Structural Empowerment

SE3/SE5

Q: Is it is okay for the target to be established outside the 48-month window? (updated September 2019)

If an organization has established a target outside of the 48-months, there must be narrative *and* supporting evidence that shows how this goal was re-established during the 48-month timeframe.

SE4EO

Q-What certifications are acceptable to use for Magnet designation? (updated February 2020)

Please refer to the Magnet website for a list of National Certifications Currently accepted
https://www.nursingworld.org/~49346b/globalassets/organizational-programs/magnet/magnet---nationalcertificationddct-20190301.xlsx

Q-Do we need to provide a certification goal for each year presented, or can we develop a goal for our organization to meet by the end of year two? (FAQ December 2016, updated February 2020)

- You may provide a yearly goal OR a goal for improvement by the end of year two. In either case, three years' worth of graphed data must be provided.
- If you choose to develop a goal for improvement by the end of year two, you must include progression data for year one.
- You must demonstrate that nursing has met the targeted goal for improvement (or maintenance as applicable) in professional nursing certification.

Q-If we choose to use a maintenance goal, does it have to be the same as the current level (i.e. current level is 60%, can maintenance goal be 55%)? (updated February 2020)

Maintenance is based on if the organization is $\geq$51%. If the current level is 60% it is acceptable to have a maintenance goal as low as 51%

SE4EO/SE6EO

Is narrative required for SE4EOa and b and SE6EO? (updated February 2020)

No, narrative is **not** required.

Do the three years of graphed data need to be presented as calendar years? (updated February 2020)

No, any three completed years of graphed data are acceptable as long as the timeframes are complete.

SE6EO

Q-If we choose to use a maintenance goal, does it have to be the same as the current level (i.e. current level is 85%, can maintenance goal be 82%)? (updated February 2020)

- Maintenance is based on if the organization is $\geq$80%. If the current level is 85% it is acceptable to have a maintenance goal as low as 80%
- You must demonstrate that nursing has met the stated goal for improvement (or maintenance if applicable) in baccalaureate or higher degree in nursing.

SE8EO

Q: Can the nursing continuing education assessment include multiple professions? (updated September 2019)

An interprofessional needs assessment is acceptable, however, the supporting evidence must demonstrate the registered nurses are a part of the need's assessment and implementation plan. The example provided, should be specific to nursing.

SE9

Q- What New Graduate transition programs are on the list of recognized programs in the 2019 manual?   (updated September 2019)

Two national accreditation programs that meet Magnet criteria are ANCC Practice Transition Accreditation Program (PTAP) and Commission of Collegiate Nursing Education (CCNE). The ANCC PTAP program accredits RN Residency, RN

Fellowship, and APRN Fellowship programs. CCNE accredits entry-to-practice nurse residency programs.

Learn more about ANCC's PTAP at: https://www.nursingworld.org/organizational-programs/accreditation/ptap/

Learn more about CCNE accreditation at www.ccneaccreditation.org

Q-If an organization obtains the RN residency program accreditation at a corporate level, would that meet the SE9 standard at the organization level? (updated September 2019)

Since Practice Transition Accreditation Program (PTAP) and Commission on Collegiate Nursing Education (CCNE) accreditations are programmatic credentials, the entities in a System included in the accreditation are all eligible for meeting SE 9 in the 2019 Magnet® Application Manual.

The System certificate (or other documentation) needs to identify the entities within the System associated with the credential. The applicant entity must be named in the certificate to meet the requirement for SE9.

Q-Can we use system transition to practice programs to meet the required elements for SE9b-f? (updated February 2020)

It is acceptable to use a system-level organization transition to practice program, as long as the example provided is for an individual employed by the applicant organization, and the required elements show use by the applicant organization.

Q-Are we able to have six pieces of evidence for SE9 since there are six elements of transition to practice? (updated February 2020)

No, only five pieces of evidence are permitted per example. One piece of evidence may meet multiple elements.

SE10a

Q-Nurses volunteer for international outreach trips on behalf of our organization. Do international trips meet the intent for this Source of Evidence? (updated September 2019)

No. The Source of Evidence specifically references local or regional community healthcare initiative(s). Local or regional reflect *geographically* near the healthcare organization.

SE11

Q. Does the example need to describe both culturally and socially sensitive care? (updated September 2019)

No; it is acceptable to submit an example which describes culturally and/or socially sensitive care.