PATHWAY TO EXCELLENCE®

DESCRIPTION AND PURPOSE

The Pathway to Excellence Program® is the premier designation for healthy work environments and recognizes health care organizations and Long-Term Care organizations for positive practice environments where nurses excel.

SUB-PROGRAMS

1. The Pathway to Excellence Program® - Pathway Standards are based upon expert nurse input, nursing literature and research that supports the qualities of a positive practice environment. All 6 standards apply to health care organizations and long-term care institutions.
   
   **Pathway Standard 1** – Shared Decision-Making
   
   **Pathway Standard 2** – Leadership
   
   **Pathway Standard 3** – Safety
   
   **Pathway Standard 4** – Quality
   
   **Pathway Standard 5** – Well-Being
   
   **Pathway Standard 6** – Professional Development

TARGET AUDIENCE

Chief Nursing Officer (CNO) - A CNO is responsible for overseeing and coordinating an organization's overall nursing department and its daily operations.

Director of Nursing for Long Term Care

Nurse Manager - A registered nurse responsible for the supervision of registered nurses and other health care providers who deliver nursing care in an inpatient or outpatient area. The term “nurse manager” is not synonymous with the chief nursing officer. In long-term care, “nurse manager” may be used interchangeably with “associate director,” “charge nurse,” or “supervisor.”
REQUIREMENTS

CNO must have a bachelor’s degree or higher in nursing (i.e., BSN, MSN, MN, PhD, DNSc, DNP). The requirement must be maintained throughout the application phase, review phase, and designation as a Pathway organization. Appointees as interim CNOs must also comply with this requirement.

The DON must have a bachelor’s degree or higher in nursing (i.e., BSN, MSN, MN, PhD, DNSc, DNP). The requirement must be maintained throughout the application phase, review phase, and designation as a Pathway organization.

At time of application, 100% of Nurse Managers must have a degree in nursing (baccalaureate or graduate degree)

EVALUATION TOOLS

CGFNS’ Baccalaureate Eligibility / Education Comparability Tool (ECT) for Nurses