

## Integrating Nursing Peer Review Into a Unit Shared Governance Model

Transformational nursing leaders develop environments that empower nurses to achieve nursing excellence. The systems identified by the Magnet Accreditation program, such as shared governance and peer review, help achieve these environments.

During the project, a peer review tool based upon the American Nurses Association (ANA) standards of practice was developed. The tool was revised to assist staff nurses with identification of medical record items that exemplified each standard while they were completing the mandatory medical record audits required by the Joint Commission. Once the medical record audit and peer review tool were completed, the information was tracked for performance improvement (PI) issues and for the nurse's own professional growth. The unit shared governance council (USGC) was responsible for prioritizing tracked PI issues and developing a plan for improvement with the nursing staff. The focus of this process was to return the ownership of improving the quality of nursing care to the nursing staff. This practice-based dissertation addressed the following question: Among staff nurses, how will the implementation of an integrated shared governance-peer review model affect the NDNQI scores on *perceived quality of care delivered?*

The National Database of Nursing Quality Indicators (NDNQI) RN Survey with Practice Environment Scales was utilized to measure the difference in perception of quality of care delivered once peer review had been piloted.

Perceived quality of care over a one year period showed no change (0.00) and some deterioration (-0.13) on the pilot units. A change in the pilot unit's manager, budget cuts, decrease in hours per patient day (HPPD), turnover, and the number of nurses responding to the

survey may have influenced the results. The data tracked from the peer reviews was valuable in providing insight into vital processes needing improvement on the units and associated with the quality of care delivered.

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