

In a proactive response to the World Health Organization's declaration to designate the year 2020 as the "Year of the Nurse," Kathy Devine, DrNP, NEA-BC, Chief Nurse Officer, along with our Senior Nursing Leadership Team, has dedicated their supportive efforts to honor and celebrate the nursing profession. These efforts include participation in a statewide project to develop and sustain health work environments within healthcare organizations across New Jersey. Through these efforts, Cooper has created its own Nursing Workplace Environment Council (NWECC) to identify opportunities that empower Cooper nurses to work with and support efforts that create and sustain a healthy work environment within all areas of our organization.

This storyboard summarizes the foundational work completed by a diverse team of Cooper nurses during the past 5+ months. The goal of these efforts is to rejuvenate and modernize our nursing philosophy, vision statement, professional practice model and shared governance model to align with current evidence-based and best practice recommendations. We believe this work will be meaningful and relatable to our collective nursing division as well as our inter-professional partners.



TIMELINE

OCTOBER 2019: RETREAT #1	JANUARY 2020: RETREAT #2	MARCH 2020: RETREAT #3
The group decided to adopt Cooper's Mission Statement. Work focused on the development of a Nursing Vision and Philosophy.	The group continued to work and collaborate through email and conference calls. Inclusion of agreed upon key words was critical to the development of the statements.	A final draft was agreed upon in January with edits completed in March. The statements are a true reflection of the original key words from the first retreat.

We believe:

- Our nurses provide evidence-based care to a diverse and complex patient population.
- Our nursing community demonstrates clinical expertise resulting in optimal patient outcomes through social integrity, teamwork and collaboration.
- Our nurses value an inter-professional process to create a healing patient and family-centered environment.
- Excellence in nursing practice is achieved through a professional governance structure that empowers nurses to participate in clinical and organizational decision making.
- Self-care, defined as physical, mental and emotional well-being, nourishes resilience to provide compassionate care and foster positive relationships.
- Our nurses are fiscally competent stewards of healthcare resources.

Nursing Vision

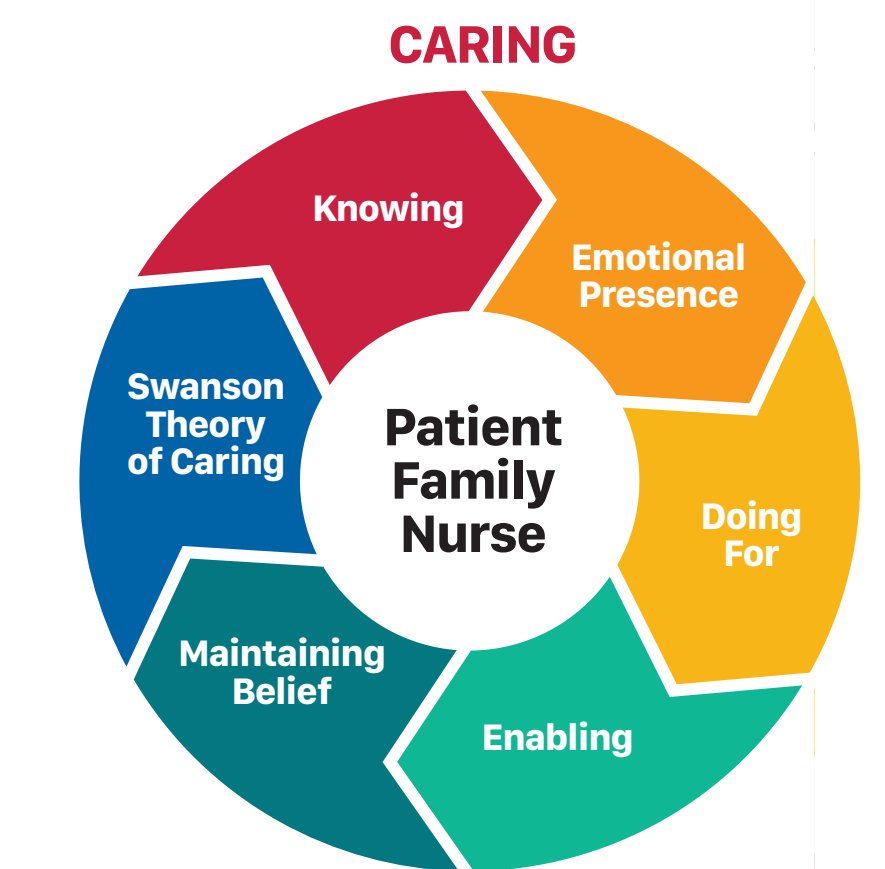
Cooper University Health Care nurses will lead the region in the advancement of professional and scholarly nursing practice. We will exceed all standards of excellence through the delivery of evidence-based care and clinical innovation.

The Journey to Identifying a Nurse Theorist

Envisioning a nursing practice future of excellence through belief, education, empowerment and being present for our patients with a foundation of caring.

Three theorists were considered as a foundation to the nursing vision:

- Roy Adaptation Theory
- Meleis Transitions Theory
- Swanson Theory of Caring



Cooper Nursing Vision

- Excellence in Practice
- Use of Evidence
- Creation of Healing Environment

Cooper's 2020 Professional Practice Model Journey

TIMELINE

OCTOBER 2019:	JANUARY 2020:	MARCH 2020:
RETREAT #1: Work group was established: Discussed key words/phrases to include in model. Initial discussion of graphic design.	RETREAT #2: Work group continued discussion and planning. Theory, mission/vision and practice model shared patient family-centered intersecting concepts. Finalized practice model verbiage.	RETREAT #3: Two models presented to the work group. Marketing added features specific to the Cooper brand by nurses request.

Our Professional Practice Model

- C** • **COLLABORATION:** Promote inter professional communication and coordination of patient/family centered care.
- A** • **ADVOCACY:** Empower patients, caregivers, communities, and colleagues to ensure cultural competency and compassionate care.
- R** • **RELIABILITY:** To provide high reliable delivery through dedication, insight, and a continuous commitment to quality improvement.
- E** • **EVIDENCE-BASED PRACTICE:** Integrate clinical expertise, scientific findings and patient preference to improve patient outcomes.
- S** • **SERVICE TO EXCELLENCE:** Foster self-directed practice through critical thinking and accountability. To commit to personal, clinical, and scholarly growth to optimize patient experience delivering on the Cooper promise: to serve, to heal, to educate.



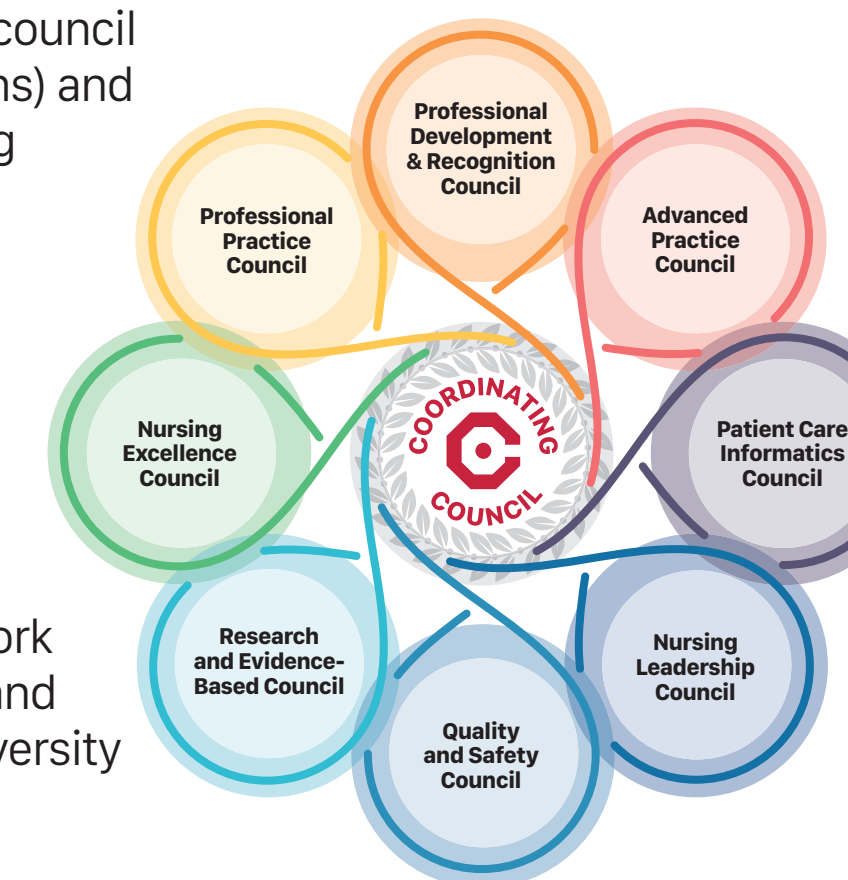
Our team came together for the first time at the retreat in October 2019, and has met several times over the past 5+ months to establish a rejuvenated shared governance structure to align with the our mission, vision, philosophy and goals of Cooper's Nursing Division.

WHO Front line nurses (currently serving as council chairs, council members, unit based champions) and a variety of clinical educators, ACDs, CDs along with senior nurse leaders that served to guide and facilitate this ongoing process.

WHAT Our diverse team of nurses worked to re-construct a Nursing Shared Governance structure to align with the current goals and needs of our organizational nursing division.

WHY A strong shared governance structure will empower our nurses to create a healthy work environment that will engage, inspire, recruit and retain successful nurses enabling Cooper University Health Care the ability to achieve and sustain high-quality patient outcomes.

HOW Become involved! Review the initial steps that have been taken to update and rejuvenate our shared governance structure and share your thoughts and insights as we continue to work together to evolve this shared governance structure into one that meets the needs and professional goals of our collective nursing division.



*Stay tuned for additional details as to how you can participate in and support our nursing councils!

NEXT STEPS:

- Incorporate appropriate feedback received from nursing staff across Cooper University Health Care.
- Introduce the most current versions of our Cooper Nursing Vision, Philosophy, Professional Practice Model (PPM) and Shared Governance Model/Structure during Nurses Week 2020.
- Work to operationalize and enculturate these initiatives into the daily lives and nursing practice of all Cooper Nurses.
- Identify ongoing opportunities to evolve these initiatives so they continue grow and align with the ongoing professional development of our collective nursing team.
- Identify the most appropriate methods to educate and involve all Cooper Nurses in these initiatives.
- Continue efforts to identify and implement interventions/initiatives that serve to enable our nursing team to thrive and exceed all quality of care expectations presented by our patients/families and all recognition and regulatory bodies.

Your insight and feedback is vital to the success and sustainability of these efforts and we enthusiastically request for all nurses to become part of this process to build upon our current shared governance and professional practice models in a manner that will support the current and future success of our Cooper Nursing Division. Please share your feedback via e-mail to NursingEducation@CooperHealth.edu.