



NSP 1 Grant Overview

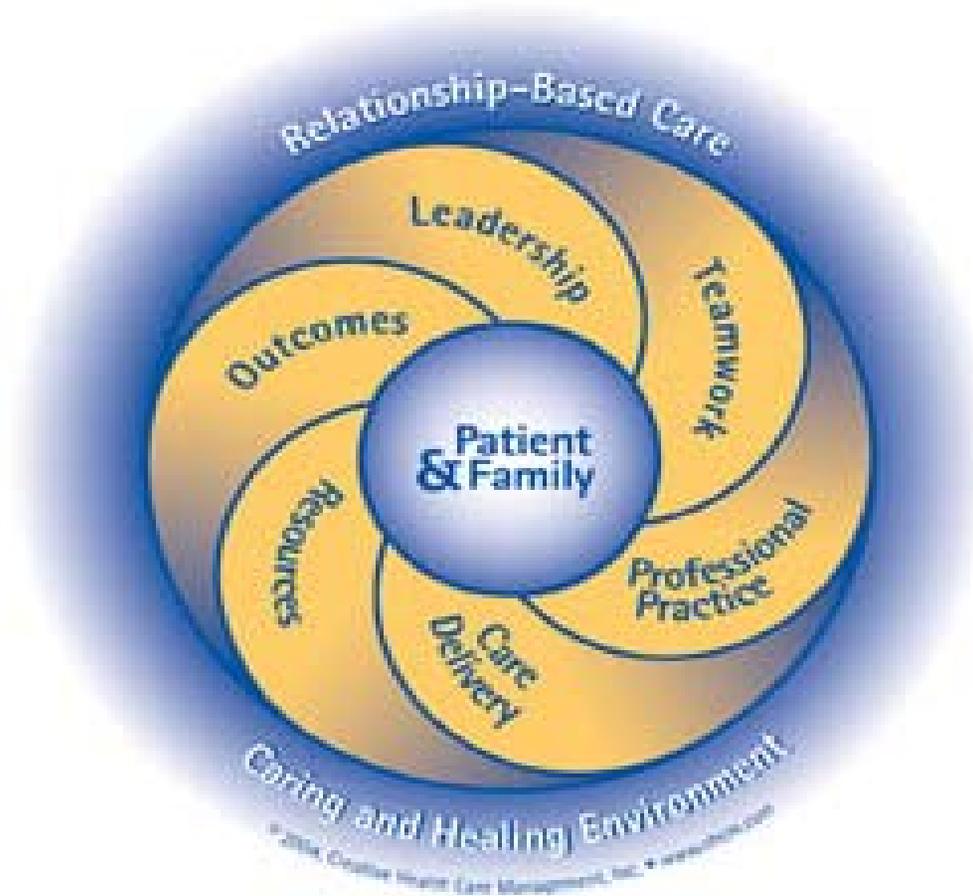
March 13, 2012



The Vision and Investment:

- **Integration of a Nursing Model into Practice at the Bedside:**
Relationship –based Care
- **Leadership Development:**
Charge Nurse Class
“Leading an Empowered Organization” Workshops
“Time to Lead” books
Anatomy of Care training
- **Professional Development:**
Professional Certification
Clinical Ladder
CE Direct – on line CEU courses
APEX on line courses
- **Building our future: A skilled, diverse Nursing workforce at SGAH**
Latino Health Initiative
Extern program
- **Staff Retention and Engagement:**
Professional conferences
Promotion of Evidence-based Practice
Shared Governance through Unit Practice Councils
Clinical Ladder Committee
Preceptor Workshops

Integrating a Nursing Care Model: Relationship-Based Care





Relationship Based Care

Investment in Retention

Strategies:

- Seminars / Training for bedside staff
 - Relationships with self, Peers, and Patients
 - Crucial Conversations
 - Patient Experience
 - Teambuilding
 - Leadership Skills

Retention Outcomes

- Teamwork Culture
- Multidisciplinary , Patient-centered care
- Leadership behaviors
- Shared Governance
- Improved employee engagement among nurses:
 - Overall Score: 3.99 out of 5
 - 95% participation

Leadership Development:

Investment in Retention Strategies:

- Charge Nurse Classes
- “Leading an Empowered Organization” Workshops
- “Time to Lead” books

Retention Outcomes:

- Improved charge nurse engagement in patient care processes and outcomes: Daily huddles
 - Reduced length of stay
 - Improved throughput
 - Patient placement on designated units
- Critical thinking and decision making at point of care
 - Multi-disciplinary rounds
 - Multi-disciplinary care plans
 - Team work



Clinical Ladder

Climbing the Clinical Ladder...

The Clinical Nursing Ladder program is a great opportunity for nurses to be recognized for their expertise and commitment to providing exceptional patient care. The program also allows nurses to advance their careers while maintaining their status as bedside caregivers. Applications for the Clinical Nursing Ladder are currently being accepted.

We would like to congratulate the nurses who have renewed their positions: **Phyllis Dougherty in Labor and Delivery (Level III)**, **Judy Chambers in Pre-Op (Level III)**, and **Jacquie Johnson in Labor and Delivery (Level IV)**.

Great job!

The next deadline to apply to the program is Feb. 23.

For more information, contact **Carol Chandler** at Cchandle@adventisthealthcare.com or **Jacquie Johnson** at Jjohnson@ahm.com

.....*Prism Employee Newsletter, February 11, 2011*



Clinical Ladder

Investment in Nurse-specific Retention Strategies:

- Leadership classes
- Clinical Ladder committee development
- Peer Mentoring

Outcomes aligned with Magnet Designation:

- 75% Increase in Clinical Ladder nurses
- Established Leaders at the bedside
- Clinical Ladder Committee
 - Increased membership
 - All bedside nurses, including committee Chair
 - Tripled level 4 Rns
 - Successful implementation of application criteria and process
- Clinical ladder RNs mentor peers for advancement on ladder
- Clinical ladder criteria applies to clinical initiatives

Professional Development

Investment in Evidence-based Retention Strategies:

- **Specialty Certification**
 - Provision of Certification Review Courses
 - Reimbursement of exam fees
- **APEX On-line courses**
 - Stroke and Chest Pain Centers of Excellence
- **CE Direct online CEU courses**

Outcomes aligned with Magnet Designation:

- **Increase in # of certified nurses throughout clinical arena**
 - 48 % increase in certified nurses
 - 57 nurses currently studying for certification
 - Increase in type of certifications
- **Improved access to evidence-based, CEU courses**
 - Maintenance of specialty certification
 - Provides resources for Nurses to maintain current clinical practice



Building Our Future

Investment: Growing Our Nursing Workforce

- **Extern Program**
 - Eight week program
 - Eight rising senior nursing students / year
 - Every year x five years

Recruitment and Retention Outcomes

- **Graduate nurses**
 - Improved assimilation into nursing career
 - Improved clinical and critical thinking skills
 - Commitment to organization
- Hired 48% of externs (19 out of 40)

Latino Health Initiative

Investment in Building our Workforce:

- Partnership with Latino Health Initiative (renamed: Montgomery County Welcome Back Center)
 - Development of a *Nurse in Training* position. Current, Maryland residents who are foreign-trained nurses, are employed by SGAH to shadow RNs in various clinical areas in order to prepare for NCLEX exam
 - Work as an RN once they pass the NCLEX.

Outcome: Hired 3 Nurses



Zulfiya Manning (left) and Yasemia Lebron successfully earned Maryland RN credentials and are working at Shady Grove Adventist Hospital as part of the foreign-trained nurse program.

Prism Employee Newsletter; July 29, 2011

Nursing Retention & Engagement

Investment in Nationally Recognized Training

- “Leading an Empowered Organization” Workshops
 - Guidance on developing Shared Governance
 - Workshops offered to Nursing leadership and bedside nurses
 - Therapeutic Relationship
 - Re-igniting the Spirit of Caring
 - Anatomy of Care
- Preceptor Workshops

Retention Outcomes

- Professional Practice Environment
 - Shared Governance through Unit Practice Councils and Self Scheduling
 - Improved Communication, Autonomy of practice and teamwork
 - Unit Champions: Nurses owning practice at the bedside and development of protocols
- Peer Mentoring



Thank you for investing in Nursing at Shady Grove Adventist Hospital

