

Ochsner Health System RN Transition to Practice Program Enhances Collaboration and Excellence with Accreditation

As a Magnet® recognized organization and the largest healthcare system in southeastern Louisiana, Ochsner Health System is quality driven—from innovative research to their coordinated clinical and hospital care—the staff at Ochsner work hard to be best in class. “We strive for excellence,” said Jeffrey Hamilton, RN, MSN/MBA, RN-Nursing Consultant at Ochsner Leadership Institute. That enthusiasm for innovation and excellence led Ochsner’s Nurse Residency program to seek accreditation from ANCC’s Practice Transition Accreditation Program™ (PTAP). “We’re always striving to be the best, we understood we have a unique program design, and we wanted to put something in place that would support professional development and our nurses on our career ladder,” said Jennifer Couvillon, RN-BC, PhD, CNE, Assistant Vice President, System Nursing Professional Development. “We designed a program that meets the needs of our stakeholders and most importantly empowers our nurses.”

Achieving accreditation enabled Ochsner to add a level of rigor to its Nurse Residency program by allowing the organization to analyze their processes to determine how and where they could be improved. “It let us take a step backward and see what we were doing and why we were doing it,” said Hamilton. Self-analysis is a critical part of the accreditation experience and not a single facet of an accreditation-seeking Nurse Residency program is exempt from it. Program providers and nurse faculty always have the opportunity to self-reflect, which ensures that programs are standardizing their processes.

The peer review and self-analysis built into the accreditation process also contributes to heightened levels of collaboration. “Our Program Champion, Tracey Moffatt, and Program Faculty, Karen Rice, Shelley Thibeau and Anthony DeConcilliis became very familiar with PTAP standards,” said Couvillon. “The teaming that occurred around owning the program happened at every level. The Residency faculty, preceptors and residents themselves all pursued a common goal and it was an awesome experience.” And while teamwork may not be a metric that is easily calculated, developing and nurturing it is a critical part of the accreditation process. “Everyone in the organization working towards a common goal produces exponential outcomes,” said Couvillon, “even if they aren’t things that are measurable.”

The benefits of PTAP accreditation aren’t limited to the Nurse Residency programs that seek it—accreditation makes a tangible impact on every facet of a healthcare organization—from the nurses themselves to their patients. Critical quality and safety metrics that drive daily activity at healthcare organizations like Ochsner—things such as CAUTI/CLABSI, infection rates and falls—all of the metrics that nurses measure on a daily basis make up the core of PTAP accreditation. By pursuing accreditation, Nurse Residency programs aren’t simply improving themselves; they are applying a new, profound focus on delivering high-quality care that is driven by outcomes—which benefits the entire healthcare organization. “[Accreditation] affects our patients, our

patients' quality care, and the safety of our team members. It lets us represent the organization in a confident manner," said Hamilton. "We expect best in class. Accreditation shows we're best in class and this is why."

Ultimately, beyond the accolade, accreditation is about providing better care and creating an improved nursing environment. "People look at certification and accreditation and think it will take away from my day to day work, when it will actually improve it," said Couvillon, "because if we're working toward accreditation, then we're working toward program improvement." Accreditation has an empowering effect on nurses that provides them with a better understanding of their role within a healthcare organization. "As our residents go through and leave the program, it affects their self-esteem and critical thinking skills," said Hamilton. "Being accredited gives them a boost. It lets them say 'This is what I do at Ochsner; this is what I do at bed-side that helps me become a better nurse.'"

Visit www.nursecredentialing.org/CaseforPTAP for more information about PTAP and to read about other PTAP programs.

About Ochsner Health System

Ochsner Health System has been providing high-quality clinical and hospital patient care to Louisiana residents since 1942. As southeast Louisiana's largest nonprofit, academic, multispecialty healthcare delivery system, Ochsner is driven by a mission to Serve, Heal, Lead, Educate and Innovate. Coordinated clinical and hospital patient care, all connected electronically to provide convenience for our patients, is provided across the region by Ochsner's 29 owned, managed and affiliated hospitals and over 60 neighborhood health centers. Ochsner is also a national leader in medical research, conducting more than 1000 clinical research studies every year and producing 200 annual publications in medical literature.

About the ANCC Accreditation Program

The ANCC Accreditation program recognizes the importance of high-quality continuing nursing education (CNE), skills-based competency, and nurse practice transition programs. Around the world, ANCC-accredited organizations provide nurses with the knowledge and skills to help improve care and patient outcomes. Accreditation by ANCC validates that a nursing residency or fellowship program has been operationalized to meet ANCC standards, regardless of whether the curriculum is developed in-house or purchased from a provider. Use of any course/material/service does not imply eligibility for or successful performance in the submission of credential applications, nor is it a requirement to qualify for accreditation. ANCC does not endorse any products or services.

About ANCC

ANCC is the world's largest and most prestigious nurse credentialing organization. ANCC's internationally renowned credentialing programs certify nurses in specialty practice areas; recognize healthcare organizations for promoting safe, positive work environments through the

Magnet Recognition Program® and the Pathway to Excellence® Program; and accredit providers of continuing nursing education, skills competency programs, and transition-to-practice programs. ANCC provides leading-edge information and education services and products to support its core credentialing programs. ANCC continues to drive nursing excellence, quality care, and improved outcomes globally through innovation, research, and operational positive practice.

ANCC is part of ANA Enterprise, which comprises American Nurses Association, American Nurses Credentialing Center, and American Nurses Foundation.

