

Nursing Professional Practice Model

The Glens Falls Hospital (GFH) Nursing Professional Practice Model (PPM) provides a unifying conceptual framework showing how nurses practice, collaborate, communicate, lead and develop professionally. The model illustrates the alignment and integration of nursing practice with the mission, vision and values and directs and describes the key elements of professional nursing practice.

The Mission of GFH Nursing is to provide exceptional patient and family centered care in every encounter in every setting.

The Vision for GFH Nursing is to be a leader in advancing the profession of nursing evidenced by our compassionate, collaborative and evidence-based care for patients, family and community.

The GFH Nursing Values are Integrity, Diversity, Respect, Empathy, Advocacy and Collaboration.

The GFH Nursing Philosophy is derived from the values, principles and beliefs that support the individual and collective contributions of professional nurses across all areas of the organization.

- It is the belief of the professional nursing staff that every patient and family has the right to holistic, compassionate, competent, ethical, quality health care throughout all stages of illness and health. The quality of that nursing care is enhanced by community involvement, continuing education, fiscal responsibility and evidence-based practice to improve outcomes across the continuum of care.
- Nursing is committed to patient/family-centered care and dedicated to getting patients to their highest level of self-care while promoting health, healing and wellness. We are strengthening our practice through continuous learning, innovation and nursing research.
- We believe in creating a dynamic nursing environment that is safe, trusting and collaborative and provides exemplary care at every level. It is an environment based on mutual respect and personal integrity where our patients feel comfortable and confident in the care they receive and our colleagues are supported and nurtured. It embodies clinical expertise, empowerment, lifelong learning, shared leadership, research and use of current knowledge and technology while fostering recruitment and retention of nurses who demonstrate integrity, accountability, competency and professionalism.

Nursing's mission, vision, values and strategic priorities align with the organization's priorities to provide patient/family centered care distinguished by excellence in quality and service.

A graphic representation of the PPM was developed by leaders and clinical nurses using concepts from nursing's vision and values and incorporating Watson's theory and the domains of practice.



Description of the Components

'Hands holding a Heart' encompassing Patient, Family and Self'

Jean Watson’s Theory of Caring was chosen as a theoretical framework as it aligns well with Nursing’s values and captures the professional elements of relationships that define the complex role of the nurse. The theory evolved to include competencies and guidelines for putting Love/Heart-Centered Caring practice into action. The Caritas Processes® are utilized to deliver excellent patient care. They encourage practicing loving kindness to self and others and this is represented by the ‘heart in the hands’ that contains self-care, patients, and families at the center of the model. Nursing recognizes that providing the best patient care includes prioritizing the health and wellness of the caregiver.



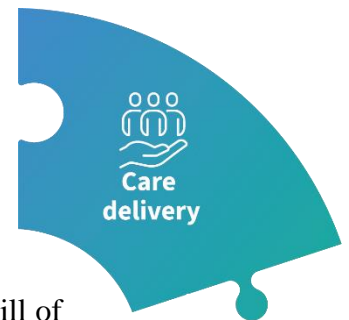
‘Making a Difference’ circle

GFH nurses believe that the purpose of life is to contribute to making things better and positively impacting the lives of others. We commit to support and nurture one another thereby creating an environment of mutual respect and caring. Through strong relationships and teamwork, health and healing is promoted and together we make change that positively impacts the lives of those around us and makes a difference for patients, families, colleagues and the community.

Inter-connected Domains of the Model

Care delivery domain

The care delivery system (CDS) is based on the patient-centered approach and It emphasizes placing the patient and their family at the core of all activities. Nurses follow the guiding principles outlined in Watson's Caring model when delivering care. Their involvement in clinical decision-making ensures excellent patient care and high-quality outcomes. The CDS has been adjusted to incorporate nursing standards and regulatory considerations, such as Scope of Practice, Code of Ethics, Bill of Rights for Nurses, and Principles of Staffing and Social Policy.



Professional Practice domain

The role of the registered nurse (RN) is unique and essential to patient care. It requires high skill, motivation, commitment to quality, and full engagement in the professional practice of nursing. The registered nurse is accountable for nursing care, practices autonomously, and functions with a high level of competence. Open communication, participation in governance activities, and pursuit of knowledge and skills lead to the continual strengthening of our mission and values. Day-to-day clinical activities are driven by evidence-based practices and nursing research that promote excellence in patient care.



Shared leadership domain

This is a dynamic nurse-nurse leader partnership that promotes collaboration, shared decision-making and accountability for improving the quality of care and the work environment. To support shared leadership, nursing demonstrates a commitment to empowering the clinical nurse and sharing authority regarding RN professional practice. Clinical nurses are treated as partners and team members. Nurse leaders play a crucial role in fostering clinical nurse growth, providing support, coaching, mentoring, role modeling, and education to enhance clinical nurse skills in shared decision-making.



Inter-professional decision-making domain

By forming strong collaborative partnerships, we create an environment where healthcare professionals from various disciplines can seamlessly work within their scope of practice to achieve common goals. Respectful communication and strong collaboration are the cornerstones of our inter-professional structure. The active involvement of nursing in councils, committees, task forces and other groups throughout the organization is vital to driving a culture of collaboration.



Professional Growth and development domain

The GFH leadership believes in the importance of professional development for our nursing workforce. It is crucial for ensuring that our nurses are competent and capable of providing the best care to our patients. New employees undergo a comprehensive hospital-wide and individual orientation program, including a nurse residency program. Our nurses are enthusiastic about training and mentoring new graduates, students, and those new to the organization to support their professional growth. Professional development is also fostered through mentorship, succession planning, professional organization memberships, certification, the professional advancement program, advanced education, and role development.



'Nursing values' circle

The values are integrity, diversity, respect, empathy, advocacy and collaboration. They expand the mission and express basic rules of acceptable conduct that translate into everyday patient care activities and professional encounters.

