Our professional practice model serves as a visual reminder of the various components of exceptional patient care. Our patient-centered approach fuels our commitment to our nursing values. The model also reflects our gorgeous community setting drawing associates from all over the country to our healthy lifestyle and community.

Nurses own their nursing practice and engage in efforts for continuous improvement and advocate for best practices. Integrated into all aspects of care at St. Mary’s, nurses impact safety, quality and financial outcomes. Leaders review ongoing nursing-sensitive indicators with associates to ensure a connection to patient outcomes and national benchmarks.

Be a voice for nursing… join a committee

- Communications Barriers Committee
- Ethics Committee
- Falls Committee
- Medication Administration Committee
- NDNQI Pressure Ulcer Study
- Nurse Practice Council
- Nursing Professional Development Council
- Patient and Family Advisory Council Committee
- Safe Patient Handling Committee
- Unit Based Council
- And more

Ask your manager which committee might be right for you.
Nursing Professional Practice

Nursing at St. Mary’s Medical Center is exemplified in our Professional Practice Model, which is founded on concepts drawn from multiple theories and frameworks: Theory of Human Caring (Jean Watson), Self Care (Dorothea Orem), Novice to Expert Theory (Patricia Benner), and Goal Attainment Theory (Imogene King). The graphic combines our central aspect of care: patient, family and community enveloped in the heart of caring at St. Mary’s.

The inner ring represents core nursing care at St. Mary’s:

**Support** – We practice patient-centered care and see patients, families and the community as competent, fully engaged participants, who are able to make informed decisions about their own healthcare. Further we support patients whenever they encounter obstacles in the healthcare system.

**Advocate** – We collaborate with other healthcare team members as advocates for each patient. Working with other members of the team, we ensure that standards of care are maintained and quality outcomes are achieved.

**Communicate** – We pride ourselves in providing effective communication for the promotion of informed healthcare decisions and access to services, no matter the barrier.

**Encourage** – We encourage our patients to be change agents in their own treatment plans, utilizing their input to make the best healthcare decisions.

**Respect** – We treat patients, families and colleagues with dignity and compassion, while valuing their differences.

**Educate** – We use effective teaching strategies to empower patients with knowledge of their health, risks and options in order for optimal individualized self-care behaviors to be met.

The outer ring displays support to the profession of nursing:

**Team Collaboration** – We foster an environment in which all professional healthcare disciplines can work together to meet the goals of the patient, patient care departments, leadership and the organization. Key to collaborative relationships is the collegiality among nurses, physicians, leadership, ancillary patient care staff, and the entire healthcare team. Through our structure and processes, we are able to continually improve nursing outcomes and strengthen interprofessional collaboration within the organization. Nurses play a collaborative and collegial role both in hospital operations and the delivery of quality and safe patient care.

**Evidence-Based Practice** – We implement evidence-based practice through a culture of shared decision-making. A spirit of inquiry is fostered and necessary resources are accessible to enable nurses to utilize, conduct and disseminate nursing evidence-based research findings.

**Shared Governance** – We provide clinical professional nurses a voice in decision-making that creates a positive impact on the quality of patient and family care. Shared leadership is actualized through a formalized structure of councils, committees and work groups. Clinical professional nurses have the ability to facilitate recommendations and make decisions that pertain to clinical care, quality improvement and professional nursing practice.

**Professional Development** – We promote professional learning opportunities designed to develop the knowledge, skills and relationships of our nursing staff. We are committed to support and encourage professional and personal development through opportunities such as:

- Continuing Education
- Certifications
- Clinical Ladder
- Peer Review
- Nurse Residency Program
- Preceptor Program