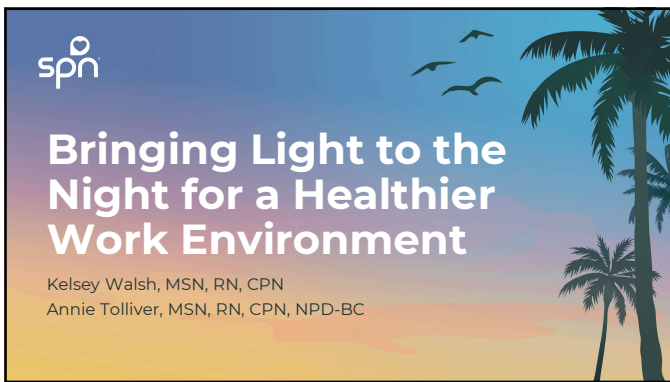
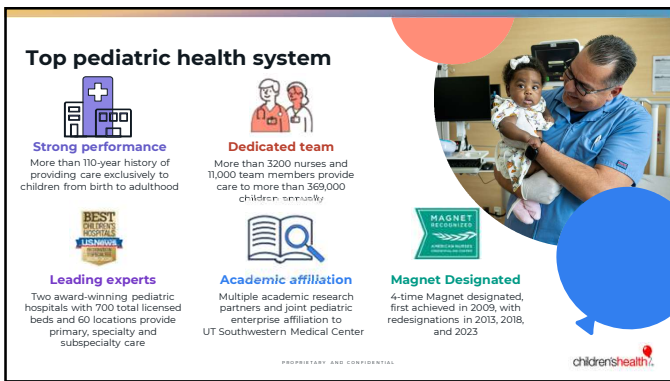




1



2




3




7 p.m. 




(Getty Images)

4

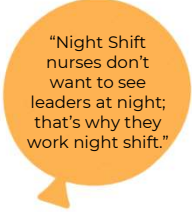
Learning Objectives 

-  Describe the purpose and structure of a Night Shift Forum to address inequities in communication, collaboration, and recognition
-  Identify at least two night-shift engagement strategies aligned with AACN Healthy Work Environment standards
-  Interpret key evaluation outcomes demonstrating improvement in Healthy Work Environment domains following NSF interventions

5


Background & Identified Gap 

Leader Perception




"Night Shift nurses don't want to see leaders at night; that's why they work night shift."

Night Shift RN Perception



"I never see my leader. They don't care about night shift problems."

6


Background & Identified Gap 

Leader Perception **Night Shift RN Perception**

"This piloted process had great feedback from my team."

"This new process is disruptive to the night shift workflow, but no one asked me."

7


Background & Identified Gap 

Leader Perception **Night Shift RN Perception**

"That night shift nurse said she wanted to do this but did not show up to scheduled meetings."

"I would really love to participate in that meeting, but it's at 1 pm between my shifts."

8

Background & Identified Gap 

Leader Perception **Night Shift RN Perception**

"I recognize my team frequently while rounding".

"I feel like my contributions are not seen or valued as much as my day shift peers."


9

Evidence & Healthy Work Environment Standards

Literature Review Key Findings

- Professional Governance Integration on Night Shift supports increased engagement and reduced turnover.³
- AACN's Healthy Work Environment Assessment Tool (HWEAT) is a validated measurement of domains associated with engagement retention, and patient outcomes.^{1,2}

HWEAT Core Domains



HEALTHY WORK ENVIRONMENTS

(AACN)

10

Formation of a Night Shift Forum


Purpose: Night Shift Forum (NSF) supports and champions Nursing Professional Governance (NPG), Interdisciplinary Collaboration, and a Healthy Work Environment on the Night Shift.

↓

Stakeholders:

Clinical Nurses	Interprofessional Partners	Executive Leadership
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11




Key Interventions

- Night Shift Specific Recognition Event
- Interdisciplinary Collaboration on Night Shift Communication Guidelines with pharmacy
- Executive Connections
- Night Shift Professional Development Rounding

12

Evaluation & Outcomes

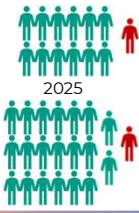


HWEAT

Domain	Change
True Collaboration	3.23% ↑
RN-Executive Collaboration	12.25% ↑
Meaningful Recognition	4.56% ↑
RN-Executive Recognition	10.78% ↑
RN-Manager Recognition	4.38% ↑


Engagement

Direct Care Nurse Engagement



2024
2025


Turnover



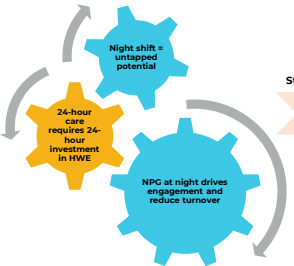
10.8%
Reduction in
Voluntary
Turnover

13

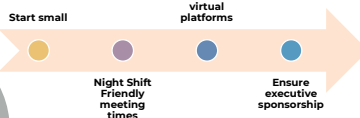
Takeaways



Implications



Scalability



14

Resources



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- AACN Healthy Work Environment Assessment Tool (HWEAT). (2023). American Association of Critical-Care Nurses. <https://www.aacn.org/nurses-excellence/healthy-work-environments>



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15
