

Supplemental Files Table 3

**Table 3. Survey Question 3. What are measurable outcomes from adopting and/or implementing ANA's Nursing Scope and Standards of Practice?**

<b>Theme (bolded) Subtheme n (%)</b>	<b>Respondent Quotations</b>
<b>Nurse</b> 689 (51.3)	
Professional Practice 282 (40.9)	<ul style="list-style-type: none"> <li>▪ <i>"A clearer and deeper understanding of what nursing is - the scope and practice"</i></li> <li>▪ <i>"Improved in quality of critical thinking and decision making"</i></li> <li>▪ <i>"Demonstrates self-regulation as a recognized profession"</i></li> <li>▪ <i>"staff feedback such as feeling empowered, practicing autonomy without fear of reprisal or push back from mgmt...."</i></li> <li>▪ <i>"Outcomes are related to support of a professional practice environment culture"</i></li> </ul>
Professional Development 110 (16.0)	<ul style="list-style-type: none"> <li>▪ <i>"Academic nursing programs will require students to demonstrate adherence to and competence with the appropriate scope and standards of practice"</i></li> <li>▪ <i>"Increased professionalism such as peer review, continuous learning (increased BSN prepared nurses, increased certifications)"</i></li> <li>▪ <i>"I utilize a professional development and assessment system that separates the scope and standards into sections of a binder where a nurse can insert documents and data that support each of those standards. In this way the outcomes are readily accessible."</i></li> <li>▪ <i>"Levels of change in nurse's K, S, A adopting and /or implementing S&amp;S"</i></li> </ul>
Engagement/ Satisfaction 78 (11.3)	<ul style="list-style-type: none"> <li>▪ <i>"Employee Engagement Scores could be utilized to evaluate level of satisfaction with the work nurses do"</i></li> <li>▪ <i>"RN staff engagement RN staff satisfaction"</i></li> <li>▪ <i>"Increase Nurse professional autonomy and ownership. Increase Nurse engagement"</i></li> </ul>
General 69 (10.0)	<ul style="list-style-type: none"> <li>▪ <i>"Increased number of night shift friendly initiatives"</i></li> <li>▪ <i>"Increased use of Quality Improvement projects to improve workflow and safety"</i></li> <li>▪ <i>"Patient lifting injuries"</i></li> <li>▪ <i>"Environmental health support the staff- is there a break room, are they using toxic chemicals, is bullying allowed or ignored, what kind of food is available for staff?"</i></li> </ul>

Professional Practice Evaluation 54 (7.8)	<ul style="list-style-type: none"> <li>▪ <i>“All the standards can be measured through the use of a portfolio method”</i></li> <li>▪ <i>“Performance evaluation tools that use the Scope and Standards as a guide for competencies”</i></li> <li>▪ <i>“Students and nurses should be able to reflect on their practice and demonstrate how they meet the standards of practice. This could be a part of the ongoing evaluation process and clinical advancement.”</i></li> <li>▪ <i>“We are also using HR and trended peer review data”</i></li> </ul>
Role Differentiation 38 (5.5)	<ul style="list-style-type: none"> <li>▪ <i>“RNs to differentiate their role from others in the environment”</i></li> <li>▪ <i>“Nursing students to be able to differentiate between the role they are learning to be able to perform and another healthcare provider's role”</i></li> <li>▪ <i>“Improved professional identify [sic]”</i></li> <li>▪ <i>“The measurable outcome is practicing within our scope and not interfering with another such as the medical scope”</i></li> </ul>
Human Resources 35 (5.1)	<ul style="list-style-type: none"> <li>▪ <i>“Turn over rates of RNs”</i></li> <li>▪ <i>“Improved staffing ratios in all service areas”</i></li> <li>▪ <i>“Reduction in numbers of licensed nurses leaving the profession for reasons associated with Scope and Standards of practice”</i></li> <li>▪ <i>“Increase retention and recruitment”</i></li> </ul>
Leadership 23 (3.3)	<ul style="list-style-type: none"> <li>▪ <i>“Documenting the impact of nursing on institution strategic plan and goals and community initiatives”</i></li> <li>▪ <i>“Greater advocacy of nursing among other professions”</i></li> <li>▪ <i>“Professional nursing organizations leadership”</i></li> </ul>
<p style="text-align: center;"><b>Patient</b> 311 (23.2)</p>	
General 119 (38.3)	<ul style="list-style-type: none"> <li>▪ <i>“Better quality outcomes for patients and their families”</i></li> <li>▪ <i>“Measurable outcomes for recipients of nursing care”</i></li> <li>▪ <i>“Quality and patient outcomes measures in hospitals units who adopt as policy”</i></li> <li>▪ <i>“Data associated with patient care outcomes and patient safety”</i></li> </ul>
Quality/safety measures 102 (32.8)	<ul style="list-style-type: none"> <li>▪ <i>“Limiting patient injury/harm (falls, prevention of nosocomial infections, medication errors, procedure errors, etc.)”</i></li> <li>▪ <i>“Lower patient morbidity and mortality”</i></li> <li>▪ <i>“Patient outcomes – lengths of stay, complication rates, 30-day readmission rates”</i></li> <li>▪ <i>“Reduction of CAUTI's, Reduction of CLABSI's, Reduction of VAE's”</i></li> </ul>
Satisfaction	<ul style="list-style-type: none"> <li>▪ <i>“Improved patient satisfaction scores”</i></li> </ul>

80 (25.7)	<ul style="list-style-type: none"> <li>▪ <i>“Improved scores for patient care experience”</i></li> <li>▪ <i>“HCAHPS scores on nurse-influenced questions”</i></li> </ul>
Access 10 (3.2)	<ul style="list-style-type: none"> <li>▪ <i>“Ability of patients to seek medical care in a timely manner”</i></li> <li>▪ <i>“Quality of life for our patients after accessing healthcare”</i></li> <li>▪ <i>“Improved access to care, timely care and disposition”</i></li> </ul>
<p style="text-align: center;"><b>Organization</b> 228 (17.0)</p>	
System/Structures 62 (27.2)	<ul style="list-style-type: none"> <li>▪ <i>“Structures like shared governance, clinical advancement programs, incentives for certifications, and a great support for advancing education by our CNO, the system CEO and Board”</i></li> <li>▪ <i>“Healthcare providers and institutions will integrate the scope and standards of nursing practice within the policies and procedures directly and indirectly affecting nursing practice”</i></li> <li>▪ <i>“Align the ANA's Nursing Scope and Standards of Practice with the electronic medical record of all patients in a similar fashion of meaningful use”</i></li> <li>▪ <i>“Nursing peer review committee”</i></li> </ul>
General 50 (21.9)	<ul style="list-style-type: none"> <li>▪ <i>“Culture change”</i></li> <li>▪ <i>“Care coordination measures”</i></li> <li>▪ <i>“Professional/organizational growth”</i></li> <li>▪ <i>“Surveys [sic] pre and post campaign to determine if organizations are using the standards and bedside nurses are aware”</i></li> </ul>
Financial 34 (14.9)	<ul style="list-style-type: none"> <li>▪ <i>“Comparative statistics on patient outcomes, including cost, length of stay, safety, and satisfaction”</i></li> <li>▪ <i>“Improvement in patient safety (reduction in preventable or "never" errors). Reduction of hospital readmissions.”</i></li> <li>▪ <i>“Workforce indicators like turnover, vacancy and NDNQI satisfaction”</i></li> </ul>
Learning Organization 32 (14.0)	<ul style="list-style-type: none"> <li>▪ <i>“Number of educational offering [sic] about document and number of attendees”</i></li> <li>▪ <i>“How many organizations actually pay the education and staff development of nurses to discuss the ANA Nursing Scope of Standards and Practice in the local/regional and nationwide scale?”</i></li> <li>▪ <i>“Professional accountability, commitment to learning, professional and personal growth, giving back to the profession through mentoring and teaching...”</i></li> </ul>
Reporting 19 (8.3)	<ul style="list-style-type: none"> <li>▪ <i>“Meeting benchmarks”</i></li> <li>▪ <i>“Core measure analysis”</i></li> <li>▪ <i>“Tracking reportable errors”</i></li> </ul>

Recognition 15 (6.6)	<ul style="list-style-type: none"> <li>▪ <i>“Magnet designation”</i></li> <li>▪ <i>“Recognitions of the value nurses provide to the system of care”</i></li> <li>▪ <i>“Employers will use the standards to assess and reward practice”</i></li> </ul>
Litigation 13 (5.7)	<ul style="list-style-type: none"> <li>▪ <i>“If nurses are practicing within their scope, there may be less litigation and hospital reviews”</i></li> <li>▪ <i>“Measure # of lawsuits before and after?”</i></li> <li>▪ <i>“Some of the measureable [sic] outcome are preventing negative outcome, reduce malpractice”</i></li> </ul>
Regulatory 3 (1.3)	<ul style="list-style-type: none"> <li>▪ <i>“Reduced incident reports to regulatory agencies”</i></li> <li>▪ <i>“The number of regulatory and accreditation findings”</i></li> </ul>
<p style="text-align: center;"><b>Community/Public</b> 58 (4.3)</p>	
General 29 (50.0)	<ul style="list-style-type: none"> <li>▪ <i>“Meeting the needs of the communities we serve”</i></li> <li>▪ <i>“Accountability of practicing nurses, public awareness of role and responsibility of nursing”</i></li> <li>▪ <i>“Annual Gallup Poll on trusted professions”</i></li> </ul>
State Board Adoption 13 (22.4)	<ul style="list-style-type: none"> <li>▪ <i>“Boards of nursing will integrate the scope and standards of nursing practice in the state nurse practice acts with legislative approval”</i></li> <li>▪ <i>“95% pass rate of nurses renewing their licenses in taking a test to assess their knowledge of the document's contents”</i></li> <li>▪ <i>“Less reporting of nurses to the Nursing Board overall”</i></li> </ul>
Legislation 8 (13.8)	<ul style="list-style-type: none"> <li>▪ <i>“Changes in legislation by each state to support full scope of practice”</i></li> <li>▪ <i>“Legislative changes state wide to adopt/implement full practice authority for NP's”</i></li> <li>▪ <i>“Tracking of legislation in each state can also help document implementation”</i></li> </ul>
Recognition 5 (8.6)	<ul style="list-style-type: none"> <li>▪ <i>“Consumer trust in health care quality would increase”</i></li> <li>▪ <i>“Recognition of nurses nationally as having high levels of integrity”</i></li> <li>▪ <i>“Community perception of professionalism”</i></li> </ul>
Partnerships 3 (5.2)	<ul style="list-style-type: none"> <li>▪ <i>“How the State Nursing Association recognizes these issues”</i></li> <li>▪ <i>“Continue to work with Press Ganey on gathering, analyzing and interpreting data”</i></li> </ul>
<p style="text-align: center;"><b>Other Workforce</b> 57 (4.2)</p>	
General 27 (47.4)	<ul style="list-style-type: none"> <li>▪ <i>“Increase in participation of shred [sic] governance by night shift employees”</i></li> <li>▪ <i>“Improved professional behavior among colleagues”</i></li> <li>▪ <i>“Recognition of the value nurses provide to the system of care”</i></li> </ul>

Collaboration 18 (31.6)	<ul style="list-style-type: none"> <li>▪ <i>“Good relationships between nurses and other health professionals, such as PT, OT, and Social Workers and Psychologists”</i></li> <li>▪ <i>“Improved multidisciplinary team collaboration (RN, MD, Pharmacy, Therapy Services, etc.)”</i></li> <li>▪ <i>“Improved communication processes with patient and families”</i></li> </ul>
Ethical Care 7 (12.3)	<ul style="list-style-type: none"> <li>▪ <i>“Ethical decision making”</i></li> <li>▪ <i>“Improved ability to make ethically appropriate decisions”</i></li> <li>▪ <i>“An ethics committee that meets regularly &amp; supports nurses”</i></li> </ul>
Care Planning 5 (8.8)	<ul style="list-style-type: none"> <li>▪ <i>“A shift from provider/nurse centric to patient centric care/decision making. Decision making is guided by the nurse providing information but decision made by the patient.”</i></li> <li>▪ <i>“Activating a life long plan of care prepared for a patient”</i></li> <li>▪ <i>“Improved communication and care planning”</i></li> </ul>