

Applying the ANCC Pathway to Excellence Framework in an Acute Care Regional

Hospital

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MY PERFECT WRITING

Applying the ANCC Pathway to Excellence Framework in an Acute Care Regional Hospital

The paper aims to explore how the ANCC Pathway to Excellence framework can be implemented at the acute care regional hospital to enhance the working environment, reinforce nursing practice, and aid improved staff and patient satisfaction. The acute care regional hospital of Westbrook is within the quality standards, yet its working conditions have deteriorated. Patient and employee satisfaction has decreased over the past five years, and staff losses and poor recruitment have exerted strain on nurses. As chief nursing officer, I would resolve this problem by enhancing the practice environment. The paper describes the framework, implements the leadership and shared decision-making elements, outlines how it affects nursing, and outlines engagement approaches.

Pathway to Excellence Framework

ANCC Pathway to Excellence can assist healthcare organizations in developing and maintaining a nursing practice environment. It is result-oriented and concerned with the conditions in which nurses can work effectively, be engaged, and become more professional (Mulvey et al., 2023). Its components are leadership, shared decision-making, safety, quality, well-being, and professional development. Such spheres are suitable for the hospital of Westbrook since the main issue is the deterioration of satisfaction, morale, and labor stability. Pathway to Excellence provides a framework for enhancing culture and nursing practice.

Pathway to Excellence is the most suitable alternative in the acute care regional hospital at Westbrook due to its direct response to the problems in the scenario. The hospital experiences reduced staff satisfaction, decreased patient satisfaction, and is challenged to attract qualified employees. These issues are directly connected with nurses experiencing leadership, communication, workload, and support. The most suitable place is the acute care hospital since it

is intricate and requires nursing ability in a variety of units (Peng et al., 2023). Work culture in this environment influences retention and experience with patients. A practice-based framework is more appropriate than a governance-based model.

The leadership aspect of the Pathway to Excellence framework plays a vital role in successful implementation in the acute care regional hospital of Westbrook. In the Pathway framework, leadership implies that nurse leaders are accessible, attentive, and accountable (Swartwout, 2026). At the hospital, nurse managers and the chief nursing officer would start rounding medical-surgical, intensive care, and emergency units in acute care hospital. The leaders would discuss turnover data, staff responses, and satisfaction trends monthly and convey action steps. As an example, when medical-surgical nurses note the frequent shortage and schedule imbalance, the leadership must perform a staffing assessment, modify float support, and update progress reports. It would assist nurses in understanding that concerns are being acted upon.

The shared component of decision-making is also significant as it provides bedside nurses with the direct role of enhancing the working conditions as well as the process of patient care. Shared decision-making implies that the bedside nurses are formally involved in the decision-making process that influences both patient care and the working environment. This, in the case of the acute care hospital, would be unit-based nursing councils where day and night shifts are represented. Such councils would deal with workflow issues, scheduling, onboarding requirements, and patient education routes (Swartwout, 2026). As an instance, emergency department nurses can discover that delays caused by discharge teaching can be frustrating to both patients and employees. With the help of a council format, such nurses would be able to

redesign discharge processes and streamline the teaching materials. The strategy enhances ownership, voice, and trust in organizational decisions.

Impact of the Chosen Framework or Model on Nursing

The effect of the Pathway to Excellence structure would be an increase in nurse retention, morale, and recruitment. When leadership is supportive and its input influences the work environment, nurses are more likely to remain (Alsadaan et al., 2023). Staffing issues, orientation assistance, and workflow obstacles would be addressed in the hospital in Westbrook, which would also decrease frustration and enhance commitment. The hospital would also become more appealing to qualified candidates by having a more stable workforce.

The second effect would be enhanced professional nursing practice and improved patient experience. Respected and engaged nurses are also in a better position to communicate effectively, cooperate, and stay vigilant at the bedside. At the acute care hospital, changes in admission teaching, discharge planning, and communication between shifts can enhance the consistency of care and improve patient satisfaction in the long run (Swartwout, 2026). The framework would embrace nursing as a staffing problem and a professional practice problem that is associated with quality and patient trust.

Engagement of Staff and Leadership

To involve staff, I would create unit-level councils that have guarded participation time and power to resolve practice problems. It is crucial in the acute care hospital since participation will not be possible when nurses are supposed to give input during off working hours. The councils could have one priority per quarter, i.e., orientation support, patient flow, or scheduling fairness.

To win over leadership, I would demand monthly listening rounds and quarterly reviews based on employee concerns and satisfaction trends. Leaders are required to report on what issues have been raised, actions undertaken, and outcomes being monitored (Alsadaan et al., 2023). It provides responsibility and demonstrates that the framework is a working priority.

Conclusion

The paper discussed the potential application of the ANCC Pathway to Excellence framework to the acute care regional hospital to counter the decreasing employee and patient satisfaction. It justified the applicability of the framework to this setting, implemented the leadership and shared decision-making elements, and outlined how they would change nursing practice, retention, recruitment, and patient experience. It also came up with approaches to involve the staff and leadership. Pathway to Excellence, in this context, provides a basis to restore a healthy nursing workforce.

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