

**DIRECTIONS: SOURCE OF EVIDENCE SELECTION TABLE FOR SYSTEMS**

Refer to APPENDIX C: APPLICATION AS A SYSTEM (2014 Magnet Application Manual pages 99 - 102)

1. You may assign by Source of Evidence (SOE) or by SOE Example, but not both:

- By Source of Evidence (SOE) e.g., TL1EO
- By SOE Example e.g., TL1EO-a and TL1EO-b

2. Once the decision is made to present by SOE or by SOE Example, then the entire presentation must be consistent with that assignment methodology.

3. Evenly assign Sources of Evidence (SOE) or SOE Examples for EACH Component (TL,SE, EP, NK) ACROSS the System.

- If the choice is to assign by SOE, e.g., TL1EO: All requested examples (TL1EO-a AND TL1EO-b) for that SOE must be addressed within the assigned Entity.
- If the choice is to assign by SOE Example, e.g. TL1EO-a;TL1EO-b: each SOE Example must be assigned to a different Entity in the System.

Use ONLY ONE of the two templates, below, to document your presentation choice.

- TEMPLATE #1: Use to assign by SOE NOTE: COMPLETE ONLY ONE TEMPLATE
- TEMPLATE #2: Use to assign by SOE Example

- Check the box in the column for the Entity where the SOE or SOE Example will be presented in the document.

<b>TEMPLATE #1</b>						
<b>USE THIS TEMPLATE TO ASSIGN BY SOURCE OF EVIDENCE (SOE)</b>						
<b>Transformational Leadership</b>						
Sources of Evidence (SOE) (assigned by Source)	ENTITY #1 (NAME)	ENTITY #2 (NAME)	ENTITY #3 (NAME)	ENTITY #4 (NAME)	ENTITY #5 (NAME)	ENTITY #6 (NAME)
TL1EO						
TL2						
TL3EO						
TL4						
TL5						
TL6						
TL6- d (System CNO)	TL6 – d System Executive CNO – (not specific to one entity)					

### Source Selection Table for Systems

TL7						
TL8 Choose two examples: a) Nurse Practice Environment; b) Patient Experience; c) Nursing Practice. Assign to one Entity						
TL8						
TL9EO Choose two examples: a) Nurse Practice Environment; b) Patient Experience; c) Nursing Practice. Assign to one Entity						
TL9EO						
Evenly distribute total of SOEs assigned to each Entity						
<b>Structural Empowerment</b>						
<b>Sources of Evidence (SOE)</b>	<b>ENTITY #1 (NAME)</b>	<b>ENTITY #2 (NAME)</b>	<b>ENTITY #3 (NAME)</b>	<b>ENTITY #4 (NAME)</b>	<b>ENTITY #5 (NAME)</b>	<b>ENTITY #6 (NAME)</b>
SE1EO						
SE2EO						
SE3EO-a Organization Goal (each entity must submit)	X	X	X	X	X	X
SE3EO-b Unit/Division Goal (each entity must submit)	X	X	X	X	X	X
SE4EO						
SE5						
SE6						

### Source Selection Table for Systems

SE7 Choose two examples: a) New Graduate Nurses; b) Newly Hired Experienced Nurse; c) Nurses Transferring Within the Organization; d) Transition of APRNs. Assign to one Entity.						
SE7						
SE8						
SE9						
SE10EO						
SE11						
Evenly distribute total of SOEs assigned to each Entity						
<b>Exemplary Professional Practice</b>						
<b>Sources of Evidence (SOE)</b>	<b>ENTITY #1 (NAME)</b>	<b>ENTITY #2 (NAME)</b>	<b>ENTITY #3 (NAME)</b>	<b>ENTITY #4 (NAME)</b>	<b>ENTITY #5 (NAME)</b>	<b>ENTITY #6 (NAME)</b>
EP1 Choose one example: a) New Applicants; b) Re-designating Applicants. Assign to one Entity.						
EP1						
EP2EO						
EP3EO (each Entity must submit)	X	X	X	X	X	X
EP4						
EP5						
EP6						
EP7EO						

### Source Selection Table for Systems

EP8EO Choose one example: a) Internal Expert; b) External Expert. Assign to one Entity.						
EP8EO						
EP9						
EP10						
EP11EO Choose one example: a) Nurse Recruitment-Impact on Vacancy; b) Nurse Retention-Impact on Turnover. Assign to one Entity.						
EP11EO						
EP12						
EP13EO						
EP14						
EP15						
EP16						
EP17 Choose one example: a) Nurses Using Resources to Address Ethical Issues Related to Clinical Practice; b) Nurses Using Resources to Address an Organizational Ethical Issue. Assign to one Entity.						
EP17						
EP18EO						
EP19EO						
EP20EO						
EP21EO						

**Source Selection Table for Systems**

<b>EP22EO</b> (each entity must submit)	X	X	X	X	X	X
<b>EP23EO</b> (each entity must submit)	X	X	X	X	X	X
Evenly distribute Total of SOEs assigned to each Entity						
<b>New Knowledge</b>						
<b>Sources of Evidence (SOE)</b>	<b>ENTITY #1 (NAME)</b>	<b>ENTITY #2 (NAME)</b>	<b>ENTITY #3 (NAME)</b>	<b>ENTITY #4 (NAME)</b>	<b>ENTITY #5 (NAME)</b>	<b>ENTITY #6 (NAME)</b>
<b>NK1EO</b> (each entity must submit)	X	X	X	X	X	X
<b>NK2</b>						
<b>NK3</b>						
<b>NK4EO</b>						
<b>NK5EO</b>						
NK6EO Choose one example: a) Work Flow; b) Work Space. Assign to one Entity.						
<b>NK6EO</b>						
Evenly distribute total of SOEs assigned to each Entity						

## Source Selection Table for Systems

NOTE: COMPLETE ONLY ONE TEMPLATE

<b>TEMPLATE #2</b>						
<b>USE THIS TEMPLATE TO ASSIGN BY EXAMPLE</b>						
<b>Transformational Leadership</b>						
Sources of Evidence (SOE)	ENTITY #1 (NAME)	ENTITY #2 (NAME)	ENTITY #3 (NAME)	ENTITY #4 (NAME)	ENTITY #5 (NAME)	ENTITY #6 (NAME)
TL1EO- a						
TL1EO- b						
TL2- a						
TL2- b						
TL3EO						
TL4- a						
TL4- b						
TL5- a						
TL5- b						
TL6- a						
TL6- b						
TL6- c						
TL6- d	TL6 – d System Executive CNO – (not specific to one entity)					
TL7						
TL8 Choose two examples: a) Nurse Practice Environment; b) Patient Experience; c) Nursing Practice. Assign to two Entities						
TL8-						
TL8-						
TL9EO Choose two examples: a) Nurse Practice Environment; b) Patient Experience; c) Nursing Practice. Assign to two Entities						
TL9EO-						
TL9EO-						
Evenly distribute total number of examples assigned to each Entity						

**Source Selection Table for Systems**

<b>Structural Empowerment</b>						
<b>Sources of Evidence (SOE)</b>	<b>ENTITY #1 (NAME)</b>	<b>ENTITY #2 (NAME)</b>	<b>ENTITY #3 (NAME)</b>	<b>ENTITY #4 (NAME)</b>	<b>ENTITY #5 (NAME)</b>	<b>ENTITY #6 (NAME)</b>
SE1EO- a						
SE1EO- b						
SE2EO- a						
SE2EO- b						
SE3EO- a Organization Goal (each entity must submit)	X	X	X	X	X	X
SE3EO- b Unit/Division Goal (each entity must submit)	X	X	X	X	X	X
SE4EO- a						
SE4EO- b						
SE5						
SE6						
SE7 Choose two examples: a) New Graduate Nurses; b) Newly Hired Experienced Nurse; c) Nurses Transferring Within the Organization; d) Transition of APRNs. Assign to two Entities.						
SE7-						
SE7-						
SE8						
SE9- a						
SE9- b						
SE10EO						
SE11- a						
SE11- b						
Even distribute total number of examples assigned to each Entity						

### Source Selection Table for Systems

Exemplary Professional Practice						
Sources of Evidence (SOE)	ENTITY #1 (NAME)	ENTITY #2 (NAME)	ENTITY #3 (NAME)	ENTITY #4 (NAME)	ENTITY #5 (NAME)	ENTITY #6 (NAME)
EP1 Choose one example: a) New Applicants; b) Re-designating Applicants. Assign to one Entity.						
EP1-						
EP2EO						
EP3EO (each entity must submit)	X	X	X	X	X	X
EP4- a						
EP4- b						
EP5- a						
EP5- b						
EP6						
EP7EO						
EP8EO Choose one example: a) Internal Expert; b) External Expert. Assign to one Entity.						
EP8EO-						
EP9- a						
EP9- b						
EP10- a						
EP10- b						
EP11EO Choose one example: a) Nurse Recruitment-Impact on Vacancy; b) Nurse Retention-Impact on Turnover. Assign to one Entity.						
EP11EO						
EP12						
EP13EO						
EP14- a						
EP14- b						
EP15- a						
EP15- b						



**Source Selection Table for Systems**

EP16- a						
EP16- b						
EP17 Choose one example: a) Nurses Using Resources to Address Ethical Issues Related to Clinical Practice; b) Nurses Using Resources to Address an Organizational Ethical Issue. Assign to one Entity.						
EP17-						
EP18EO- a						
EP18EO- b						
EP19EO						
EP20EO- a						
EP20EO- b						
EP21EO						
EP22EO (each entity must submit)	X	X	X	X	X	X
EP23EO (each entity must submit)	X	X	X	X	X	X
Evenly distribute total number of examples assigned to each Entity						
<b>New Knowledge</b>						
<b>Sources of Evidence (SOE)</b>	<b>ENTITY #1 (NAME)</b>	<b>ENTITY #2 (NAME)</b>	<b>ENTITY #3 (NAME)</b>	<b>ENTITY #4 (NAME)</b>	<b>ENTITY #5 (NAME)</b>	<b>ENTITY #6 (NAME)</b>
NK1EO (each entity must submit)	X	X	X	X	X	X
NK2- a						
NK2- b						
NK3- a						
NK3- b						

### Source Selection Table for Systems

<b>NK4EO- a</b>						
<b>NL4EO- b</b>						
<b>NK5EO- a</b>						
<b>NK5EO- b</b>						
NK6EO Choose one example: a) Work Flow; b) Work Space. Assign to one Entity.						
<b>NK6EO-</b>						
Evenly distribute total number of examples assigned to each Entity						