

Pathway to Excellence® and Pathway to Excellence in Long-Term Care®:

2024 Manual Clarifications

Addendum 1 Issued: March 1, 2024

The following information serves as an update to the 2024 Pathway to Excellence® (PTE) and Pathway to Excellence in Long-Term Care® (PTE-LTC) Manual.

The 2024 PTE and PTE-LTC Application Manual has undergone positive enhancements. During the application, preparation, and document submission, please refer to the “Revised Wording” column to replace what is printed in outdated versions of the manual. The most current 2024 PTE and PTE-LTC Application Manual reflect the revisions below.

Page Number & Edit Type	Original Wording 2024 Application Manual Version 1	Revised Wording 2024 Application Manual Version 2
CHAPTER 5A: PATHWAY TO EXCELLENCE® PATHWAY STANDARDS		
Page 36 Blue bolding a glossary term.	EOP 2.7 a. Describe how nurse managers have collaborative conversations about cost management with their direct care nurses to facilitate understanding of how daily practice decisions impact the budget.	EOP 2.7 a. Describe how nurse managers have collaborative conversations about cost management with their direct care nurses to facilitate understanding of how daily practice decisions impact the budget.
Page 41 Blue bolding a glossary term.	EOP 4.7 b. Provide one example of a direct care nurse(s)-led quality initiative that was implemented to improve an outcome(s) based on an external benchmark. Include (1) the benchmark that led to the initiative, (2) the name of the external benchmark source, and (3) the date the external benchmark was identified for improvement within the required 36-month timeframe.	EOP 4.7 b. Provide one example of a direct care nurse(s)-led quality initiative that was implemented to improve an outcome(s) based on an external benchmark. Include (1) the benchmark that led to the initiative, (2) the name of the external benchmark source, and (3) the date the external benchmark was identified for improvement within the required 36-month timeframe.

Page 42 Grammatical edit.	EOP 4.9 Describe how the organization (1) promotes a culture of diversity, equity, inclusion, and belonging (DEIB) to optimize the nursing workforce and (2) how the organization assesses the effectiveness of associated strategies to promote DEIB.	EOP 4.9 Describe how the organization (1) promotes a culture of diversity, equity, inclusion, and belonging (DEIB) to optimize the nursing workforce and (2) assesses the effectiveness of associated strategies to promote DEIB.
Pages 43 New suggested resource.	EOP 5.1 Associated TIP, link from CDC no longer working.	EOP 5.1 TIP: For further information and evidence-based resources for mental health, visit https://www.cdc.gov/niosh/newsroom/feature/health-worker-mental-health.html .
Page 45 Clarifying required narrative author.	EOP 5.11 c. Provide a narrative by a health care provider (non-nursing staff member) that describes how strategy(ies) to address compassion fatigue described in EOP 5.11a benefited the health care provider's (non-nursing staff member's) own well-being. Include the date the strategies were beneficial within the required 36-month timeframe.	EOP 5.11 c. Provide a narrative by a health care provider (non-nurse) that describes how strategy(ies) to address compassion fatigue described in EOP 5.11a benefited the health care provider's (non-nurse) own well-being. Include the date the strategies were beneficial within the required 36-month timeframe.
CHAPTER 5B: PATHWAY TO EXCELLENCE IN LONG TERM-CARE® PATHWAY STANDARDS		
Page 62 Clarifying subject of the Description.	LTC-EOP 4.1 a. Describe how the organization engages direct care nursing staff to understand how the direct care nurse's own role and actions contribute to achieving the mission, vision, values, or goals of the organization.	LTC-EOP 4.1 a. Describe how the organization engages direct care nursing staff to understand how the direct care nursing staff member's own role and actions contribute to achieving the mission, vision, values, or goals of the organization.
Page 64	LTC-EOP 4.9 Describe how the organization (1) promotes a culture of diversity,	LTC-EOP 4.9 Describe how the organization (1) promotes a culture of diversity, equity, inclusion, and

Grammatical edit.	equity, inclusion, and belonging (DEIB) to optimize the nursing workforce and (2) how the organization assesses the effectiveness of associated strategies to promote DEIB.	belonging (DEIB) to optimize the nursing workforce and (2) assesses the effectiveness of associated strategies to promote DEIB.
Pages 66 New suggested resource.	LTC-EOP 5.1 Associated TIP, link from CDC no longer working.	LTC-EOP 5.1 TIP: For further information and evidence-based resources for mental health, visit https://www.cdc.gov/niosh/newsroom/feature/health-worker-mental-health.html .
Page 67 Replace entire EOP.	LTC-EOP 5.8 Describe the support opportunities offered by the organization to address well-being of staff who have experienced an adverse situation that was work related.	LTC-EOP 5.8 Describe how the organization creates a culture where a nursing staff member feels safe to self-report a medical error in the workplace.
Page 68 Clarifying subject of Documented Evidence and Description.	LTC-EOP 6.1 a. Provide Documented Evidence that demonstrates how an orienting direct care nursing staff member identified the direct care nurse's own orientation need(s) on a needs assessment tool . AND b. Select one of the identified needs on the provided evidence submitted for LTC-EOP 6.1a and describe how the need was addressed to individualize the direct care nurse's orientation.	LTC-EOP 6.1 a. Provide Documented Evidence that demonstrates how an orienting direct care nursing staff member identified the direct care nursing staff member's own orientation need(s) on a needs assessment tool . AND b. Select one of the identified needs on the provided evidence submitted for LTC-EOP 6.1a and describe how the need was addressed to individualize the direct care nursing staff member's orientation.
Page 71 Clarifying required narrative author.	LTC-EOP 6.6 c. Provide a narrative written by a nursing staff member describing a specific mentor and how that relationship influenced the direct care nurse's professional growth. Include	LTC-EOP 6.6 c. Provide a narrative written by a nursing staff member describing a specific mentor and how that relationship influenced the nursing staff member's professional growth. Include

	dates of the mentoring relationship within the required 36-month timeframe.	dates of the mentoring relationship within the required 36-month timeframe.
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GENERAL

Please note a call-out box in the margin added to page 21 that reads:

Misrepresentation related to copying information, such as examples and narratives, from another organization’s documentation and placing in the applicant organization’s documentation may lead to denial of the application at any point during the review process or whenever this information is discovered, including after the organization has been designated.

Plagiarism and /or falsification of evidence may result in a sanction up to 2 years which would prohibit the organization from re-applying for that time period.