

Site Visit

Q: What does “determining enculturation at Site Visit” mean?

Enculturation is defined in the 2019 Magnet Application Manual Glossary on pg. 149. Additionally, Appendix F, pg. 85, explains that the site visit is “...arranged to validate, verify, and amplify compliance and enculturation of the Magnet components.” Various elements of each of the Magnet Components, including Source of Evidence (SOE) examples, may be reviewed and validated during the Site Visit to ensure that the characteristics and process by which the values of Magnet are evident throughout the organization.

During the site visit meetings and unit visits, the Appraisers will explore enculturation of Source of Evidence examples presented in the documentation as well as inquire about the enculturation of the SOE examples that were not included in the documentation; in particular those SOEs for which options were not included in the submitted documentation (i.e. TL TL6, TL7, TL9EO, SE9, EP11).

NOTE: If evidence for enculturation is not found for any SOE example, the potential exists that the SOE example will be scored deficient in the Site Visit phase.

During the Site Visit, Appraisers will:

- Validate and verify what has been presented in the documentation for evaluation
- Verify the accuracy of data presented for SE4EO, SE6EO, EP2EO, EP18EO, EP19EO, EP20EO, and EP21EO
- Review personnel records to validate nurse leader education eligibility requirements are sustained.
- Review records to validate use of periodic formal performance review that includes self-appraisal and peer feedback process, demonstrating a plan for professional development for all levels of nursing (EP11)

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