

## OVERVIEW OF ANCC PATHWAY TO EXCELLENCE® PROGRAM

The American Nurses Credentialing Center (ANCC), a subsidiary of the American Nurses Association (ANA), provides individuals and organizations throughout the nursing profession with the resources they need to achieve practice excellence. ANCC's internationally renowned credentialing programs certify nurses in specialty practice areas; recognize healthcare organizations for promoting safe, positive work environments through the Magnet Recognition Program® and the Pathway to Excellence® Program; and accredit providers of continuing nursing education. In addition, ANCC's Institute for Credentialing Innovation® provides leading-edge information and education services and products to support its core credentialing programs.

The ANCC Magnet Recognition®, Institute for Credentialing Innovation®, Magnet®, Magnet Recognition Program®, ANCC National Magnet Conference®, and Pathway to Excellence® Program names and logos are registered trademarks of the American Nurses Credentialing Center. Journey to Magnet Excellence™ and Pathway to Excellence in Long Term Care™ are trademarks of the American Nurses Credentialing Center.

© 2010 American Nurses Credentialing Center.  
All Rights Reserved.



**ANCC**  
AMERICAN NURSES  
CREDENTIALING CENTER



The American Nurses Credentialing Center (ANCC) has successfully achieved ISO 9001:2008 certification for professional services rendered in the administration of the Magnet

Recognition Program® and the Pathway to Excellence® Program for excellence in healthcare organizations, the Certification Program for professional excellence of nurses, and the Accreditation Program for excellence in continuing nursing education.

ISO 9001:2008 certification is the firmly established global standard for assuring stakeholders of an organization's ability to satisfy quality-related requirements.

8515 Georgia Avenue, Suite 400  
Silver Spring, MD 20910-3492

1.800.284.2378  
301.628.5000 *tel*  
301.628.5004 *fax*

[www.nursecredentialing.org](http://www.nursecredentialing.org)

PATHAB10 10M 09/10

## Pathway to Excellence® Program

CREATING POSITIVE WORK  
ENVIRONMENTS FOR NURSES

Visit [www.nursecredentialing.org/Pathway](http://www.nursecredentialing.org/Pathway)  
for more information. >>

# Intent of the Pathway to Excellence® Program

Pathway to Excellence Practice Standards recognize the essential elements of an optimal nursing practice environment. These Standards are integrated into the culture, operating policies, procedures, and management practices of all Pathway to Excellence healthcare organizations.



The goals of the Pathway to Excellence Program embrace these visionary concepts:

- >> Create healthy work environments where nurses thrive
- >> Collaborative atmosphere prevails
- >> Positive nurse job satisfaction and retention
- >> Balanced lifestyle is encouraged
- >> Nurses feel their contributions are valued
- >> Demonstrate commitment to nurses and their practice

## What Does It Mean to Be a Pathway to Excellence-Designated Organization?

A Pathway to Excellence-designated organization is committed to nurses and to what nurses identify as a match with their values and contributions toward the overall pursuit of safe, quality patient care. This designation confirms to the public that nurses working in a Pathway to Excellence designated organization know that their efforts are supported and invite other nurses to come work with them. Relevant for all types of healthcare facilities, the program components include:

- >> Essential elements of an ideal nursing practice environment
- >> Standards focused on workplace conditions, such as a balanced lifestyle for nurses
- >> Policies and procedures supportive of the nurse's practice environment
- >> Confirmation of the essential elements obtained through written documentation and an online survey

## Benefits of the Pathway to Excellence Designation

These testimonials from Pathway-designated organizations highlight some of the benefits:

"Our Pathway to Excellence designation has reaffirmed our commitment to a positive and healthy work environment for staff, especially our nursing staff. This will allow them to continue to provide the excellent care they give us every day."

*Carolyn Green, RN, MBA  
Executive Director for Women's Services  
University of New Mexico Hospitals  
Albuquerque, NM*

"Earning the Pathway to Excellence designation has provided us with validation that East Texas Medical Center is truly committed to its nurses. It has served to recognize our nursing staff for their commitment to their own practice environment. It has provided us with an evidence-based format to make further improvements, and it has provided our direct care nurses the opportunity to work together with nursing leadership in taking ownership of their work environment. We have seen a reduction in our vacancy rate and an increase in our RN satisfaction since we began this journey under the guidance of ANCC's Pathway to Excellence program."

*Christine Sigmon, BSN, RN  
Clinical Outcomes Coordinator  
East Texas Medical Center Tyler  
Tyler, TX*

## Application Process

An organization earns the Pathway to Excellence designation through a review process where it fully documents that the Practice Standards of the ideal practice environment are present in the organization's practices, policies, and culture.

To learn the steps in the process or for more information about the Pathway to Excellence Program, visit our website at [www.nursecredentialing.org/Pathway](http://www.nursecredentialing.org/Pathway). You may contact the Pathway to Excellence Program office at [pathwayinfo@ana.org](mailto:pathwayinfo@ana.org) or 1.800.284.2378.