewing their practice and critically thinking about potential changes to improve care...*
CARING MODEL

Health care is provided through relationships. This encompasses every relationship each of us has – with patients and families, with clinical and non-clinical colleagues, with administrators and, with ourselves. These relationships are essential to excellence in patient care.

Caring Models help all staff develop caring and healing relationships with patients, families and colleagues. While nurses and other direct caregivers have an obvious impact on patients, everyone in the organization touches patients and families. Therefore, Trinity Health supports the implementation of a Caring Model across all departments.
Trinity Health has endorsed the following Caring Models:

- Jean Watson / Joanne Duffy
- Kristin Swanson
- Relationship-Based Care

All Trinity Health Ministry Organizations are implementing or advancing one of these interdisciplinary Caring Models.

In 2011, Trinity Health conducted a 10-hospital nursing research study to evaluate the impact of caring practices on patients and caregivers in relationship to the work environment. The study – “Caring within Context: a Descriptive Study of Hospitals as Fractals that Contribute to a System Whole” – is among the larger and more innovative national studies to contribute to caring science research.

*Caring Models help all staff develop caring and healing relationships with patients, families and colleagues.*
NURSING RESEARCH AND ACADEMIC PROGRESSION

At Trinity Health, nurses are encouraged to practice using the full extent of their education and experience. Moreover, Trinity Health actively promotes academic progression and advanced education for nurses. Trinity Health nurses (and scholars) thrive as full partners with physicians and other health care professionals who practice within the 20 Ministry Organizations, encompassing 49 hospitals in 10 states across Trinity Health’s Unified Enterprise Ministry®.

The vast majority of Trinity Health’s Ministry Organizations participate in nursing research, including numerous multi-site or single-site research projects pertaining to a wide variety of quality and patient safety initiatives in such critical areas as falls prevention, dementia issues and care of the elderly, early sepsis identification and even public health issues, such as smoking cessation. Nationally, Trinity Health participates in federally funded nursing research initiatives, including the Robert Wood Johnson Foundation, the Agency for Healthcare Research and Quality, and the Centers for Medicare and Medicaid Services.
Trinity Health has among its Ministry Organizations, affiliations with two strong academic institutions, Loyola University Chicago Marcella Niehoff School of Nursing in Chicago, Illinois and Mount Carmel College of Nursing in Columbus, Ohio. Multiple collaborations exist with other academic institutions in states where our hospitals are located. These affiliations support a culture of inquiry and professional excellence.
Mission
We serve together in Trinity Health, in the spirit of the Gospel, to heal body, mind and spirit, to improve the health of our communities, and to steward the resources entrusted to us.

Core Values
Respect
Social Justice
Compassion
Care of the Poor and Underserved
Excellence

Vision
Inspired by our Catholic faith tradition, Trinity Health will be distinguished by an unrelenting focus on clinical and service outcomes as we seek to create excellence in the care experience. Trinity Health will become the most trusted health partner for life.

Guiding Behaviors
We support each other in serving our patients and communities
We communicate openly, honestly, respectfully and directly
We are fully present
We are all accountable
We trust and assume goodness in intentions
We are continuous learners
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www.trinity-health.org