



The Department of Nursing pledges our responsiveness to need, our excellence in caring, and our respect for all. The patient and the family are the heart of what we do and the reason we are here. As nurses, we are committed to providing competent and compassionate care. The nursing staff ascribe to the following theories in their daily nursing practice: **Orlando's** definition and vision of **nursing process, collaborative practice**, and **Swanson's Theory of Caring**. These theories are which we base our model of care.

LEADERSHIP

Our Nurses and Nurse Leaders provide a **VISION for our **PEOPLE**. They...**

- Work on a model of shared governance and shared decision making
- Work with a Chief Nursing Officer that serves as a role model
- Collaborate and communicate in the spirit of shared governance
- Provide safe quality care for the community
- Are trusted advocates for our patients
- Are autonomous and accountable
- Respectful and responsive to needs

RECOGNITION

We pledge to provide **DIVERSITY and **SERVICE** to...**

- Mentor nurses new to our organization whether novice or expert
- Provide a Professional Advancement Ladder
- Give peer to peer review and manager to employee recognition for a job well done
- Offer appreciation programs for nurses such as Nurses' week and Nurses of the Year
- Maintain a learning environment through tuition reimbursement programs and continuing education opportunities
- Recognize patients' values and beliefs and respect their cultures and diversity
- Provide hourly rounding and address patient concerns promptly
- Recognize opportunities for growth and communicate concerns appropriately

PROFESSIONALISM

We provide the **COMMUNITY with the **GROWTH** and advancement to...**

- Present an image of a skilled, competent, professional nurse
- Adhere to a judicious organizational Code of Conduct
- Practice in an atmosphere of the highest ethical standards
- Employ evidence-based practice in the care of our patients
- Participate in nursing research to improve patient care

COLLABORATION

We believe that **QUALITY and **FINANCE** are the responsibilities of everyone.**

- Teamwork that involves patient care rounds, spontaneous huddles to communicate freely, communication between departments by way of "tickets to ride"
- Case management for continuity of care
- Gaining input from patients and families in their plans of care
- Total communication with our patients- AIDET