

Preparing a Perioperative Unit for Magnet Redesignation

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MSKCC: Josie Robertson Surgery Center

Introduction / Background

The Magnet Recognition Program highlights excellence in nursing practice, professional development, and patient-centered care. Preparing for redesignation requires sustained leadership engagement, staff participation, and alignment with American Nurses Credentialing Center (ANCC) standards. This project describes the structured approach undertaken by the operating room team at the Josie Robertson Surgery Center (JRSC), a short stay ambulatory surgery center, in preparation for MSKCC's third Magnet designation.

A Multidisciplinary Team

- Nursing Leadership
- Operating Room RN's
- Clinical Nurse Specialists

This collaborative team drove readiness efforts and ensured alignment with Magnet standards across the OR unit.

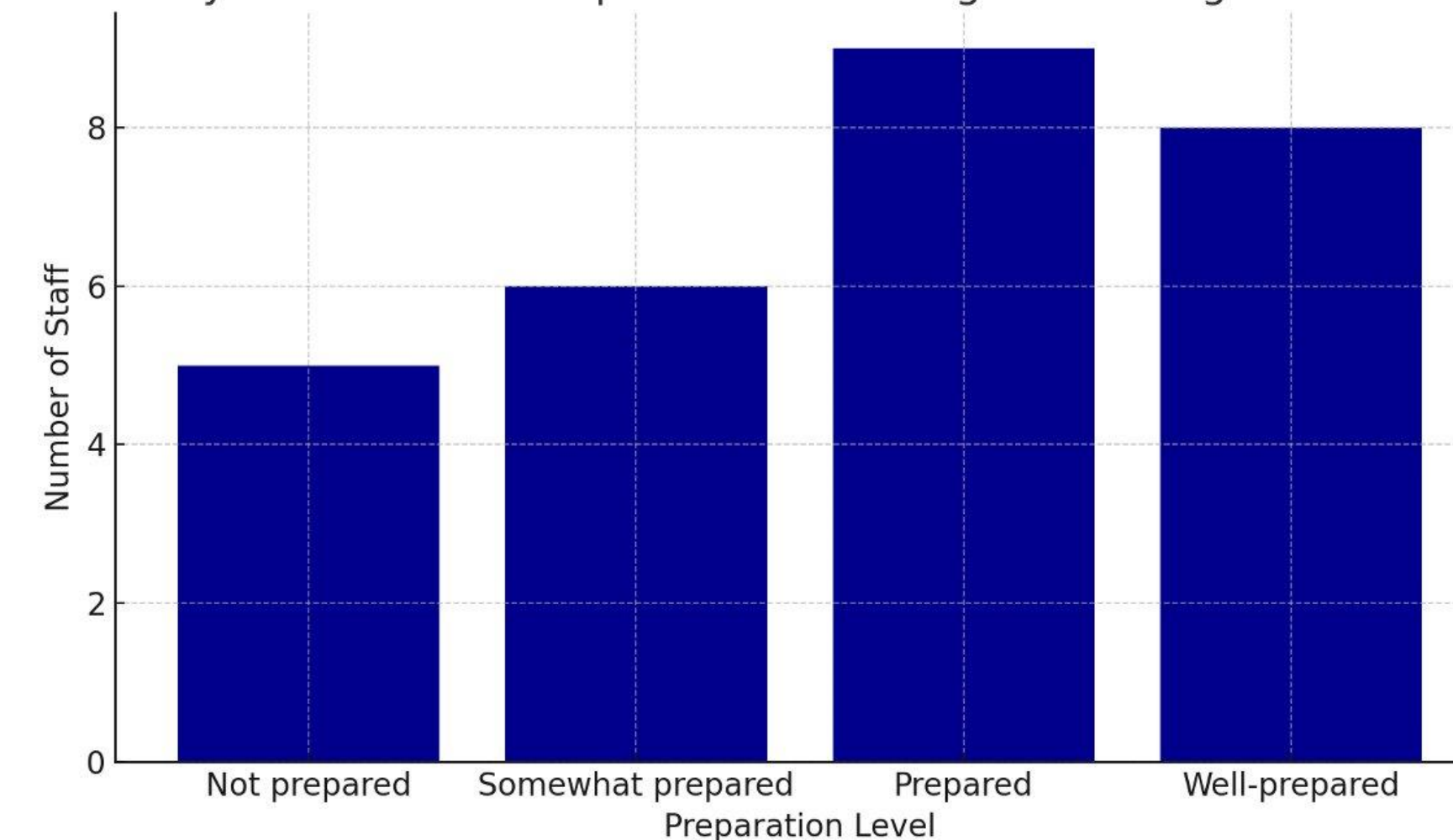
Preparation & Planning

- Review Magnet model components and align perioperative initiatives with transformational leadership, structural empowerment, exemplary professional practice.
- Identify key unit exemplars and outcomes to highlight
- Engage leadership for strategic guidance.
- Hold unit-wide planning meetings and daily huddles to prepare talking points and streamline communication.

Assessment

- Survey OR team to gauge preparedness level, identify gaps in knowledge, and understand overall unit morale and camaraderie.
- Assess unit performance data (clinical outcomes, patient satisfaction, QI metrics, nurse education).
- Survey nurse interest in certification, continuing education.

Survey Results: Staff Preparedness for Magnet Redesignation Survey



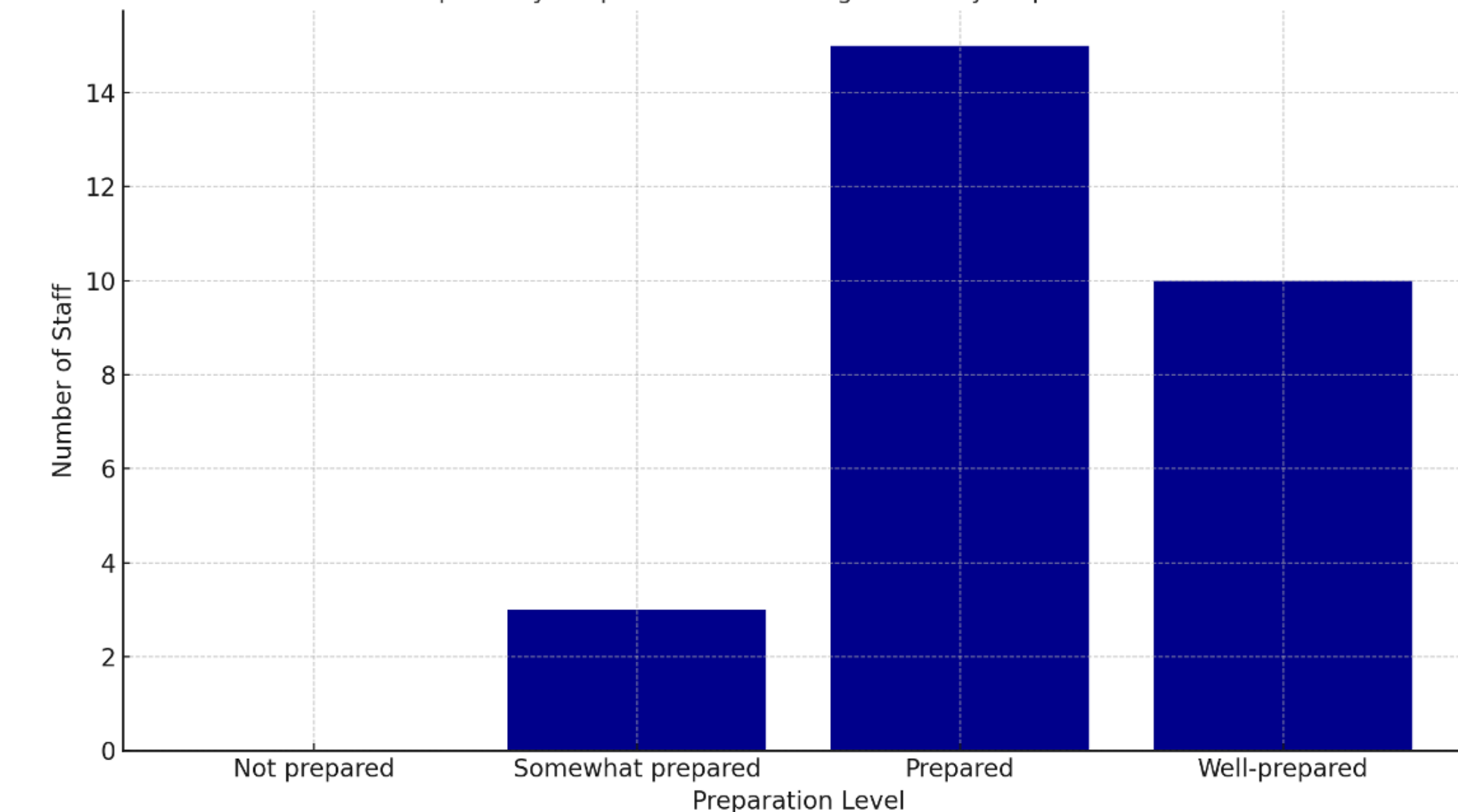
Implementation

- Provide ongoing staff education through weekly in-services, and periodic competency reviews.
- Engage nurses with "Magnet Tips" during daily unit huddles.
- Strengthen structural empowerment through committee events, recognition programs, and educational content for career advancement pathways.
- Reinforce exemplary professional practice through OR council participation and interdisciplinary initiatives.

Outcomes

- Marked improvement in staff readiness, with most reporting feeling "Prepared" or "Well Prepared."
- Strengthened Magnet readiness demonstrated through active quality improvement projects and alignment with Magnet domains.
- Increased staff engagement in professional development, including CNOR preparation courses and shared governance involvement (>45% of staff CNOR certified).
- Confident, well-prepared team able to clearly articulate unit outcomes and contributions during the Magnet process.

Follow-Up Survey: Preparedness After Magnet Survey Preparation Initiatives



Implications for OR Nursing

- Builds strong staff engagement by increasing pride, ownership, and investment in unit success.
- Enhances retention through growth opportunities such as committees, certification, and educational support.
- Strengthens team culture and resilience, reducing turnover and promoting positive camaraderie.
- Elevates MSK's reputation for perioperative excellence, supporting strong Magnet performance and high-quality staff recruitment.