

Pathway to Excellence® Case Study

Baylor Scott & White Surgical Hospital Fort Worth

Baylor Scott & White Surgical Hospital at Fort Worth (BSWSHFW) embarked on the Pathway to Excellence® journey in early 2020, and successfully earned the credential at the end of 2021.

As part of the Nursing Strategic Plan, BSWSHFW's executive leadership team identified staff as a central component in achieving the hospital's mission of "treating each patient and their family as if they were our own." In putting staff needs first, the Pathway to Excellence® designation best fits the organization's culture. The CNO at the time of application recognized the need for further professional growth in the area of nursing.

The Pathway designation has elevated the standard of not only nursing practice within the 30-bed acute care surgical hospital, but also professional practice among all team members. Earning the credential has unified teams across the organization, ultimately contributing to a higher level of ownership, accountability, and overall outcomes in alignment with BSWSHFW's strategic goals.

Among the positive outcomes that have occurred as a result of achieving this designation are increased participation with shared governance committees, a 50% increase in participation in the nursing career ladder, establishment of a career ladder for technicians/technologists, and enhanced autonomy at the bedside.

BSWSHFW offers a niche environment within a large health care community. The organization stands apart from larger surrounding hospitals due to its welcoming culture, positive patient outcomes, and quality care that it provides to patients and staff alike. Achieving the Pathway designation has demonstrated to patients the level of dedication to excellence that is important to the organization.

Though BSWSHFW is small, it is mighty. The leadership team throughout the hospital has adopted an open-door policy, takes time to hear staff and patient concerns, frequently rounds with other departments, and offers support and gratitude when identified. These strategies were evident in results from the Pathway Nurse Survey.

In the wake of COVID-19, the team pulled together to further demonstrate the hospital's positive culture. Through effective communication, the leadership team was always present to keep staff updated about safety considerations and other important developments. Frequent meetings took place to ensure that supply chain needs were met. Staff continue to come forward to fulfill other duties at the hospital to sustain a level of excellent care.

"Achievement of Pathway to Excellence was just one more way that we have been able to give back to staff," says Allison Roden, MSN, RN, Pathway Program Director. "It helps ensure they have the full recognition they deserve."

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About Baylor Scott & White Surgical Hospital Fort Worth

Baylor Scott & White Surgical Hospital Fort Worth is a 30-bed acute care surgical hospital serving the residents of Fort Worth and the surrounding communities since 2014. The hospital provides a wide spectrum of medical and surgical services. Baylor Scott & White Surgical Hospital Fort Worth is a joint venture with Tenet Healthcare and United Services Partners International. Learn more at: <https://bshfw.com/>

About the Pathway to Excellence® Program

[The Pathway to Excellence® Program](#) recognizes a health care organization's commitment to creating a positive nursing practice environment. The Pathway to Excellence in Long Term Care® program is the first to recognize this type of supportive work setting specifically in long-term care facilities. Pathway organizations focus on collaboration, career development, and accountable leadership to empower staff.

About ANCC

The mission of the [American Nurses Credentialing Center](#) (ANCC), a subsidiary of the American Nurses Association, is to promote excellence in nursing and health care globally through credentialing programs. ANCC's internationally renowned credentialing programs certify and recognize individual nurses in specialty practice areas. ANCC recognizes health care organizations that promote nursing excellence and quality patient outcomes while providing safe, positive work environments. In addition, ANCC accredits health care organizations that provide and approve continuing nursing education, accredits transition-to-practice programs, and prepares nurses for new practice roles. For more information about ANCC, visit us at nursingworld.org/ancc and follow us on [Twitter](#). ANCC is the only nurse credentialing organization to successfully achieve ISO 9001:2015 certification.