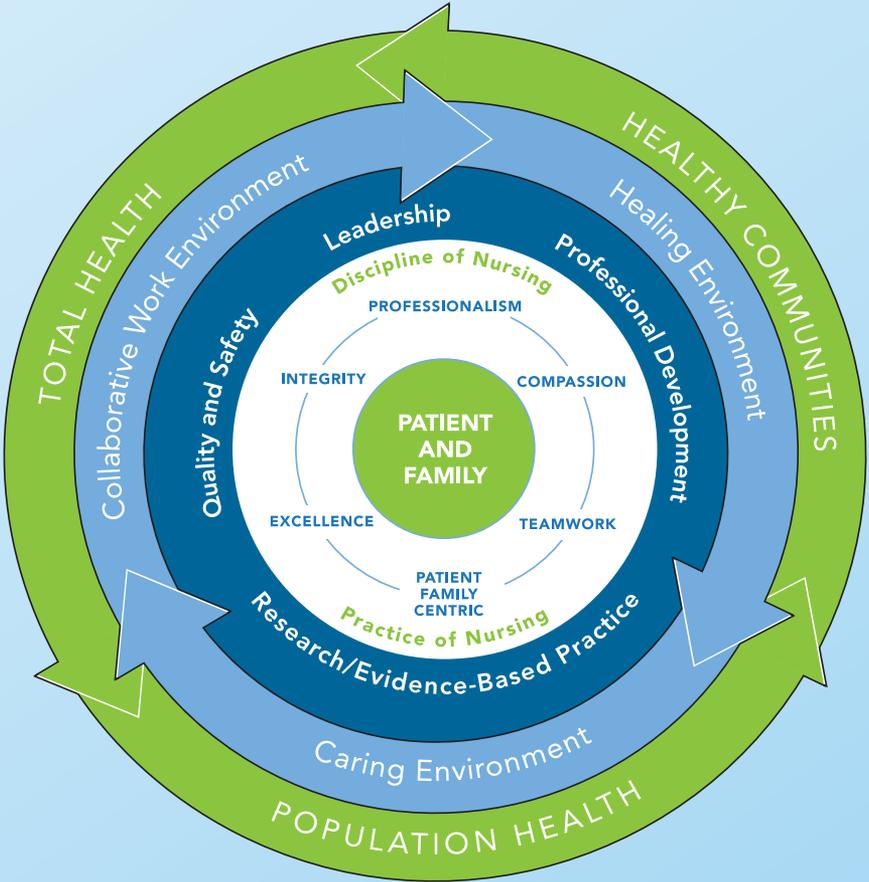


Extraordinary Nursing Care. Every Patient. Every Time.

Our Professional Practice Model for Nursing





Overview

Caring for the whole person

Kaiser Permanente Nursing is an integrated, patient-centered design for care built on our core values, a dynamic approach, key pillars, and an optimal environment. Aligned with the American Nurses Association's Magnet Recognition Program and Kaiser Permanente's mission to provide high-quality, affordable health care, our integrated nursing model is structured to nurture authentic, personal connections and ensure that patients and their families receive extraordinary care every time.

Kaiser Permanente's Nursing Vision

As leaders, clinicians, researchers, innovators, and scientists, Kaiser Permanente nurses are advancing the delivery of excellent, compassionate care for our members across the continuum, and boldly transforming care to improve the health of our communities and nation.



With **Patients and Family**
at the heart of care

Nurses embody our **Core Values**

Professionalism, Compassion, Teamwork,
Patient Family Centric, Excellence, Integrity

Lead with our **Dynamic Approach**

Discipline of Nursing, Caring Science (NCAL),
Professional Practice of Nursing

Offer care based on our **Key Pillars**

Quality and Safety, Leadership,
Prof. Development, Research & EBP

Create an optimal **Environment**

Healing, Caring, Collaborative Work

That supports **Our Vision**

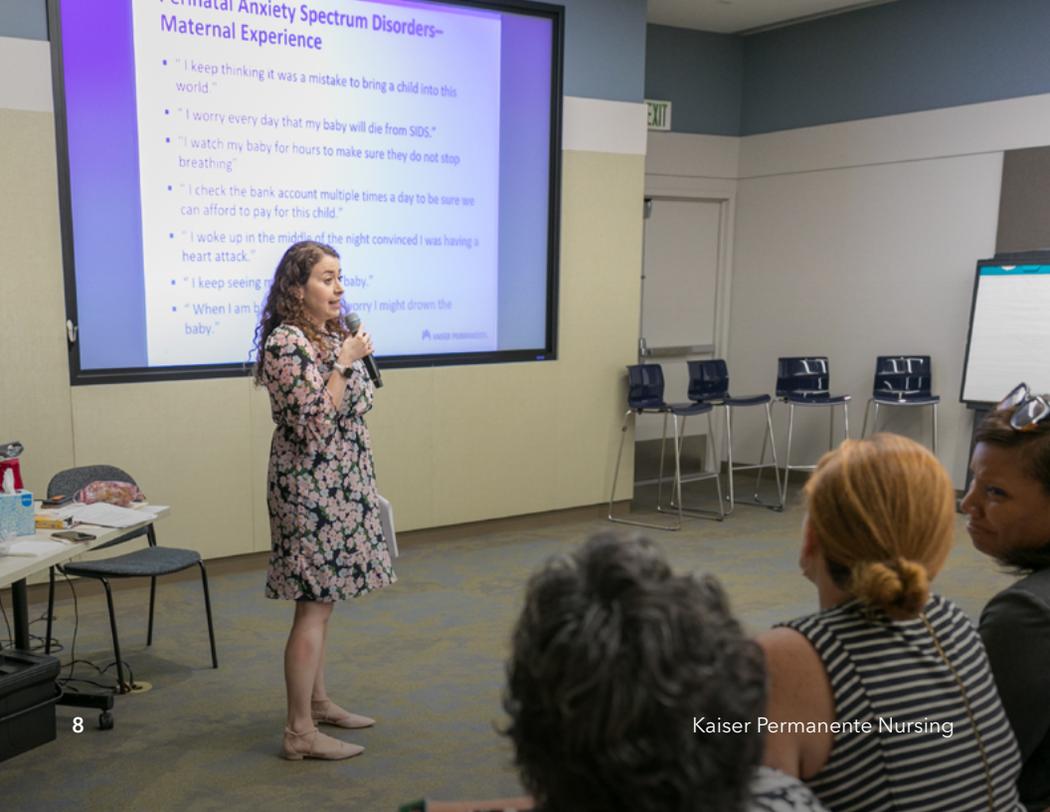
Total Health, Healthy Communities, Population Health

Core Values

Our foundation for nursing

Our core values establish the foundation for our daily practice, keeping the focus on building relationships, deepening connections, and caring for the whole patient. These values are embedded in our work and help demonstrate what it means to be an advocate for patients and a Kaiser Permanente nurse.





Professionalism

We believe in the value of our profession and maintain standards of excellence when it comes to the delivery of care.

Compassion

We realize the difference we make in the lives of our patients and their families when they are most vulnerable, and we focus on providing individualized care with a personal touch.

Teamwork

We respect the collective contributions of each member of the team and view our team members as our partners in success.

Patient Family Centric

Honoring the essential role of the patient and family in all aspects of care, we create memorable moments through extraordinary care.

Excellence

We embrace the art and science of nursing by integrating the ANA's "Scope and Standards of Practice" with compassionate care and evidence-based practice.

Integrity

We acknowledge the autonomy and dignity of the patient and promote the patient's right to choose and control his or her environment.

Our Dynamic Approach

The art and science of nursing

Based on growth and learning, as well as a commitment to providing care that is focused on patients and their families, our approach is a combination of both the art and science of nursing. When coupled with clinical expertise and strong collaborative skills, knowledge allows nurses to play an active role in ensuring that the care delivery process remains focused on patients and their families.

The Discipline of Nursing

Our theory and values



Caring Science Theoretical model for nursing in KP NCAL

*Connecting our why to our actions
through authentic, caring relationships*

The Professional Practice of Nursing

Our practice in action



The nurse-patient/family relationship is the cornerstone of our nursing practice and it leverages the powerful role human relationships play in care and healing.

The Discipline of Nursing

Based on three basic connections – nurses’ relationship with patients and families, their relationships with members of their health care team, and their relationships with “the self” – Discipline is the interpersonal knowledge of nursing.

- Engaging in active listening
- Creating positive-healing relationships
- Using compassionate communication
- Treating every interaction as a chance to personalize the care experience

Caring Science

Caring Science is the theoretical model for nursing in NCAL where Professional Practice and Discipline connect. It serves as the lens by which nurses can see the interconnectivity between their values, behaviors, and beliefs and the strategic priorities, programs, policies, and initiatives that guide practice within Kaiser Permanente.

- Integrating all ways of knowing, evidence-based practices, and self-care to model wellness and resilience
- Engaging in authentic caring-healing human relationships
- Honoring the patient’s and family’s humanity
- Seeing, acting upon, and practicing consciousness and authentic presence
- Nurturing caring moments

The Professional Practice of Nursing

Professional Practice is the active demonstration of holistic care. It honors the unity of the whole human being – mind, body, spirit – and is the lens through which Kaiser Permanente nurses look to ensure that they meet the needs of the patient and families.

- Active involvement in evidence-based care standards
- Respectful communication with colleagues and patients
- Participation in quality improvement projects and research
- Personal accountability
- Offering appropriate feedback
- Mentoring and modeling excellence
- Advocating for the profession of nursing as a whole

Key Pillars

Putting our values and approach into action

Our Key Pillars set an expectation for how our Dynamic Approach and Core Values will be put into action.



We always prioritize the safety of our patients and their families while striving for exemplary leadership and pursuing individual development and advancements for the field of nursing.

Quality & Safety

Identifying evidence-based practice; surfacing successful practices; ensuring reliability; and leveraging technology, innovation, and clinical decision support to improve systems performance.

Leadership

Transforming values into actions, visions into realities, obstacles into innovations, separateness into alignment, and risks into rewards.

Professional Development

Embracing a philosophy of lifelong learning; seeking opportunities to learn about current trends and practice changes; striving to achieve professional goals.

Research & Evidence-Based Practice

Utilizing the best available evidence, grounded in empirical knowledge, to guide practice; applying generalized knowledge to a specific individual or group of individuals for optimal outcomes.

Environment

Care that is healing, caring, and collaborative

The optimal environment for extraordinary experiences is healing, caring, and collaborative. We achieve this environment by successfully building on our Core Values, actively practicing care that is based on our Dynamic Approach, and ensuring we are upholding our Key Pillars in our daily work. When these frameworks support one another, the environment uplifts caring relationships, promotes healing for our patients and their families, and allows us to collaboratively seek solutions together.



Healing

An environment where care is attentive to mind, body, and spirit; when patients and their families feel they have a relationship with their clinician; and when they are actively involved in their own care decisions.

Caring

An environment where nurses treat each patient and family, themselves, and each other with respect and dignity, and listen with intent. Nurses keep in mind the whole person when developing a plan for care.

Collaborative Work

An environment where care includes attentiveness to practices that convey loving-kindness and compassion. A collaborative environment includes a focus on practices that inspire collaborative inquiry and insight and a culture where clinical practice can thrive.

Our Vision

What our commitment can achieve

With this foundation, we are positioned to support our communities physically, emotionally, and spiritually by not only promoting the absence of illness, but a world in which more people thrive in health.



Healthy Communities

Improving the lives of the communities we serve, beyond the absence of illness.



Total Health

A state of complete physical, mental, and social well-being for all members.



Population Health

Expanding our ability to measure and improve population health in order to support surveillance and research.

Alignment with Magnet Recognition

Achieving the highest standard for nursing

As part of our commitment to supporting positive health outcomes for our communities and the larger field of medicine, Kaiser Permanente is aligned with the American Nurses Association's Magnet Recognition Program.



This national model for care focuses on five key components, which can be understood through the lens of our own model:

Transformational Leadership

Leadership is emphasized as a Key Pillar in our model and elevated to the level of transformation when realized through our values and dynamic approach. We aim to be leaders in cultivating a reimagined health care environment.

Structural Empowerment

Our Key Pillars provide the organizing principles for the systems, policies, and programs that empower us as a broader team.

Exemplary Professional Practice

Our entire professional practice model is designed to provide the structure for and orientation toward exemplary nursing practice.

New Knowledge/Innovations & Improvements

We value striving for excellence as individuals and as an organization, prioritize the Professional Development and Research/EBP that drive continuous learning, innovation, and evolution.

Empirical Outcomes

Our Vision is for extraordinary care to translate into total health for our members and diverse communities in a way that can be measured, monitored, and sustained.



CORE VALUES

Professionalism, Compassion, Teamwork, Patient Family Centric, Excellence, Integrity

DYNAMIC APPROACH

Discipline of Nursing, Caring Science (NCAL), Professional Practice of Nursing

KEY PILLARS

Quality and Safety, Leadership, Professional Development, Research & EBP

ENVIRONMENT

Healing, Caring, Collaborative Work

VISION

Total Health, Healthy Communities, Population Health