

OVERVIEW OF ANCC PATHWAY TO EXCELLENCE® PROGRAM

The American Nurses Credentialing Center (ANCC), a subsidiary of the American Nurses Association (ANA), provides individuals and organizations throughout the nursing profession with the resources they need to achieve practice excellence. 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. In addition, ANCC provides leading-edge information and education services and products to support its core credentialing programs.

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Pathway to Excellence® Program

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Visit www.nursecredentialing.org/Pathway
for more information. >>

Pathway to Excellence®

The goals of the Pathway to Excellence Program embrace these visionary concepts:

- >> Create healthy work environments where nurses flourish
- >> Collaborative atmosphere prevails
- >> Positive nurse job satisfaction and retention
- >> Balanced lifestyle is encouraged
- >> Nurses feel their contributions are valued



Pathway to Excellence® Program

A Pathway to Excellence organization is committed to nurses and to what nurses identify as a match with their values and contributions toward the overall pursuit of safe, quality, patient care. This designation confirms to the public that nurses working in a Pathway to Excellence organization know that their efforts are supported and invite other nurses to come work with them. Relevant for all healthcare facilities, the program components include:

- >> Essential elements of an optimal nursing practice environment
- >> Standards focused on workplace conditions, such as a balanced lifestyle for nurses
- >> Policies and procedures supportive of the nurse's practice environment
- >> Confirmation of the essential elements obtained through written documentation and online survey
- >> Designation is granted for three years

Benefits of Pathway to Excellence® Designation

- >> Recognizes the essential elements of an ideal nursing practice environment
- >> Suited for healthcare facilities of all sizes
- >> Substantiates nurse satisfaction
- >> Confirms to public, nurses are supported
- >> Demonstrates commitment to nurses and their practice

Application Process

An organization earns the Pathway to Excellence designation through a review process where it fully documents that the Practice Standards of the ideal practice environment are present in the facility's practices, policies and culture. Steps in the process include:

- >> Complete Self-Assessment Tool – A resource that is available on the Pathway to Excellence web site. The Self-Assessment must be deliberate and honest if it is to serve as an organizational measure of whether or not to pursue the Pathway to Excellence designation. This process requires an organization to compare itself against the compulsory elements of the Pathway to Excellence program to assess the organization's current state.
- >> Purchase Manual
- >> Submit Application form and fee
- >> Prepare documents
- >> Submit documents and submission fee
- >> Participate in Nurse Survey (only after successful document review) – Nurses in the organization will be invited to participate in a confidential online survey. Survey questions seek feedback on the perception of nurses based on Practice Standards. These Practice Standards represent qualities that are important to the provision of the highest quality of patient care, nursing practice, professional development and job satisfaction – thus encouraging nurse retention.

For more information about the Pathway to Excellence Program, visit our website at www.nursecredentialing.org/Pathway. You may contact the Pathway to Excellence Program office directly at pathwayinfo@ana.org or 1-800-284-2378. >>

Institute of Medicine

The Pathway to Excellence Practice Standards address a number of factors that the Institute of Medicine identified in 2004 as "necessary patient safeguards in the work environment of nurses" (IOM, p.16). The IOM's report Keeping Patients Safe: Transforming the Work Environment, published by the National Academies Press in Washington, DC, concluded that conditions in the work environment threaten patient safety. For example, among the safeguards the IOM report recommended implementing were using preceptors for novice nurses and fostering a fair and just error-reporting, analysis and feedback system.