



HOSPITALS • RESEARCH • FOUNDATION



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ANNUAL NURSING REPORT 2022

THE JOURNEY
TO EXCELLENCE
CONTINUES

Greetings Arkansas Children's Nurses!

It is with great honor I present the 2022 Nursing Annual Report. Once again, Arkansas Children's nurses demonstrated our core values of Safety, Teamwork, Compassion, and Excellence. In recognition of our nurses exemplary professional nursing practice, ACH was recognized for the second time as a Magnet facility. The fact that we were able to achieve this honor during a pandemic is indicative of our commitment to our patients, our families, and each other. Thank for your unyielding dedication to this organization and the children of Arkansas.

Most sincerely yours -



Amy Huett PhD, RN, NPD-BC
Director of Nursing Excellence



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VISION

Our Promise:

Unprecedented Child Health
Defined and Delivered

MISSION

We champion children by making them **better today**
and **healthier tomorrow**.

VALUES

Our values are organizational principles that highlight our regard for each other and those we serve. The order of these values is purposeful and should not change.

SAFETY: We are vigilant about creating an error-free environment for patients, families and team members.

TEAMWORK: We coordinate, communicate, cooperate and collaborate to ensure mutual respect and the highest level of service for our patients, families and team members with diverse backgrounds and perspectives.

COMPASSION: We demonstrate empathetic and equitable care and concern for patients, families and team members.

EXCELLENCE: We achieve the highest of standards and serve with distinction in order to be the best.



Arkansas Children's is ranked in seven specialty services according to *U.S. News & World Report's* 2022-23 "Best Children's Hospitals." Arkansas Children's made record advancements on U.S. News & World Report's Best Children's Hospitals list, celebrating the most service lines in which the state's only pediatric health system has ever ranked.

Seven Arkansas Children's specialty services are among the best in the nation, according to the list.

- Cancer (42)
- Cardiology & Heart Surgery (44)
- Diabetes & Endocrinology (29)
- Nephrology (34)
- Neurology & Neurosurgery (48)
- Pulmonology & Lung Surgery (24)
- Urology (40)

“These record rankings validate the journey Arkansas Children's is on as we strive to create a future where every Arkansas child can reach their full potential.

— **Marcy Doderer, FACHE**
President & CEO

”

2022 RECOGNITIONS



CENTER OF EXCELLENCE IN PEDIATRIC SEDATION

The ACH Pediatric Sedation Unit was recently designated a Center of Excellence in Pediatric Sedation by the Society for Pediatric Sedation (SPS). This designation is currently held by 10 children's hospitals nationwide for meeting or exceeding the highest quality standards of the SPS. Congratulations to Dr. Abdallah Dalabih, Dana Thomas and the entire Pediatric Sedation Team for this achievement.

BEACON AWARD



Gold Level
ACH CVICU

Silver Level
ACH PICU

ELSO AWARD OF EXCELLENCE

ACH Extracorporeal Life Support received the EL-SO Award of Excellence. The Platinum ELSO Award recognizes centers that have achieved qualifying scores on the Excellence in Life Support.



FACT ACCREDITATION

Cancer and Blood Disorders at Arkansas Children's Hospital received FACT (Foundation of the Accreditation of Cellular Therapy) - JACIE International Standards for Hematopoietic Cellular Therapy accreditation.



NCQI PATIENT-CENTERED MEDICAL HOME RECOGNITION

Arkansas Children's Primary Care Clinics received the NCQI Patient-Center Medical Home Recognition. This designation defines high-quality care by emphasizing access, health information technology and coordinated care focused on patients.



PRACTICE TRANSITION ACCREDITATION PROGRAM (PTAP)

ANCC Practice Transition Accreditation sets the global standard for residency or fellowship programs that transition registered nurses and advanced practice registered nurses into new practice settings.



2022 RECOGNITIONS



SPINA BIFIDA ASSOCIATION
BEST PRACTICE DESIGNATION



ARKANSAS BEST PLACES
TO WORK 2022



ARKANSAS DEMOCRAT BEST
PLACES TO WORK 2022



FORBES BEST EMPLOYER
IN STATE 2022



LGBTQ HEALTHCARE EQUALITY
INDEX TOP PERFORMER 2022

RECOGNITIONS



EXCELLENCE



Amy Huett, PhD, RN, NPD-BC
Director of Nursing Excellence



Julie Bane, DNP, RN, NPD-BC
Transition to Practice Coordinator



Dominique Ford, MSN, RN, CPHON, CPN
Transition to Practice Coordinator



Amber Barlow, MSN, RN, CPHON, CPN
Transition to Practice Coordinator



Lametria Wafford, MNSc, RN, NPD-BC
Clinical Education Specialist Coordinator



Joanna Carpenter, MSN, RN, NPD-BC
Professional Development Specialist



Marlene Walden, PhD, APRN, NNP-BC,
CCNS, FAAN
Nurse Scientist Manager



Amy Ramick, DNP, RN, ACNS-BC, NPD-BC
Nursing Research Specialist



Austin Lovenstein, MBA, MA, BS, CRS
Research Coordinator

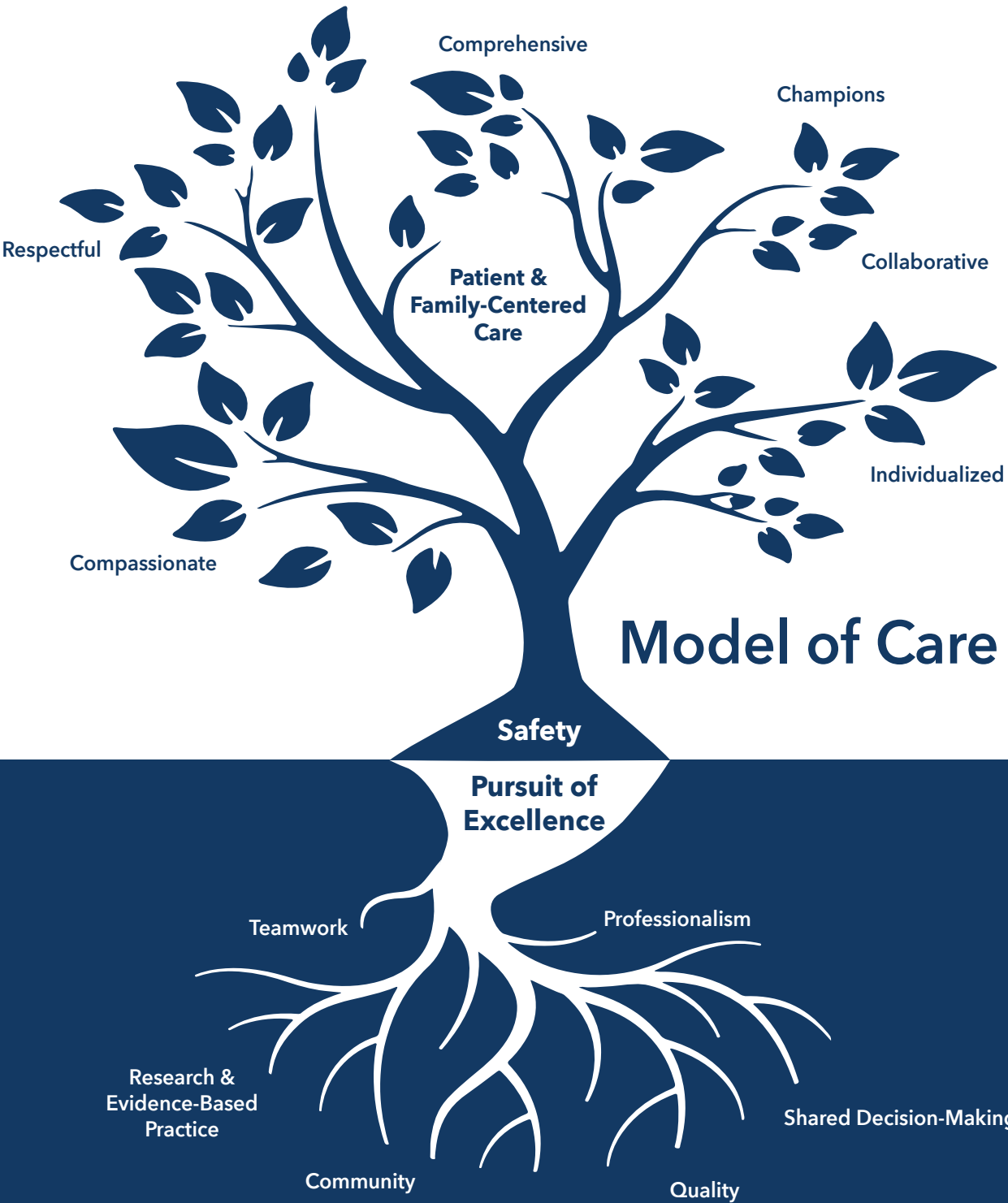


Barbara Schmid, BHS
Senior Project Coordinator



Tamey Craig
Administrative Assistant

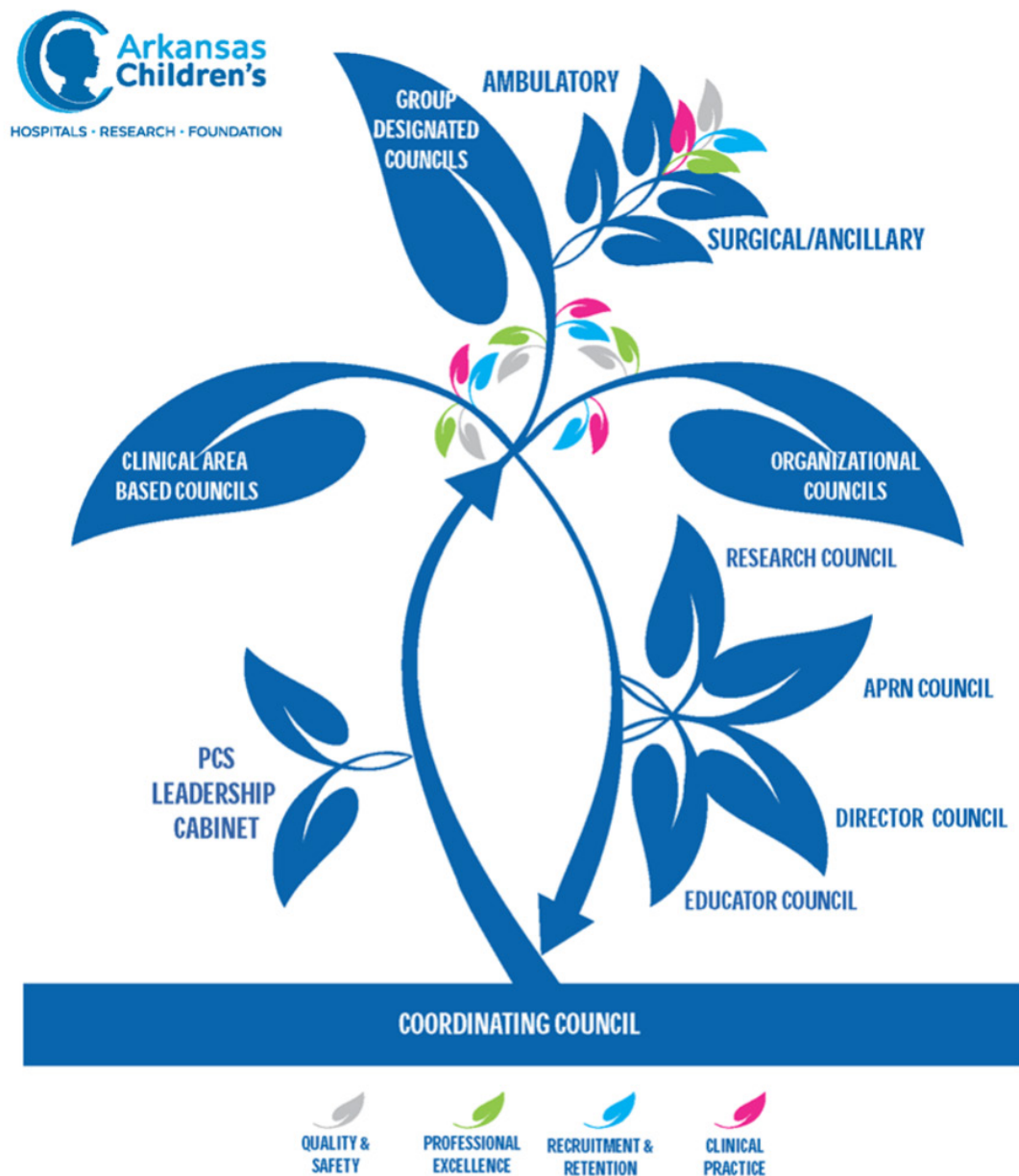
The Professional Practice Model serves as the foundation for nursing practice within the organization. The PPM includes essential values that ACH nurses identified as the basis for delivering patient and family-centered care. Safety and the Pursuit of Excellence are core values of the ACH Model of Care/Professional Practice Model.



Professional Practice Model

Shared Decision Making is foundational to the ACH Professional Practice Model, including Shared Decision Making as an essential root of nursing practice. The work and outcomes of the councils contribute toward the pursuit of excellence in professional nursing practice; the delivery of safe, high quality patient care; a supportive, healthy work environment; patient, family and nursing satisfaction; nurse retention; and fiscal stability.

ACH Shared Decision Making Councils



* In January of 2023, ACH Council structure was restructured.

Implementing a Cancer and Blood Disorders Service Line Quality Nurse Decreases CLABSI Rates to 9 Year Low.

In fiscal year (FY) 2022 (July 2021 - June 2022) the number and rate of central line associated bloodstream infections (CLABSIs) for the Cancer and Blood Disorders Center (CBDC) at Arkansas Children's Hospital increased 133% from a seven year average of 6 to 14 CLABSIs and an average rate of 1.05 to 3.15; a 200% increase. Note: CLABSI includes mucosal barrier injury (MBI) and non-MBI infections. We had success in reducing CLABSIs in the Neonatal In-tensive Care Unit with a Dedicated CLABSI Prevention Registered Nurse¹. This paved the way for implementing a cancer and blood disorders Service Line Quality Nurse to focus on CLABSI prevention.

In August of 2022 the CBDC implemented a Service Line Quality Nurse. This registered nurse observed practice, identified gaps, and implemented action items related to CLABSI reduction. Progress was discussed weekly with CBDC leadership, monthly with the unit based healthcare acquired condition (HAC) team, and monthly with the hospital wide HAC team.

Action items included:

- 1. Staff training:
 - CHG–
 - Did not have CHG prep pads for scrubbing the hub due to product shortage from March to November 2022. Used alcohol pads instead.
 - Prepping the site with CHG (preferred) vs betadine and sterile water (betadine).
 - Found betadine prep was performed incorrectly, contaminating the site. Updated education.
 - Parents requesting betadine over CHG due to "allergy."
 - Determined staff were not letting CHG dry completely before dressing applied leading to chemical burns
 - 123 initiative
 - Bathe once per day (with CHG wipes or with CHG wipes following regular bath)
 - Perform oral care at least twice per day
 - Ambulate three times per day
 - Electronic medical record
 - Addition of a culture tab to flow sheet
 - Documentation of hygiene and central line (CL) care
 - Documentation on CLABSI under education tab
 - Implemented annual bundle compliance competencies
 - Auditor training and reminders
 - Added QR codes for quick access to bundle compliance digital tool
 - Weekly rounds with Infection Prevention
 - Real time staff and patient/family education including using the "I have a Central Line" flyer

Table 1. CLABSI events and rates by FY

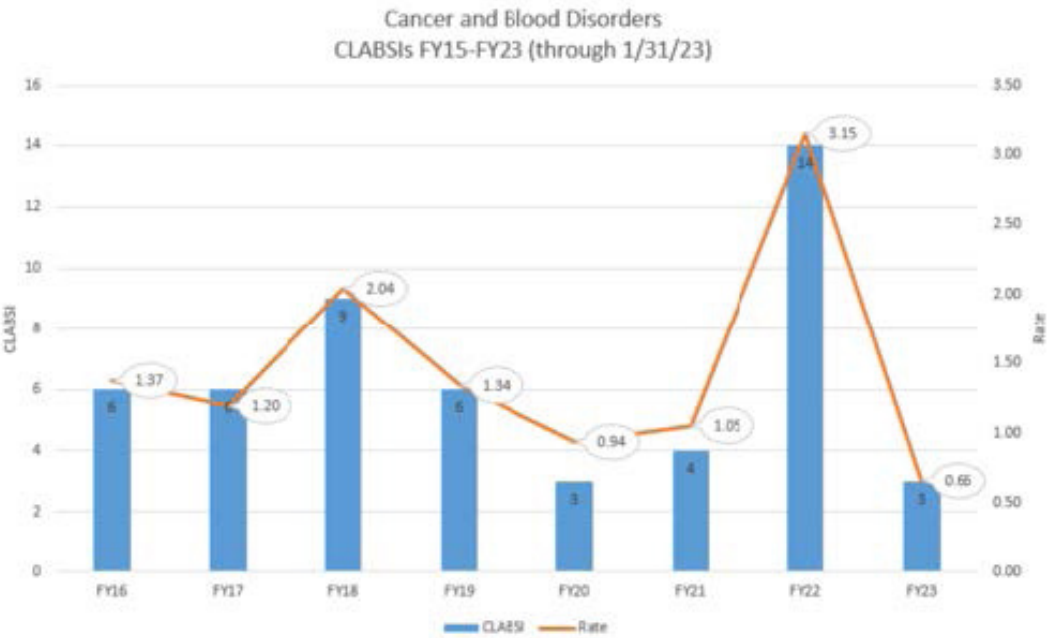
FY	CLABSI	Rate	CL
FY15	7	1.52	4616
FY16	6	1.37	4374
FY17	6	1.20	5015
FY18	9	2.04	4403
FY19	6	1.34	4472
FY20	3	0.94	3199
FY21	4	1.05	3792
FY22	14	3.15	4448
FY23*	3	0.66	3020

*year to date (through January 2023)

QUALITY & SAFETY HIGHLIGHTS

As a result of implementing a cancer and blood disorders Service Line Quality Nurse to focus on CLABSI prevention strategy, we reduced the number of CLABSIs to 3 and our rate to 0.66 during July 1, 2022 to January 31, 2023.

See table 1 and figure 1 below.

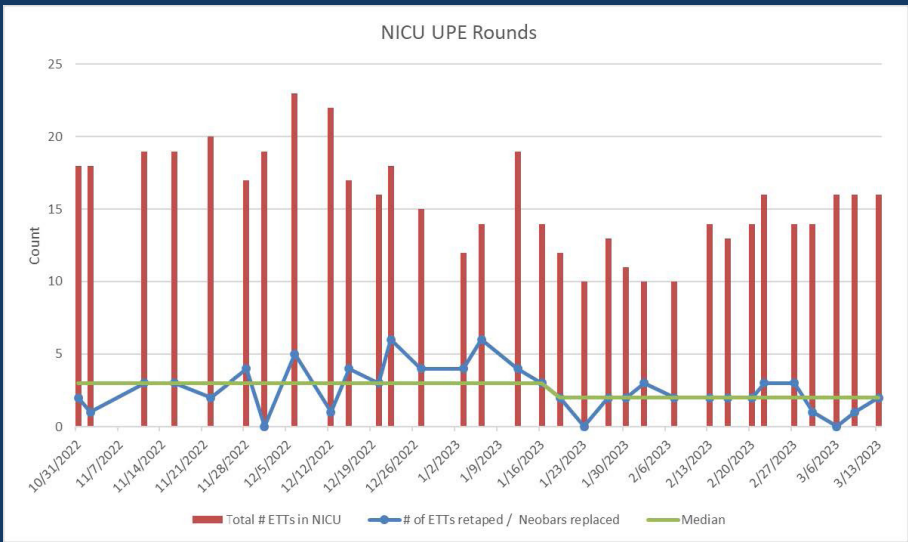


UPE Rounding Results in 45% Drop in UPEs

Christopher Pettigrew, RN and Strategic Analytic Program Manager of NICU along with the UPE HAC Group have reduced UPEs in the NICU by 45% since implementing UPE rounding.

Each UPE represents a potentially life threatening event. By conducting UPE Rounds in the NICU we aim to reduce the potential for harm to our patients by increasing the security of our ventilated patient’s airways. The group’s aim was to decrease UPEs in general, with a target of zero UPEs maintained over time.

Since UPE rounds began on 10/31/22, we have identified 75 ETTs that were not adequately secured. During the three months prior to the start of UPE Rounds there were 11 UPEs in the NICU. During the first three months after UPE rounds were initiated, UPEs dropped to 6. This amounted to a 45% drop in UPEs in the NICU. From December 6, 2022 to February 3, 2023 there were no UPEs in the NICU. This UPE-free timespan represented the first time in 11 months that the NICU had been free of UPEs.



QUALITY & SAFETY HIGHLIGHTS

ONGOING PROJECTS

Topic	Discussion	Action Items
Barcode Scanning Compliance	Barcode scanning compliance goal > 95% by the end of the reporting year (Jan23). January Data Overall, 93.5% Patient Scanning 94.7% Medication Scanning 95.7% January areas over 95% in both areas: Dialysis, 5E, 4K HEM and Hem/Onc Clinic, CVICU, ITU, NICU, 3E and 3C-IMU Need all information in one place. End-user does not know their compliance unless manager or director shares. Need Epic report. It has not been part of the managers/directors workflow in Epic. Part of Epic Honor Roll	Provided BCMA Compliance link to all Directors IS team working on Epic IP Nurse Manager Trending Dashboard. Need all information in one place. Onboard training regarding scanning medications/boluses complete. Updated Clinical operations Committee in February. Incentive ideas for most improved or best overall compliance.
Armbands	Armbands were frequently discussed during ADE HAC Rounds with frontline staff. Armbands have been a barrier to barcode scanning compliance. ADE HAC has been tasked with piloting and purchasing new armbands.	Waiting for sample. There is a group developed and ready to meet when sample is received. Plans to pilot in areas with <95% barcode scanning compliance.
Imprivata	2nd verifier badge tap to reduce time spent typing long password during medication administration.	IS is working with Imprivata team. Epic needs some updates before this product can be added. Pilot departments (PACU, 4C, and PICU).
"Handoff" medication report	Continuous infusions are sometimes infusing at the incorrect rate, dose, turned on or off (the opposite of the order) or clamped. These are found at shift change. Looking at number of Safety Trackers entered for continuous infusions being incorrect.	Looking at number of Safety Trackers entered for continuous infusions being incorrect. Researching what tools we have available in Epic.

In July 2021, the Emergency Department was in the first percentile for patient satisfaction. By the end of the year, our scores showed improvement, but we knew we wanted to make Patient Experience a priority in 2022.

Based on our analysis of patient/caregiver feedback, wait times and communication within the department were the concerns that led to the most dissatisfaction. Staff from the Emergency Department and ancillary departments met monthly to review opportunities for improving Patient Experience and develop new ideas.

Throughout 2022, there were multiple surges in patient volumes that allowed the ED to test those ideas.

To improve wait times, the ED:

- Opened a “Vertical ED” in the low-acuity waiting room
- A “Vertical ED” is for patients who are well enough to stay vertical and don’t need to rest horizontally on a stretcher
- Opened an after-hours, low-acuity area in the PHR (Radiology Prep, Holding, and Recovery area)
- Reported wait times and LWBS rates in the department as well as throughput the organization to increase awareness and ownership of throughput
- Participated in an Admission Throughput Team with inpatient nurses and physicians to help reduce admission wait times
- Implemented Xferral, a software that allows data for patients needing placement to be sent concurrently to all facilities

To improve communication, the ED:

- Implemented leadership rounding (all days and shifts)
- Installed monitors in the Waiting Rooms that explained the intake process
- Updated our Staffing Matrix to add LPNs and more paramedics (to help extend scarce RN resources)
- Added licensed staff to the waiting rooms from 11a-11p
- While our patient experience scores showed variability (14th – 65th percentiles) through the year, our trend line continues to move up and we ended December 2022 in the 30th percentile. We feel optimistic about our FY23 scores, as – at the end of February 2023 – we are at the 61st percentile. We even spent two brief but unprecedented weeks in the 99th percentile at the beginning of the month.

PAUSE FOR ME

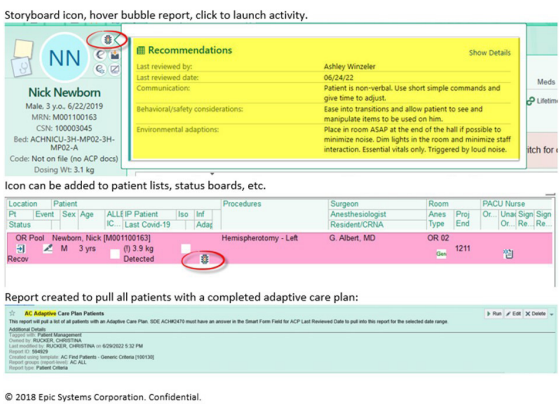
Prior to the COVID-19 outbreak in 2019, the Ambulatory Surgery Center (ASC) Nurses worked with parent groups to formulate a question and scoring tool to help better care for Autistic, CP, intellectual disability, and other rapid sensory patients. On the cusp of the tool being released for parent/care giver use, the global pandemic began and the project was placed on hold. However, in 2022, the need for this program was noted and efforts began to collaborate with EPIC Analyst and other disciplines to insure a meaningful tool that could be utilized across the ACH System.

Coping skills for children visiting the hospital can be challenging, especially for patients who have known conditions that predispose them to a heightened challenge based on sensory or developmental needs. As a system, and part of the Behavioral Health Strategy Workgroup, Arkansas Children’s aspired to proactively obtain helpful, personalized information for patients who meet certain diagnostic criteria to aid in a more successful healthcare patient encounter. While the initiative is largely led operationally by Child Life Specialists, this work requires high levels of collaboration with our EPIC teams, nursing and leadership.

This program, now called Pause for Me, leverages caregivers and parents as the experts in their children. Arkansas Children’s cares for more than 3,000 patients with a known or suspected Autism Spectrum diagnosis and other conditions we know may have significant sensory processing challenges, such as Down Syndrome and Fragile X. Working closely with EPIC analysts, patient lists were pulled for both ACNW and ACH as a starting place to proactively identify which patients would most benefit from an adaptive care plan. Through MyChart and via phone, patients with upcoming appointments are identified and provided a questionnaire to learn more about their child.

Denoted by a spotlight icon in the patient chart, accessible by any-one caring for that patient, the ChildLifeSpecialistsreviewandsummarizeanswers provided by parents/caregivers of patients, which includes information such as communication preferences and common triggers.

The Pause for Me program pilot occurred in the ACNW Surgery department and was quite successful, offering not only patients and their families a personalized experience while in our care, but also providing nursing and other team members who interact with these patients’ key information to ensure the visit runs as smoothly as possible. Since the pilot in spring of 2022, the Pause for Me program expanded to additional departments at both ACH and ACNW (surgery, outpatient ortho & ENT). Pause for Me will be live in all areas of the hospitals by the end of FY23.



WORKFORCE FOR THE FUTURE: PROFESSIONAL PRACTICE

RN NEW GRADUATE NURSE RESIDENCY PROGRAM

The RN New Graduate Nurse Residency program meets goals of increased retention, confidence, competence, engagement, and satisfaction of new graduate nurses. The program is individualized progression; includes didactic classes, clinical rotations, debriefing, and mentoring components and is offered three times a year in the spring, summer, and fall.

FEBRUARY 2022

31 RN New Graduates (50% BSN graduates)

JULY 2022

65 RN New Graduates (74% BSN graduates)

SEPTEMBER 2022

14 RN New Graduates (100% BSN graduates)



September 2022 Cohort

Arkansas Children’s Hospital is the first and only new graduate residency program in Arkansas to achieve accreditation with distinction from the Practice Transition Accreditation Program® (PTAP), awarded by the American Nurses Credentialing Center (ANCC). This distinction is the highest recognition an organization can earn for excellence in transitioning new graduate nurses into practice settings, while meeting rigorous, evidence-based standards for quality and excellence. Arkansas Children’s Hospital received PTAP re-designation with distinction in 2022.

2022 NEW GRADUATE NURSE RESIDENCY RETENTION RATES

89% at 1 year post hire

STUDENT NURSE INTERN PROGRAM

On February 8th, 2022, Arkansas Children’s received a \$2.25 million, four-year commitment from the Windgate Foundation to help support the healthcare system’s nursing recruitment and retention efforts. One initiative funded by the Win-gate Foundation is the Student Nurse Internship.

The Student Nurse Internship program offers a year of one-on-one precepted experience in direct patient care settings designed to enhance the student nurse experience and accelerate practice readiness. The program also fosters enculturation to the Arkansas Children’s team and supports retention efforts across the system.

WORKFORCE FOR THE FUTURE: PROFESSIONAL PRACTICE

Arkansas Children’s Hospital first Student Nurse Internship began in July of 2022, with 17 Interns. The July 2022 Student Nurse Intern Program cohort was a big success! Fifteen of seventeen interns have accepted nursing positions at Arkansas Children’s. Due to the first-year success of the Student Nurse Internship program, Arkansas Children’s was approved to increase the number of Interns in 2023 to 30 participants.

An additional initiative the Wingate Foundation supports is Academic Partner-ships between schools of nursing and Arkansas Children’s. Arkansas Children’s secured it first academic partnership with Ouachita Baptist University (OBU), which will begin in August 2023.

Students from schools of nursing who participate in academic partnership with Arkansas Children’s will receive clinical credit toward their graduate requirements, and be employed as a Student Nurse Intern by Arkansas Children’s.

PROFESSIONAL NURSING ORIENTATION

In 2021, a study conducted by the Arkansas Hospital Association reported that Arkansas “had only 76% of the registered nurses required to provide the national average level of care demand.” (Browner, 2022). In 2022, The Center for Nursing Excellence met this challenge by increasing Professional Nursing orientation instances. 2022 saw a 17% increase in the number of participants, from 470 in 2021 to 550 in 2022. Of those 550 participants, 293 attended in person and 257 attended online orientation. Participants included RNs, LPNs, Patient Care Technicians, Clinical Support Staff, Unit Secretaries, Care Attendants, Behavioral Health Technicians, Paramedics, OR Technicians and other technician roles as applicable.



Browner, S. (2022, January 22)) AHA Study: State Short of Nurses, Other Professionals. Talk Business & Politics. <https://talkbusiness.net/2023/01/aha-study-state-short-of-nurses-other-professions/#comments>

ARKANSAS CHILDREN'S APPROVED PROVIDER UNIT

The mission of the Arkansas Children's Approved Provider Unit is to promote life-long learning by providing high quality, evidenced based nursing continuing professional development activities targeted to registered nurses to enhance their professional practice and improve health outcomes.

Arkansas Children's Approved Provider Unit provided **1335.02 CONTACT HOURS** during 2022 through the following Nursing Continuing Professional Development (NCPD) educational activities:

NURSING GRAND ROUNDS:

- Where to Draw the Line: Nurse and Social Media (Live and Video on Demand)
- End-of-Life (Live and Video on Demand)
- Promoting a Positive Clinical Experience for Nursing Students (Video on Demand)
- Palliative Care at Arkansas Children's (Live and Video on Demand)
- A Trauma Informed Toolkit for Behavioral Watchers (Live and Video on Demand)

NURSING RESEARCH GRAND ROUNDS:

- The Great American Cookie Experiment: Study Findings and Research Principles
- Implementation Science Strategies to Improve Antimicrobial Utilization for Pediatric Urinary Tract Infections.
- Coping Intervention for Caregivers of Children with Congenital Heart Disease
- The Science of Using Animal Assisted Intervention to Improve Staff Resilience

NURSING PROFESSIONAL DEVELOPMENT EDUCATIONAL ACTIVITIES:

- ACNW: Nursing Excellence: Launching the Journey to Magnet
- Arkansas Children's Approved Provider Unit Nurse Planner Education
- Burn Emergency Management
- CPHON Preparation Course
- Hematology Basics
- Outreach: Asthma Management for Students at School
- Professional Development: Self-Awareness: Yep, YOU!
- Preceptor Development Workshop- Online
- Safety Care Specialist Training
- Special Topics in Nursing Research: Research Compliance Risks

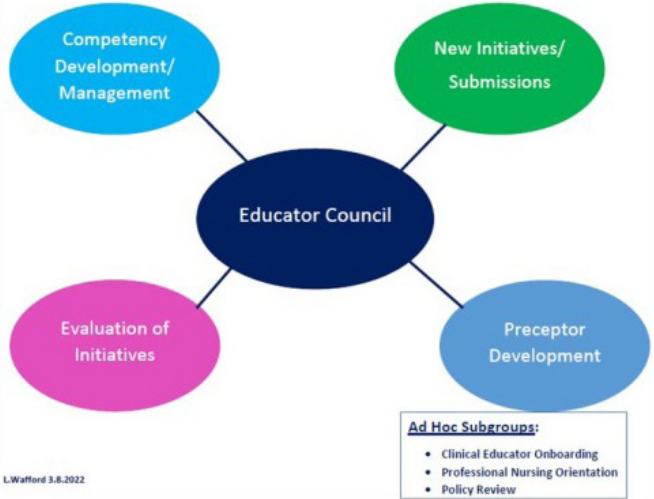
NURSING PROFESSIONAL DEVELOPMENT EDUCATION INITIATIVES IN COLLABORATION WITH EDUCATOR COUNCIL:

PRECEPTOR PROFESSIONAL DEVELOPMENT: QUARTERLY REQUIREMENT:

- Having Difficult Conversations
- Time Management
- Virtual Drop-In Sessions

EDUCATION INITIATIVES AND COLLABORATIONS:

- Atrium Oasis Dry Suction Water Seal Drain
- Behavioral Health Education
- CareAline Pro Wrap Pilot
- CAUTI Policy Edits
- Clinical Pathways
- Max Blood Volume Update
- Medela Pump Accessories Implementation
- Mock Code Scenarios Standardization Subgroup
- Tracheostomy Education Standardization
- COVID-19 Vaccine Updates
- Educator Council Subgroups
- Environmental Health & Safety Monthly Update
- Magnet Readiness
- Clinical Educator Onboarding Review
- Education Initiative Evaluations/Follow-up
- Educator Council Workflow & Evaluation Process
- Epic Updates
- Fit Testing Process Change
- Intake/Output Flowsheet Documentation
- Point of Care Validation with Professional Nursing Orientation
- PNO Attendance Algorithm
- Preceptor Resources Teams Page
- Up-to-Date Clinical Resource
- Workforce for the Future: Professional Practice



L.Walford 3.8.2022

MARTIN LUTHER KING ELEMENTARY COAT DRIVE

The Perioperative Unit Nursing council hosted a coat and toy drive for the students at Martin Luther King Elementary school. The council collected 58 coats, 1 hat and 31 pairs of gloves! Wendy Minor, Principal of Martin Luther King Elementary, reported that the children were so excited to receive the gifts. This is the second year the Perioperative Unit Nursing Council has partnered with Martin Luther King Elementary to provide coats to the children.



ACH VACCINE SQUAD PARTNERS WITH MULTIPLE COMMUNITIES TO IMPROVE IMMUNIZATION RATES

Arkansas Children's Primary Care Nurses have been traveling across the state to help improve access to pediatric immunizations. Between August 2022 and February 2023 nurses have participated in mobile vaccine clinics at ten locations around Arkansas administering 709 vaccines to 381 children. Arkansas Children's Community Engagement and Partnership leaders co-ordinated events in Little Rock, Pine Bluff, Mulberry, Fort Smith, Harrison, Eureka Springs and Berryville. The Primary Care nursing teams from across the organization partnered to make these vaccine clinics a success. Nurses from the General Pediatric Clinic, Circle of Friends Clinic, Southwest Little Rock Community Clinic, Chicot School Based Health Clinic, Pine Bluff Clinic, Arkansas Children's Northwest Primary Care and Harvey Pediatrics have all participated in different events and have enjoyed coming together as one team on this project. Several of the clinics were held at schools, and Primary Care Nurses have also enjoyed collaborating with School Nurses around the state. The Vaccine Squad is looking forward to continuing our partnership at future events , delivering care, and vaccines, to the children of Arkansas.



SCHOOL NURSE ACADEMY PARTNERSHIP: PROVIDING CONTINUING EDUCATION & RESOURCES FOR STATE SCHOOL NURSES

Nearly 1,000 nurses work in Arkansas schools. Many enter school nursing as seasoned nurses but without pediatric or public health experience. Nearly one-third of children have a special health care need. They arrive at school with complex and interrelated medical and social issues that impact learning, placing them at risk for absenteeism and poor academic outcomes. The skills needed to coordinate care among multiple specialty providers and educators in a changing health care environment, can be daunting for novice and experienced school nurses alike.

The School Nurse Academy(SNA), a partnership between Arkansas Children’s, the Arkansas Department of Health and the Arkansas Department of Education, provides continuing education for school nurses throughout the state, equipping school nurses with knowledge and capacity to provide an environment for keeping students healthy and ready to learn. These professional development opportunities for school nurses have been made possible through funding from the Blue & You Foundation, and Saviers Family.

SNA training sessions are convened through Arkansas Education and Service Cooperatives statewide infrastructure accessible to school districts in each region of the state. SNA curricula includes psychomotor, critical thinking, leadership skills, content on specific disorders, evidence-based practice, and quality improvement. In conjunction with training, school nurses receive resources to support their work and school district overall.

Year	No. School Nurses Trained	Training
2018	213	Tracheostomy Care & Management, Insulin Pumps and Diabetes, Cardiology 101/ Project Adam, Stop the Bleed
2019	214	EARS, Story Telling: School Nurse Advocacy and Communications, Tackling Asthma and its Social Determinants of Health
2020-2021	300	Sports Medicine Refresher, COACHES, Empowering School Nurses to Care for Diabetes in School
2022	185	What's Poverty Got to Do With It? The differences Between Generational Poverty, Working Class Poverty, Immigrant Poverty, Situational Poverty, and Depression Era Poverty, How Poverty is Internalized as Personal Deficiency, Barriers Perceived by People in Poverty When Dealing With Those Not in Poverty, Poverty as a Determinant of Health, Techniques for understanding and Valuing Oral and Print Culture Communications Styles, Ways to Motivate and Provide Meaningful Incentives to People Fighting Poverty

Ambulatory Council

Chair Devan Shaw, RN, CPN/Co-Chair Sunni Costello BSN, RN, CPN

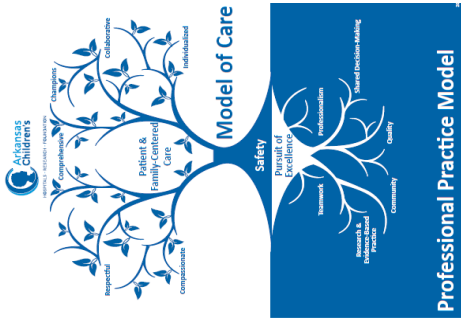
Membership	Goals	#morethanever	Connections
- Jill Chandler, BSN, RN - Sunni Costello, BSN, RN, CPN - Jeannie DeLoach, BSN, RN, CPN - Stephen King, PT - Terra Loyd, BS, RRT-NPS - Amanda Manning, BSN, RN - Nancy Marks, BSN, RN, CPN - Donna Matthews, BSN, RN - Tammy Mobley, RN - Tiffany Moore, RN - Brandi Price, BSN, RN - Katelyn Sawyer, BSN, RN - Devin Shaw, RN, CPN - Terri Songer, MNSc, RN, CNML - Jonna Turner, BSN, RN - Hailey Wood, BSN, RN	- To support the ACH and Patient Care Services mission, vision and strategic guidelines achieving quality and safe family centered care. - Magnet readiness, staff engagement, patient safety and excellent patient experiences. - Develop workflow for transition of care to adult care. - To further develop our mentor program.	- Our council has continued to face obvious challenges of virtual meetings due to COVID-19. - Our council has faced challenges with membership and is in the process of rebuilding that membership. - We continue to work on our mentor program. - Workflow for Transition of Care to Adult Care across Ambulatory. - In the works: - Ambulatory Council Newsletter	- Our council is interdisciplinary in order to achieve improved quality and safety in patient care and performance excellence. - We promote staff involvement, teamwork and consistency across departments. - Complimenting the formal organizational reporting structure, our members represent and report back to their work areas. Progress from our council is shared in Coordinating Council. - Information from Coordinating Council is in turn shared with members of our council by the Chair and Co-Chair. This is self governance in action.

Purpose

- As a designated group council, members engage in discussion and decision making on clinical matters within like services areas to gain consistency, integration and standardization within Ambulatory Care.

Task Forces/Subcommittees

- Transition of Care to Adult Care task force
- Ambulatory Council Newsletter task force



Future Direction

- Continue to work on employee engagement by adjusting strategies based on survey feedback.
- To grow our mentor program which can help have a positive impact on staff retention.
- We will continue to work to develop strategies to help with patient satisfaction.

APP (Advanced Practice Provider) Council

Chair: Sally Puckett, MNSc, CPNP-PC, Co-Chair: Haleigh Shumate, MSN, CPNP-PC

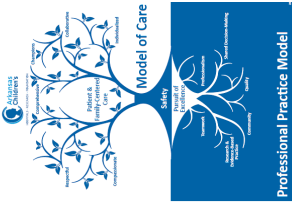
Membership	Goals	#morethanever	Connections
- Sally Puckett, MNSc, APRN, CPNP-PC, Chair - Haleigh Shumate, MSN, APRN, CPNP-PC, Co-Chair - Whitney Tappan, MNSc, APRN, CPNP-AC, Recorder - April Carpenter, MNSc, APRN, CPNP-PC - Katrin Wooley, MNSc, APRN, CPNP-AC - Jennifer York, MNSc, APRN, CPNP-AC - Melissa Mantz, MSN, APRN, CPNP-PC - Kayla Nevala, MNSc, APRN, CPNP-PC - Beth Hanks-Clark, MNSc, APRN, CPNP-PC - Ellen Mallard, MNSc, APRN, PCNS-BC - Kumar Patel, PA-C, MSPAS - Kristie Frost, MSN, APRN, NNP - Pam Royal, DNP, APRN, NNP-BC - Keri Norris, MSNA, APRN, CBNA - Kathryn Lehtner, PA-C, MSPAS - Eva Barlogie, PA-C, MSPAS - Alison Baldridge, MNSc, APRN, CPNP-AC - Monica Alexander, MNSc, APRN, CPNP-AC - Tiffany Teague, MNSc, APRN, FNP - Rachel McKnight, MNSc, APRN, CPNP-AC - Sabra Curry, MSN, APRN, NNP-BC - Alicia Cook, MNSc, APRN, CPNP-AC - Crystal Paparic, MNSc, APRN, CPNP-PC - Kristen Sheppard, MNSc, APRN, CPNP-AC, CPNP-PC - Leslie Humiston, MNSc, APRN, CPNP-PC - Michelle Davis, MNSc, APRN, CPNP-PC - LouAnna McAdams, MNSc, APRN, NNP-BC, PNP-BC - Laura Jones, MNSc, APRN, CPNP-PC - Bonnie Kitchen, MNSc, APRN, CPNP-PC, CPNP-AC - Debra Jeffs, PhD, RN, NPD-BC, FAAN - Marlene Walden, PhD, APRN, NNP-BC, CCNS, FAAN	- Increase APP professionalism and participation - Develop Transition to Practice Program - Further develop Precepting Program to facilitate holistic and standard education of APP students and increase APP education opportunities. - Continue to develop relationship and communication with UAMS CON pediatric faculty. - Improve APP education - Increase APP Community Outreach and Citizenship - Improve APP Information Dissemination and Networking - Increase APP job satisfaction	- APP Council has transitioned to a more accessible meeting time with both in-person and virtual options to help increase participation. - We have increased membership as more APPs have asked to participate. - We are hosting a national conference in October sponsored by APPEX to provide CE and network nationally. - We are working to build our Transition to Practice program by discussing APP fellowship development at ACH for APP graduates. - We have implemented practice changes in our precepting program to better education APRN students. - UAMS CON and our Council have improved our relationship and communication to have a direct dialogue via Council for the UAMS CON program faculty. - Resumed accredited APP Grand Rounds virtually to continue APP education. - Established formal recognition of APPs for their contributions to the hospital including an "APP of the Month" and a spotlight on APPs in the APP Newsletter. - Our ACH Mentoring Committee continues to help transition new APRNs into their role. - We started an Annual APP General Staff Meeting to provide APP specific updates, needs, initiatives to the APP group. - Additionally, we are developing an Annual Town Hall for APPs to meet with UAMS and ACH leadership.	- Our Council participates in the shared decision making of the hospital by providing APP representatives for many of the hospital councils, quality and safety councils, and HAC groups. - Ours APPs participate in quality improvement and research projects throughout the hospital and community. - By precepting and mentoring new and future APPs, we promote the pursuit of excellence in building the team work, professionalism, and education of future providers at ACH. - Our partnership with the UAMS CON further serves our local community and hospital by a commitment to continued education of APPs.

Purpose

- The purpose of the APP Council is to provide a forum for all APPs practicing at ACH to engage in discussions and decisions in relation to the APP role. In addition, this council facilitates communication among APPs to support the integration of the APP Council decisions into the practice setting.

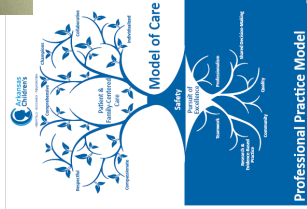
Task Forces/Subcommittees

- APP Mentoring Committee
- APP Orientation/Onboarding Committee
- APP Education Committee
- APP Precepting Committee



Elisa Annesley-DeWinter RN IV, CCRN Chair
Mandy Yelvington MS, OT/RL, BCPR, BT-C Co-Chair

- Physician partnership - collaborating with house staff residents, subspecialty services caring for pediatric patients with varying diagnoses during low Burn census.
- Our Council supports collaborative and comprehensive evidenced-based practice with focus on high quality patient and family centered care through multidisciplinary teamwork and shared decision making.



- Develop Pathways, support the increase in retention and nursing certification
- Promote the benefits of being a council member, work with management to support staff to attend meetings. Easy access to minutes, projects and photos.

CVICU/ECMO Clinical Practice/Quality & Safety Council
Brittany Bradley BSN RN CCRN & Caroline Clark BSN RN

Management of Gastric Aspirates for Enterally Fed Patients

Baseline measurement of gastric residuals is used as reliable indicator of feeding intolerance.

Residuals ≥ 5 is recommended for most of pediatric patients to initiate gastric residual volume (GRV) in the first 24-48 hours starting per enteral access. Thereafter, residual volume ≥ 10 ml is recommended for initiating feeding intolerance.

Gastric Residuals will be checked:

- Q 12-4 hours on patients being advanced on feed volume
- Q 12-4 hours on patients with feeding intolerance
- On clinical deterioration (abdominal distention, ileus)

GRV

GRV ≥ 5 ml

GRV < 5 ml

GRV ≥ 10 ml

GRV < 10 ml

GRV ≥ 15 ml

GRV < 15 ml

GRV ≥ 20 ml

GRV < 20 ml

GRV ≥ 25 ml

GRV < 25 ml

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GRV < 380 ml

GRV ≥ 385 ml

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GRV ≥ 390 ml

GRV < 390 ml

GRV ≥ 395 ml

GRV

inclusion care documentation	Compassion Support of teens/young adults through prolonged hospital stay Support of and process improvement for CV intermediate patient population
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Nursing Annual Report & Council Celebration 2022

3C Intermediate Care Unit Council

Chair: Jolie Hand BSN, RN Co-Chair: Ali Hammer BSN, RN, CPN

Membership	Goals	#morethanever	Connections
- Carla Mace BSN, RN, CPN--Recorder - Jessi Brown BSN, RN, CPN - Amanda Autin MNsc, RN - Rayonna Carr BSN, RN - Lisa McDougal BSN, RN - Rachel Browning BSN, RN, CPN - Kaitlin Montgomery BSN, RN, CPN - Rachel Stewart BA, CCLS	- Quality and Safety - Actively working with VAT team to decrease CLABSI rates. Adding CHG bath and Linen Change to nursing Work List. - Engagement - Nurse Retention & Workforce Planning. PICU/IMU Hybrid Versant program. Encouraging training in both PICU and IMU. - Nurse Engagement Actively working to improve employee engagement. - Optimization - Team Resilience. Our team has strived to remain resilient throughout our staffing crisis. Changes in leadership included new educator and PCM.	COVID Challenges: - Our meetings continue to be conducted via Teams to necessitate social distancing. - Additional Negative pressure rooms have been added to accommodate COVID Positive patients. - Adjusting Visitor restrictions and masking requirements based on current recommendations/requirements. - Staffing: adjusting patient assignments for staff, team leader. Utilizing PCM and Clinical Educator as needed for staffing. Celebrations/Success Stories: - Daisy Nominations - Staff Sharing Victory Vision pins to celebrate teamwork - Employee Engagement survey results indicate staff enjoys the people they work with and indicates it as a reason for staying on IMU. - Beauty Box collection: staff collected person care items to be used for patients and their families while on IMU - Operation Christmas Shoebox: IMU staff collected items to fill multiple shoe boxes that are distributed to children throughout the world - July Hybrid group of Versant Nurses that will be working on both IMU and PICU.	Throughout the COVID Pandemic this council and IMU team members have continued to serve the children of Arkansas in a way that reflects our model of care. Our nurses deliver quality comprehensive patient/family centered care while maintaining a level of compassion and respectfulness to our patients.  Future Direction - Our council will vote for new chair and co chair - Promote participation in council by recruiting new members.



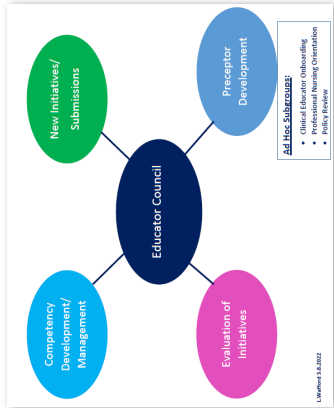
Purpose	Task Forces/Subcommittees	Connections
Improve patient safety at unit level, empower nurses to integrate quality initiatives, improve nurse retention and to deliver education and safe practice for our nurses, patients, and families.	Shared Decision Making Bedside nurses and council members represent unit on all organizational HAC committees-- - PERR council • CAUTI, CLABSI, PIVIE • Daisy award committee • Quality/Safety & Clinical Practice councils • PUP/SKIN CHAMP Sunshine Fund. Employee of the Quarter	

Nursing Annual Report & Council Celebration Special Edition 2022

Educator Council

Shea Long, BSN, RN, CPN/ Lindsey Ward, BSN, RN, CPN, CPON/Lametrica Wafford, MNsc, RN, NPd-BC

Membership	Goals/Council Submissions	#morethanever	Connections
- Amy Huett, PhD, RN-BC - Ashley Torrey, BSN, RN - Brady Dixon, BSN, RN-BC - Brandie Samples, BSN, RN - Brooklyn Goad, BSN, RN - Carla Mace, BSN, RN, CPN - Carol Oldridge, BSN, RN, CPN, CPON - Casey Holmes, BSN, RN - Chad Dugger, MSN, RN, CPN - Christine Grauer, BSN, RN, CCRN - Crisis Benson, BSN, RN, CPN - Emily Durdan, BSN, RN, CCRN - Emma Rhoads, MSN, RN, CCRN, CPHQ - Erin Hess, BSN, RN, RNC-NIC - Heather Neal-Rice, MED, LICP, RRT, RRT-NPS, AE-C - Holly Hanson, BSN, RN, CCRN - Jessica Weaver, BSN, RN - Joanna Carpenter, MSN, RN, NPd-BC - Julie Bane, DNP, RN, NPd-BC - Kristen Wilson, BSN, RN, CPN - Lametrica Wafford, MNsc, RN, NPd-BC - Lindsey Ward, BSN, RN, CPON, CPN - Lisa Hampton, BSN, RN, CNOR - Mallory Hill, BSN, RN, CPN - Maria Allred, BSN, RN, CPN - Maria Eilers, MSN, BSN, RN - Nici Belknap, MSN, RN-BC, RNC-NIC - Paula McEhanon, RT (R) - Rosa Zamora, BSN, RN - Shea Long, BSN, RN, CPN - Teresa Jacobs, RN	Quality and Safety - Atrium Oasis Dry Suction Water Seal Drain - Behavioral Health Education - CareAlone Pro Wrap Pilot - CAUTI Policy Edits - Clinical Pathways - Max Blood Volume Update - Medela Pump Accessories - Mock Code Scenarios Standardization - Tracheostomy Education Standardization Engagement - COVID-19 Vaccine Updates - Educator Council Subgroups - Environmental Health & Safety Monthly Update - Magnet Readiness - Preceptor of the Quarter Recognition - Preceptor Pulse Newsletter - Preceptor Workshop Evaluation Optimization - Clinical Educator Onboarding Review - Education Initiative Evaluations/Follow-up - Educator Council Workflow & Evaluation Process - Epic Updates - Fit Testing Process Change - Intake/Output Flowsheet Documentation - Point of Care with PNO Innovation - PNO Attendance Algorithm - Preceptor Resources Teams Page - Up-to-Date Clinical Resource	COVID Challenges: - Our meetings continue to be conducted via Teams to necessitate social distancing. - Additional Negative pressure rooms have been added to accommodate COVID Positive patients. - Adjusting Visitor restrictions and masking requirements based on current recommendations/requirements. - Staffing: adjusting patient assignments for staff, team leader. Utilizing PCM and Clinical Educator as needed for staffing. Celebrations/Success Stories: - Daisy Nominations - Staff Sharing Victory Vision pins to celebrate teamwork - Employee Engagement survey results indicate staff enjoys the people they work with and indicates it as a reason for staying on IMU. - Beauty Box collection: staff collected person care items to be used for patients and their families while on IMU - Operation Christmas Shoebox: IMU staff collected items to fill multiple shoe boxes that are distributed to children throughout the world - July Hybrid group of Versant Nurses that will be working on both IMU and PICU. Works in Progress: - Council is actively working on improving employee engagement and morale. Planning Halloween Bowling Party. Monthly Bulletin Boards. Seeking community volunteer opportunities for team participation. - Currently working with Endocrine team on a Quality Improvement Project Involving New Onset DKA's and decreasing Length of Stay - Increasing staff recognition by encouraging continued use of victory pins, Daisy nominations, Employee of the Quarter, and hand written notes from leadership.	Educator Council plays a key role in connecting council work and initiatives to the clinical nurse through education and professional development Educator Council utilizes the Learning Needs Assessment to connect nurses to research and evidence-based professional development opportunities Educator Council members participate in quarterly Association for Nursing Professional Development (ANPD) webinars Copies of the new edition of the 'Nursing Professional Development: Scope & Standards of Practice' Educator Council members are encouraged to participate in ANPD activities and utilize resources to ensure the integration of current standards 



- Task Forces/Subcommittees**
- Competency Development/Management
 - New Initiatives/Submissions
 - Preceptor Development
 - Evaluation of Initiatives
 - Ad Hoc Subgroups:
 - Clinical Educator Onboarding
 - Professional Educational Nursing Orientation
 - Policy Review

- The purpose of the Educator Council is:
- to provide direction and guidance for education and nursing professional development by promoting collaboration of educators.
 - to facilitate interdisciplinary communication, and evaluate clinical outcomes relative to education initiatives.

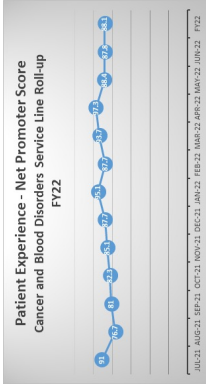
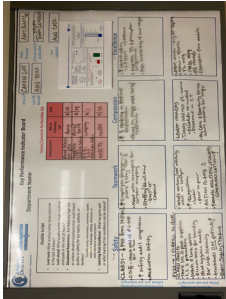
Nursing Annual Report & Council Celebration 2022

Hematology/Oncology Services Council

Karly Brooks, BSN, RN, CPHON

Lauren Evans, BSN, RN

Membership	Purpose	Goals
• Robyn Abernathy, MSN, RN, CNL, CPHON • Amy Allen, MS, RN, NE-BC • Lana Briggs BSN, RN • Emma Brown, BSN, RN • Mistie Cook, MNSc, RN, CPN, CPHON • Bryannah Crane, BSN, RN • Victoria Filipek, BSN, RN, CPN, CPHON • Cari Floyd, BSN, RN • Olivia Holmes, PCT • Kathleen Lee, BSN, RN, CPN • Alicia Luangsombath, BSN, RN • Sara Neal, BSN, RN, CPN, CPHON • Lora Parker, BSN, RN, CPHON • Haley Reeves, CLS • Monica Russell, BSN, RN, CCRN • Lindsey Ward, BSN, RN, CPN, CPHON • Emily Willems, BSN, RN, CPHON	We are a specialized team dedicated to providing family-centered care with hope for healing. 	• List the goals and any changing goals that your council set for 2022. Include those that relate to the Nursing Strategic Plan. • Quality and Safety ◦ Decrease CLABSI rate ◦ Decrease C. diff cases ◦ Increase audit compliance • Engagement ◦ Nurse Retention & Workforce Planning ◦ Nurse Engagement ◦ Patient Experience ◦ Diversity & Inclusion • Optimization ◦ Team Resilience ◦ Bring back Sunshine committee taskforce • Innovation ◦ Innovation at the Bedside ◦ Ongoing Magnet Readiness

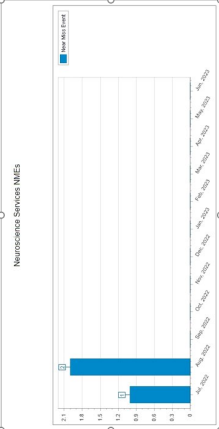
Key Performance Indicators	Excellence	Compassion	Safety	Teamwork
	• Hem/onc member representative on Diversity and Inclusion council • Onboarding of 7 new Versant residents • Fact accreditation obtained • Certified Car-T site • Nationally ranked on USNWR • Met overall patient experience goal • Bee award initiated and implemented • Restart in person meetings	• Leadership rounding • Multiple toy drives to maintain toys in both clinic and 4K toy closets. • Quarterly stress down sessions for staff • Parent rounds • Virtual reality QI project • Food drive organized and over \$100 of food/money raised • Patient communication boards 	• Continue to promote bedside shift report on 4K • Daily safety huddle in clinic • Implementation of KPI boards • New Quality/Research RN V position created • Increase in safety audits for CLABSI and hygiene • Promotion of 1,2,3's. • Enter safety trackers • O C. Diff cases for FY23 so far 	• Employee recognition via Employee of the month • Promote multidisciplinary communication • Cross-trained service line members to help both in clinic or 4K • Sunshine committee to help maintain bulletin boards and coordinate celebrations such as nurses week, house keeping/EVS week, pediatric hematology/oncology month, etc. • APHON chapter provides educational activities and fellowship outside of work 

Nursing Annual Report & Council Celebration 2022

Neuroscience Service Line Council

Chair- Allison Curtis, BSN, RN, CPN Co-Chair- Laura Gill, BSN, RN

Membership	Purpose	Goals
• Jessica Hodges RN, CPN • Amber Jones MSN, RN, NE-BC • Stephanie Benning MSN, APRN, PCNS-BC, CPN • Beth Ritter BSN, RN, CPN • Laura Gill BSN, RN • Lauren Heird BSN, RN • Mallory Hill BSN, RN, CPN • Kim Cannon BSN, RN • Allison Curtis BSN, RN, CPN • Bekah Joyner BSN, RN, CPN • Kristi Lagasse RN, CPN • Haley Mansfield RN	The purpose of the Neuroscience Service Line Council is to connect front line staff of 4D, 5D, and the Neuroscience Center to organizational initiatives by developing goals related to clinical practice, quality and safety, professional excellence and recruitment and retention.	CPQS Goal: The Neuroscience Service Line will increase the number of near miss event reports with a goal of 8 per month for FY23. PERR Goal: The Neuroscience Service Line will increase their percentage of certified nurses to 53% by the end of FY23. The PERR breakout group also facilitates employee of the month to improve teamwork and team morale Community Building: The Neuroscience Service Line will connect and broaden the nursing community by committing to 6 outreach events per year with a goal to promote awareness of nursing career opportunities.

Key Performance Indicators	Safety- CPQS Goal	Excellence- PERR Goal	Compassion- Community Building	Teamwork- PERR Project
	The CPQS breakout group has added near miss information included on display screens on units and in clinic to encourage and educate coworkers to report near misses.	PERR Breakout group is developing resources for certification and celebrating certification of nurses to increase the percentage of new nurses across the service line. 	Neuroscience service line council set up volunteer opportunity at the Food bank for all team members and their families. The next service project will be at Camp Aldersgate in October. 	The PERR breakout group collects votes for the Neuroscience service line employee of the month and the council does a final vote for the winner. Congrats to all our Neuroscience Service Line Employee of the Month winners for this past year! Sonia Melton Liz Hulbert Kristi Lagasse Marquito Lowery Allison Schaftehen Scott Austin Crystal Salser Micah Jones

NICU Clinical Practice, Quality and Safety Council

Nursing Annual Report & Council Celebration 2022

Chair: Cara Holland, BSN, RNC-NIC, Co-Chair: Megan Allen, RN

Membership	Purpose	Goals
- Laney Allen, RN - Megan Allen, RN - Nici Belknap, MSN, DNP-BC, RNC-NIC - Rachael Bonger, BSN, RNC-NIC - Juliane Crafton, RN - Layne Conine, RT - Heather Dorman, RN - Erica De Foor, BSN RN - Cynthia Greenwell, BSN, RN, CCRP - Allen Harrison, MD, BSN, CCRP - Cara Holland, BSN, RNC-NIC - Rhonda Huston, BSN, RNC-NIC - Luann Jones, DNP, APRN, NNP-BC, NE-BC - Kinsey Ly, RN - Elizabeth Marrero, MSN, RN, CNOR9e), CIC - Ellen Mallard, DNP, APRN, ACCNE-N, CWOCN-AP, RNC-NIC - Sumar Morrison, BSN, RN, IBCLC - Shannon Mullen, BSN, RN-NIC - Brandy Nichols, RN - Bailey Parette, BSN, RN - Kristin Powell, LSW - Phil Rampey, Pharm D - Shameka Reeves, MS, CCC-SLP - Amy Schluterman, MS, CCC-SLP, CNT - Taylor Singleton, BSN, RN - Kathy Scoggins, MS, OTR/L - Melany Temple, RN - Sara Traylor, RN - Erin Voeque, RNC-NIC - Kari West, MSN, RN-NIC - Mary West, MS, CCC-SLP, CNT - Miranda White, LCSW - Jay Wilkerson, RT	The purpose of the Clinical Practice/Quality and Safety Council is to identify actual and potential safety issues in the NICU; improve NICU staff performance using continuous quality improvement science; evaluate trends against internal and external benchmarks and national standards to evaluate practice in the NICU; and evaluate outcomes relative to quality and safety in the NICU.	- Improve satisfaction of our families as demonstrated by net performer scores. - NICU will increase engagement of our team as measured by the total NICU engagement score on the employee engagement survey. - Improve Neonatology's USNWR national ranking by increasing the number of direct clinical care RN's who are nationally certified in neonatal intensive care. - Improve Neonatology's USNWR national ranking by implementing a Tiny Baby Protocol & by creating a dedicated team of bedside RN's across all shifts with additional training in the care of VLBW infants in the NICU. - NICU will improve safety & positively impact the system-wide Preventable Harm Index by reducing the following hospital-acquired conditions: CLABSIs, Pressure Injuries, Viral Respiratory Infections, and Unplanned

Key Performance Indicators
- Develop a well-stocked, post-partum care supply cabinet in the NICU - Initiate the purchase and use of larger infant scales in the NICU - Patient/family satisfaction scores: Did not meet expectations, FY21 baseline of 88.8 decreased to 82.3. - NICU nurse certification rate: Met expectations, FY21 baseline 39% increased to 40%.



Safety
- Staff education on Rotavirus administration - Development of Tiny Baby Protocol: established 01/01/2022 - Improve Preventable Harm Index: (FY21 NICU Baseline: CLABSIs=7, PI= 0 SPS reportable, VRI= 2, UPE= 21) Did not Meet expectations: increased overall events; needs improvement: no change from FY21 baseline numbers;



Teamwork
- Development of Staff Resource Binder in the South Wing - Employee engagement: Did not meet expectations, FY21 baseline 4.08 decreased to 4.03.

SHARED DECISION MAKING COUNCIL POSTERS

Nursing Annual Report & Council Celebration 2022

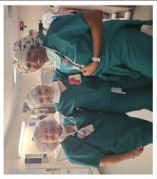
Perioperative Council

Shannon Amara-Bangali BSN, RN, BBA, RN II Chair/Sondra McNatt BSN, RN, CNOR, RN IV Co-Chair

Membership	Goals	#morethanever	Connections	Future Direction
Shannon Amara-Bangali BSN, RN, RN II, BBA-Chair Sondra McNatt BSN, RN, CNOR, RN IV-Co-Chair Christie Ault BSN,CPN,CPHON, RN III Jennifer Bates, ADN, RN, CPN, RN III Ashland Bourn BSN, RN II Becky Boyd MS, CCLS Monique Brown CST, ST III Tate Bush-McCullum BSN, RN II Sydney Davenport BSN, CPN, PCM Sara Gibbs BS, SPD Manager Shena Griffin BSN, RN II Lisa Hampton BSN, CNOR, CE Kaylyn Harrison BA, AD-FACS, CST II Megan Kelso BSN, CPN, RN III Ashley Lander BSN, RN II Allie Lee BSN, RN II Angie Livingston BSN, CPN, RN III Nancy Marret ADN RN II Jennifer McDonald Brittany Mitchell BSN, CPN, RN III Rachel Nalley BSN, RNII Faith Newkirk BSN, RN II Danielle Nican CRST, ST III Melanie O'Mara BSN, RN, CNOR, PCM Diana Ramsey ADS, ASATT-ATGE Anesthesia Technician Supervisor Angie Riley CST III Shelby Ross BSN, RN II Shelby Stires BSN, CNOR, RN III Taylor Robinson Taylor BSN, RN II Nicole Huffman Walker Diploma, CEN, RN III Kristen Wilson BSN, CPN, CE	Quality and Safety: - Improve safety huddle-add patient: covid +, MH, need interpreter, need ICU bed, supply backorders/subs, equipment/set needs - Improve inventory: standardize, min/max update, accuracy, account for national backorders - K-Card Audit: WHO, SSI, CAUTI, VTE, SSI below stretch - Ready or not/emergent/urgent met criteria goal > 70%. Current 71.57% Engagement: - National/Milestone celebrations - Career ladder-multiple promotions - Staffing filled: ASC/PACU 100%, OR/GI/SPD 98% - Wellness training/team building exercises - ASD process/parent involvement part of magnet story Optimization: - CHA benchmark stats-electronic board - Employee pet therapy - Proactive debriefings - Relaxation chair and plan revamp room - Proactive inquiry/adjustments healthy work environment - Retention: meaningful recognition - Improve communication: Epic event request SCD sleeve placement in ASC. - Engagement: anonymous links, open door	- Overcome COVID challenges: Team meetings/reduced number. We had email meeting, short one of one "hallway" meetings for topic conversations/follow-up/questions-answers. Followed up with email to whole group for communication, and voting - Communication of Covid process changes - Covid workflow facilitator role developed to include projects to improve systems/processes - Covid-Council newsletter incorporated into Director Bi-monthly newsletter - Two food drives, one eyeglass frame donations - Covid-Celebrations continued, looked different - ASD/ID/Rapid sensory work continued. New questionnaire, Adaptive Care Plan, EPIC-Pause for me, spotlight on storyboard/status board - Staff development continued: Certifications career ladder promotions - New hire welcome letter/get to know you questions/welcome treats-on hold - Birthday board revamped, anniversary celebration board started. - Information board for available contact hours, current journals available for loan, other professional development information started - SPD pan conversion, cart washer - SPD increase set completion/accuracy, reduce items in sets, scan location - Specific ST career ladder promotion criteria - Promote/improve communication between Periop, D/C units/admit units - Promote outside hospital fun events	The Professional Practice Model at Arkansas Children's Hospital drives our focus for patient and family centered care. Our council's shared decision making promotes quality, safety, and interdisciplinary teamwork. We use evidence-based practice to promote change while maintaining our core values of safety, teamwork, compassion, and excellence. We strongly encourage our nurses to be their best in their professional practice in order to provide exceptional care to our patients and families. The council uses team connection events to celebrate our diverse roles, certifications, national celebrations, and achievements. Through service projects we represent Arkansas Children's Hospital while giving back to the community.	Nursing Strategic Plan 2023 Goal 1 Clinical outcomes: Improve care across continuum-patient education clinic to Periop to discharge home/units. Update ASD/ID/Rapid sensory pathway and create ASC sensory room. New PPI caregiver video. New pre-op tour video. Continue to improve patient experience-projects. Expand Normothermia project-pre-warm inpts coming to OR. Train more laser operators. Improve: first case starts, case turnover, supply chain, instrument availability/complete, improve billing process/epic, and exceed productivity management. Goal 2: Competent professional workforce: results focus groups plan to improve-recognition, staff development, work/life balance/resilience, retention-increase staff participation of unit improvements/process changes, and increase advancement opportunities via career ladder. Goal 3: Contribute to nursing community by increasing nursing membership in nursing organizations. Plans to improve council participation: utilize more subgroups to accomplish goals with council members/non-members. Formation of Surgical Service line Council.



Purpose
The Perioperative Services PERP/CPQS CAB Designated Group strives to provide shared governance through all of our departmental initiatives. We are a group of diverse health care professionals with the ultimate goal of making the patient experience excellent. The council strives to increase nursing and employee satisfaction by implementing resiliency debriefing sessions, mentoring and other employee education programs.

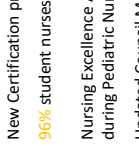
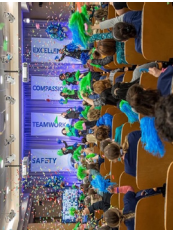
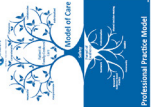


Nursing Annual Report & Council Celebration

Professional Excellence Recruitment and Retention Organizational Council

Tiffany Smallwood, BSN, RN, CPN, Chair

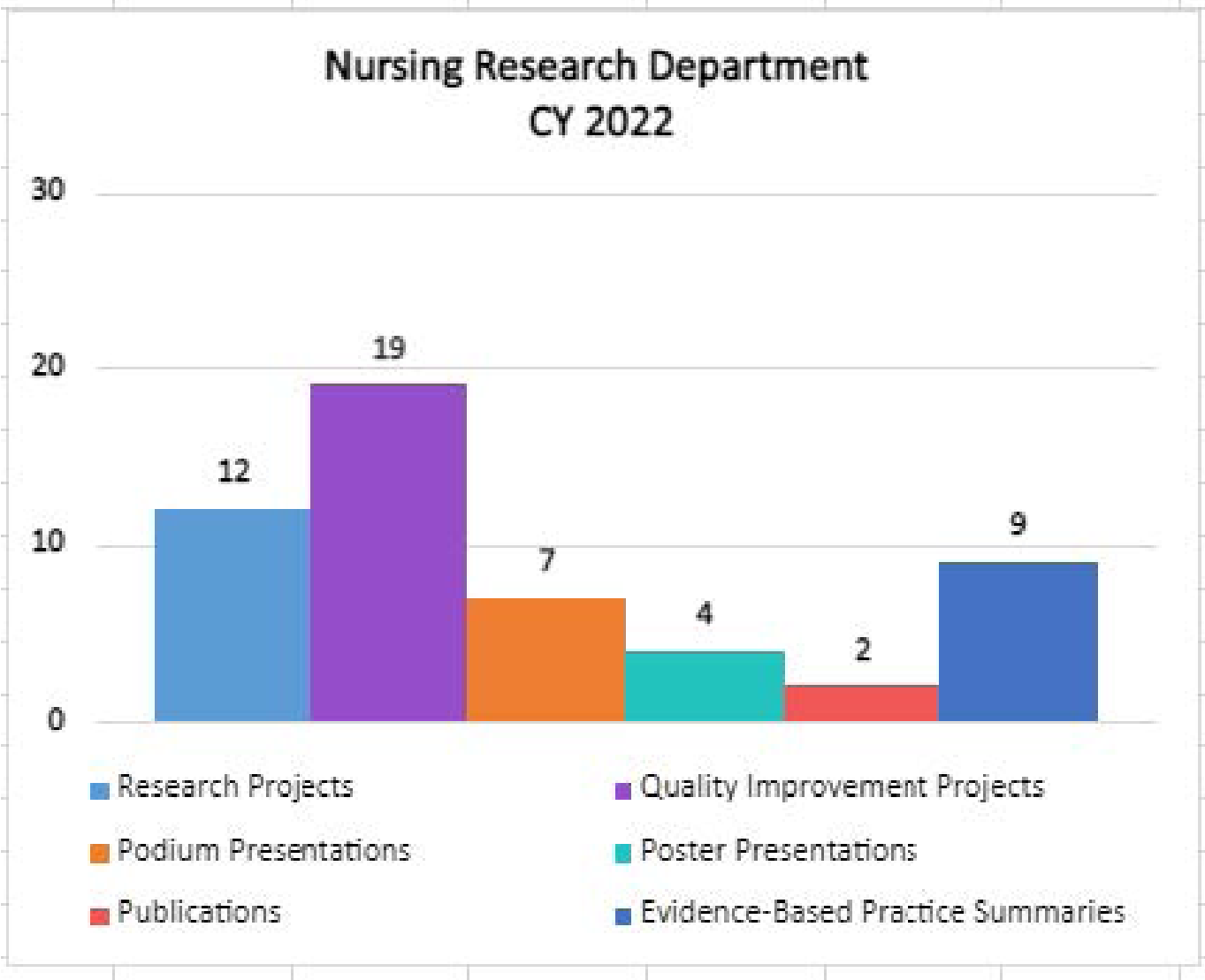
Leslie Moore, BSN, RN, CPN, CPXP, Case Management Manager

Membership	Goals	#morethanever	Connections
•Elissa Annesley-DeWinter, RN, CCRN, Burn •Julie Bane, DNP, RN, NPD-BC, Transition to Practice •Karily Brooks, BSN, RN, CPN •Katie Cruz, BSN, RNC-NIC, NICU •Sophie Dugan, BSN, RN •Chad Dugger, BSN, RN, CPN, Palliative Care •Kristi Eustice, RN, CCRN •Megan Hayes, BSN, RN •Amy Huett, PhD, RN, NPD-BC, Director of Nursing Excellence •Debra Jeffs, PhD, RN, NPD-BC, FAAN, Academic Nursing Education Manager •Dani Mashburn, BSN, RN, Burn •Leslie Moore, BSN, RN, CPN, CPXP, Patient Experience •Brittany Moyers-Logue, BSN, RN, CPN, SST •Kristen Newton, RN, Case Manager •Jessica Powell, BSN, RN, Peri-Op Services •Shanna Prater, LPN, Neuroscience Clinic •Janise Sanders, BSN, RN, R/R, Human Resources •Tiffany Smallwood, BSN, RN, CPN •Marlene Walden, PhD, APRN, NNP-BC, CCNS, FAAN, Nurse Scientist Manager	• PERR Council aligns with organizational values of Safety, Compassion, Teamwork, Excellence through the following goals: • Support a healthy work environment through meaningful recognition and connection • Advancing professional nursing excellence by increasing BSN or higher nursing degrees, professional certification rates, and involvement in scholarly activities • Supporting nurse recruitment and retention   	• COVID Challenges: In-person meetings! Virtual meetings using technology and communication via email followed. • DAISY Award ceremonies required adaptation. • PERR ORG Council Successes: • DAISY nominations, selection and awards continued! • Assisted with development and execution of BEE and Phil awards as well. • 74% of nurses hold BSN and higher nursing degrees • 50% of nurses hold national professional certifications • New Certification preparation E-Learning available • 96% student nurses satisfied with ACH learning • Nursing Excellence Awards presented to nurses during Pediatric Nurses Week 2021 and 2022 • Updated Council Member Orientation with direct-to-video link embedded in email to all nurses based on Council Health Survey conducted in fall 2020 • Created Council Member Welcome Letter • Created Council Recruitment Brochure • Monthly Nurse Resiliency Series • Engagement Buddy Program implementation • Brought students back to campus for in person learning post Covid. • Magnet Recertification!!! 	• Assisted with the development and connection of Engagement Buddy program. New Hire engagement connections made prior to starting at ACH and then through the first year. Promotes engagement and retention. • PERR ORG Council collaborates with the Coordinating Council, all organizational, clinical area based, and support councils to ensure • good communication between all councils. • Ensured council health through pulse checks and ensuring engagement • PERR ORG Council embodies the Professional Practice Model by utilizing shared decision making to engage ACH nurses in the pursuit of excellence while ensuring patient and family-centered care. 
Purpose	Task Forces/Subcommittees		Future Direction
Implement evidence-based strategies to attract and retain talented nurses, who demonstrate ideals of the ACH Model of Care and Professional Practice Model. Promote a healthy work environment in which nurses can thrive and develop professionally. Promote professional nursing practice and nursing excellence. Support advancement of nursing within ACH and the wider community.	Recognition/Certification Task Force: •Ensure recognition and retention of ACH nurses on an organizational, state, and national level DAISY Subcommittees: •Recognize outstanding, compassionate nurses through the DAISY recognition program Mentoring Task Force: •Provide standardized resources, tool kits, and structure while encouraging each clinical area/department the opportunity for creativity in nurse mentoring Professional Development Taskforce: •Develop the ACHieve Career Ladder and electronic portfolio for nursing professional advancement Scholarly Activity Taskforce: •Promote professional excellence through scholarly activities including an organizational-wide journal club •Research		PERR will continue to support the Nursing Strategic Plan by maintaining the current PERR Council task-forces and subcommittees and implementing the following actions: • Strengthen the Center for Nursing Excellence • Evaluate the ACHieve Career Ladder for nursing professional development • Build resiliency of nursing workforce • Increase retention of nurses • Support success of nursing students • Continue to increase nurses' certification, promote academic progression, and support nursing scholarship



12 Completed Nurse Led/Nurse Driven Research Studies in 2022!

Nurse Led/ Nurse Driven Quality Improvement Projects Increase 18.75% in 2022!



COMPLETED RESEARCH STUDIES

Stephanie Benning, MSN, APRN, PCNS-BC, CPN, Lisa M. Kath, PhD, Amy Decker, MS, RN, LAMFT, LAC, CPN, and Madyson Harmon, BSN, RN. Effects of Direct and Indirect Experiences of Patient Behavioral Events. (ACH)

Chad Dugger, MSN, RN, CPN, Marlene Walden, PhD, APRN, NNP-BC, CCNS, CRS, FAAN, Melissa Ballard MSN, RN, Sarah Lanning MS, CCC-SLP, Brandie Samples BSN, RN, Lydia Sietsema MHS, BSN, RN, CIC, Jeff Williams PharmD, BCPPS, Dalton Janssen MSN, RNC-NIC, CRS, Debra Jeffs, PhD, RN, NPD-BC, FAAN, Austin Lovenstein, MBA, MA, BS, CRS, and Amy Ramick, DNP, RN, ACNS-BC, NPD-BC. The Great American Cookie Experiment: Engaging Pediatric Nurses and Healthcare Professionals in Research. (ACNW)

Michael Evans, BSN, RN, Abdallah Dalabih, MD, MBA, Tonya Thompson, MD, MA, Paula Grigorian, MD, and Christine Hsu, MS. Pediatric Sedation and Ophthalmology: Comparing the Risk of Deep Sedation in Ophthalmology Cases to Other Procedural Sedation Cases Performed Outside of the Operating Room. (ACH)

Debra Jeffs, PhD, RN, NPD-BC, FAAN, Tiffany Teague, MSN, APRN, FNP-BC, Esther Huah-Chi Teo, MD, Alice Fagan, MD, Elizabeth Marrero, MSN, RN, CNOR(e), CIC, Shasha Bai, PhD, Lauren Baxley, BSN, RN, CCRN, Elissa Annesley-DeWinter, RN, CCRN, Amber Files, MSN, RN, Marlijne Cook, Mandy Yelvington, MS, OTR/L, BCPR, BT-C, Julie Nick, BS, Sunitha Kenchey, MS, Eric Braden, CHSE, CHSOS, EMT-B, and Beverly J. Spray, PhD. Novel Virtual Reality for Burn Wound Care Pain in Adolescents. (ACH)

Debra Jeffs, PhD, RN, NPD-BC, FAAN, Mistie Cook, BSN, RN, CPN, CPHON, Amy Allen, MSN, RN, NE-BC, Helyn Jones, MBA, RN, CPN, Lindsey Miller, BSN, RN, CPHON, CPN, Tammy Mobley, BSN, RN, PCCN, Carol Oldridge, BSN, RN, CPN, CPHON, Lindsey Ward, BSN, RN, CPN, CPHON, and Beverly J. Spray, PhD. Virtual Reality for Implantable Port Access in Adolescents with Cancer. (ACH)

Lindsey Seward, MSN, RN, Jessica Shadden, BSN, RN, Mitch Highfill, MSN, RN, Brandie Samples, BSN, RN, Amber Wing, Emilee Barton, BSN, RN, Adriana Ochoa, and Elizabeth Jaeger, BSN, RN. Increasing the Confidence and Competence of Ambulatory Clinical Staff in Cardiac Code Events via the Implementation of Mock Code Simulations. (ACNW)

Jay White, DNP, APRN, CPNP-AC, April Scribner, BS, RRT, CPFT, Kristi Pruss, RRT, RPSGT, Beverly Spray, PhD, and Supriya Jambhekar, MD. Obstructive Sleep Apnea Symptoms and Their Improvement with PAP in the Pediatric Population: A Retrospective Study in a Pediatric Sleep Disorders Center. (ACH)

Shannon Bolle Wyatt, MSN, RN, FNP-BC, CCRN, Austin Lovenstein, MBA, MA, BS, CRS, Amy Ramick DNP, RN, ACNS-BC, NPD-BC, Emily Durden, BSN, RN, CCNR, Jennifer Janisko, DNP, RN, NE-BC, and Beverly J Spray, PhD. Perceived Stress and Mindfulness in the Registered Nurse After the Introduction of a Mindfulness Meditation Program. (ACH)

CURRENT RESEARCH STUDIES

Megan Hoyt, BSN, RN, CPN, and Debopam Samanta, MD. Epilepsy Care Experiences in the Complex Epilepsy Clinic. (ACH)

Marlene Walden, PhD, APRN, NNP-BC, CCNS, FAAN, Austin Lovenstein, MBA, MA, BS, CRS, Stephanie Benning, MSN, APRN, PCNS-BC, CPN, Greg Adams, LCSW, ACSW, FT, Amy Decker, MS, BSN, LAC, LAMFT, CPN, Crissy Allen-Doyle, RN, BSN, CCRN, and Amy Ramick, DNP, RN, ACNS-BC, NPD-BC. Understanding the Lived Experience of Patient Aggression to-wards Nurses and Care Attendants within a Children's Hospital. (ACH)

Marlene Walden, PhD, APRN, NNP-BC, CCNS, FAAN, Austin Lovenstein, MBA, MA, BS, CRS, Andrew Ghrayeb MT-BC, NMT, Greg Ad-ams, LCSW, ACSW, FT, Alexandria Barber, BSN, RN, RNC-NIC, Juliane Crafton, RN, Elizabeth "Charley" Elliott, PhD, APRN NNP-BC, Rachel Picking, MSN, RN, CPN, Elena Rabago, MS, CCLS, Amy Ramick, DNP, RN, ACNS-BC, NPD-BC, and Miranda White, LCSW. Heartbeat Recordings through Music Therapy for Bereavement and Legacy Creation in Parents of Neonates with Life-Limiting Conditions. (ACH)

Marlene Walden, PhD, APRN, NNP-BC, CCNS, FAAN, Mandy Yelvington, MS, OTR/L, BCPR, BT-C, Austin Lovenstein, MBA, MA, BS, CRS, Amy Ramick, DNP, RN, ACNS-BC, NPD-BC, Frank Bregy, OTR/L, CBIS, NDT, Michael Nelson, PT, MSPT, PCS, Beverly J. Spray, PhD, and Vikki Stefans, MD. Impact of Animal Assisted Intervention in Hospitalized Children with Acquired or Traumatic Brain Injury Undergoing Pediatric Rehabilitation. (ACH)



PUBLICATIONS IN-PRINT

Michael Evans, BSN, RN, Tonya Thompson, MD, MA, Christine Hsu, MS, Beverly Spray, PhD, Lauren Edwards, Paula Grigorian, MD, and Abdallah Dalabih, MD, MBA. Pediatric Deep Sedation for Ophthalmology Procedures in an Outpatient Setting, Risk Evaluation. (2021). Anesth Essays Res, 15(3), 301-305. https://doi.org/10.4103/aer.aer_134_21

Joseph Hagan, ScD, Marlene Walden, PhD, APRN, NNP-BC, CCNS, FAAN, and Melinda Colleen Brand, PhD, APRN, NNP-BC. (2022). Fewer Patients Per Nurse Does Not Offset Increased Nurse Stress Related to Treatment Uncertainty and Death from Caring for Higher Acuity Patients in the Neonatal Intensive Care Unit. Advances in Neonatal Care, 22(5), E152-E158. <https://doi.org/10.1097/ANC.0000000000000930>*

Debopam Samanta, MD, Adam Ostendorf, MD, Rani Singh, MD, Satyanarayana Gedela, MD, Vimala Elumalai, MD, Megan Hoyt, BSN, RN, CPN, M. Scott Perry, MD, Luca Bartolini, MD, and Geoffrey Curran, PhD. (2022). Physicians' Perspectives on Presurgical Discussion and Shared Decision-Making in Pediatric Epilepsy Surgery. Journal of Child Neurology, 37(5), 416-425. <https://doi.org/10.1177/08830738221089472>

Marlene Walden, PhD, APRN, NNP-BC, CCNS, FAAN, Lee Anne Eddy, DNP, RN, NEA-BC, Amy Huett, PhD, RN, NPD-BC, Austin Lovenstein, MBA, MA, BS, Amy Ramick, DNP, RN, ACNS-BC, NPD-BC, Debra Jeffs, PhD, RN, NPD-BC, FAAN, and Angela Scott-Roberson, MNsc, RN, APRN, PCNS-BC, FCNSI. Use of the Council Health Survey to Assess Shared Governance in a Children's Hospital during the COVID-19 Pandemic. (2022). Nurse Leader, 20(3), 306-315. <https://doi.org/10.1016/j.mnl.2021.12.006>*

Mandy Yelvington, MS, OTR/L, BCPR, BT-C, Gregory Armstrong, BSPO, CPO/L, Ellen Mallard, DNP, APRN, ACCNS-N, CWOCN-AP, RNC-NIC, Shukla, Ankita MD, and Eric Braden, CHSOS. (2022). Use of 3D Printing Technology for Cervical Thoracic Lumbosacral Orthosis Fabrication. Journal of Prosthetics and Orthotics, (34)1, 50-54. <https://doi.org/10.1097/JPO.0000000000000379>*

*Publications listed as e-Pub in 2022 and are not reflected in the graphical display.

QUALITY IMPROVEMENT PROJECTS

Alicia Cook, MSNc, CPNP-AC. Creating a Section in the Synopsis Tap in Electronic Medical Record for Shunt Patients that includes Shunt Type, Setting, Placement, and if Shunt Requires Reprogramming after MRI.

Alicia Cook, MSNc, CPNP-AC. Evaluation of Care of Patients with Shunts for Management of Hydrocephalus.

Alicia Cook, MSNc, CPNP-AC. Quality Improvement Project Improving Safety for Children with Programmable Shunts through Implementing a Synopsis in the Electronic Medical Record (EHR): A Quality Improvement Project.

Mistie Cook, MNsc, RN, CPN, CPHON. Implementing Virtual Reality to Improve Patient Experience in the Cancer and Blood Disorder Clinic and Infusion Center.

Elizabeth Eckart, BSN, RN, CCRN. Developing a Model of Transferring from Pediatric to Adult Care for Adolescent and Young Adult Patients with ADHD.

Allison Joyner. Enhancement of Digital Education on Patient Outcomes in the Pediatric Outpatient Urology Clinic: A Quality Improvement Initiative.

Danica Little. Increase Bexsero Vaccine Awareness among Healthcare Workers: A Quality Improvement Initiative.

Cassie Medlock, MNsc, RN, CNN, NE-BC. Nurse Leader Rounding Influences the Patient Care Experience: A Quality Improvement Initiative.

Kurtis Norman, MSN, RN, TCRN, NREMT. Effective Nursing Handoff in Pediatric Critical Care Transport. Eylem Öcal, MD. Evaluation of Pediatric Palliative Shunt Placements.

Tori Raphael. Coping with Congenital Heart Disease: Implementation of an Evidence-Based Coping Intervention for Caregivers in a Pediatric Cardiac Intensive Care Unit.

Heather Raiees-Dana. Parent Satisfaction of Patients that Received a Prenatal Diagnosis of Congenital Heart Disease.

Erin Reed, BSN, RN, CPN. Effects of Patient and Family Education on Peripheral Intravenous Infiltrations and Extravasations (PIVIES) in a Children's Hospital.

Brittany Scott. Examination of Patient-Specific Factors Influencing Medication Adherence in Post-Cardiac Transplant Pediatric Patients.

NURSING RESEARCH

April Scribner, BS, RRT-SDS, CPFT. Utilization of Telemedicine visits in a Pediatric Sleep Center.

Hannah Schwartz, BSN, RN, CPEN. Bedside Nurse Hand-Off Report in Emergency Department at Arkansas Children's Northwest Hospital.

Lindsey Seward, MSN-Ed, RN, CPN. Increasing the Confidence and Competence of Ambulatory Clinical Staff in Cardiac Code Events via the Implementation of Mock Code Simulations.

Kristina Shelton. Cue-based Feeding Practice Change.

Denise Tatum. Support of Nursery Alliance Partners with Data Collection.

PODIUM PRESENTATIONS

American Burn Association Annual Meeting, April 5, 2022, Las Vegas, NV

Shannon Bolle Wyatt, MSN, RN, FNP-BC, CCRN. Development of a Burn Center Multi-Disciplinary Debriefing Process.

Arkansas Nursing Research Conference, April 8, 2022, Little Rock, AR

Shannon Bolle Wyatt, MSN, RN, FNP-BC, CCRN. Development of a Burn Center Multi-Disciplinary Debriefing Process.

Denise Willis, MS, RRT, RRT-NPS, AE-C, Austin Lovenstein, MBA, MA, BS, CRS, Beverly J. Spray, PhD, Michele Honeycutt, MNSC, RN, CIC, FAPIC, and Marlene Walden, PhD, APRN, NNP-BC, CCNS, FAAN. Practices and Perceptions of Face-Mask Use in a Pediatric Health System During the COVID-19 Pandemic.

American Academy of Ambulatory Care Nursing (AAACN) 2022 Annual Conference, May 17 - 21, 2022, Las Vegas, NV

Stephanie Benning, MSN, APRN, PCNS-BC, CPN, Rhonda Wolfe, RN, Monica Banes, MSN, RN, CPN, Leah Moten, BSN, RN, CPN, Toni Lynch, BSN, RN, CPN, Marlene Walden, PhD, APRN, NNP-BC, CCNS, FAAN, and Mary Gordon, PhD, APRN, CNS-BC. Call to Action: Addressing Pediatric Fall Safety in Ambulatory Environments.

Sleep 2022 Conference, June 3, 2022, Charlotte, NC

Jay White, DNP, APRN, CPNP-AC, April Scribner, BS, RRT, CPFT, Kristi Pruss, RRT, RPSGT, Beverly Spray, PhD, and Supriya Jambhekar, MD. Obstructive Sleep Apnea Symptoms and Their Improvement with PAP in the Pediatric Population: A Retrospective Study in a Pediatric Sleep Disorders Center.

33rd International Nursing Research Congress, July 21, 2022, Edinburg, Scotland

Mary Cazzell, PhD, RN, and Marlene Walden, PhD, APRN, NNP-BC, CCNS, FAAN. Translating Research into Practice: Addressing Moral/Ethical Dilemmas of Nurses and Families during Active Shooter Event.

54th Annual SIOP (International Society of Pediatric Oncology) Congress, September 28, 2022, Barcelona, Spain

Rachael Kunkel BSN, RN, CPN, CPHON. The Pediatric Oncology Nurse as a Transplant Donor: The Emic Perspective.

NURSING RESEARCH

POSTER PRESENTATIONS

Synova NICU Leadership Forum, April 3, 2022, Naples, FL

Luann R. Jones, DNP, APRN, NNP-BC, NE-BC, and Kristin Powell, LSW. PX: Pandemic Edition.

Arkansas Nursing Research Conference, April 8, 2022, Little Rock, AR

Katherine Mason, APRN, Thomas Fiedorek, MD, Divyaswathi Citla-Sridhar, MD, Tucker Blackledge, MD, Susanna Chandler, MD, David Becton, MD, and Joana M. Mack, MD. SARS-CoV-2 Infection in Pediatric Oncology Patients: A Single Institution Experience.

33rd Annual ELSO Conference, September 14, 2022, Boston, MA

Amber D. Miller, RN, Jonathon B. Frazier, RN, Michael S. Furrh, RRT, and Matthew P. Malone, MD. At the Touch of a Button: Creating Real-Time ECMO Specialist Education and Training.

International Society of Psychiatric-Mental Health Nurses (ISPN) 2022 Conference, March 16, 2022, Virtual

Julianna Rose, Alicia Cook, MSNc, CPNP-AC, Carrie Brown, MD, Tomoko Tanaka, MD, Shari Eickmeyer, APRN, Eylem Ocal, MD. The Role of Ventriculoperitoneal Shunts in Palliative Care.

EVIDENCE-BASED PRACTICE

The Nursing Research Department works with new graduate nurses to build confidence in evidence-based practice through a series of interactive lectures and activities during orientations. These activities are designed to build upon knowledge gained in nursing school by applying evidence-based practice (EBP) concepts in real-world examples. Residents practice writing PICOT questions, searching, critiquing, synthesizing and translating evidence into potential projects that can be implemented at the unit level. In 2022, six cohorts each attended four classes that examined the evidence on the topics of Mindfulness, Animal-Assisted Intervention, Bedside Reporting, and Patient Aggression.

EVIDENCE-BASED PRACTICE SUMMARIES

Amy Ramick, DNP, RN, ACNS-BC, NPD-BC, and Chad Dugger, MSN, RN, CPN. (2022). *Is Broviac Catheter Repair in the Nurse's Scope of Practice?*

Amy Ramick, DNP, RN, ACNS-BC, NPD-BC, and LuAnn Jones, DNP, APRN, NNP-BC, NE-BC. (2022). *NICU Early Warning Score.*

Amy Ramick, DNP, RN, ACNS-BC, NPD-BC, and Sara Traylor, RN. (2022). *Non-Pharmacologic Pain Management for Heel-Sticks in the Neonatal Population.*

Amy Ramick, DNP, RN, ACNS-BC, NPD-BC, Katrin Wooley, RN, Morgan Butler, RN, and Carla Mace, RN. (2022). *Reducing Length of Stay for New Diagnosis Diabetics through Improved Patient Education Process.*

NURSING RESEARCH

Amy Ramick, DNP, RN, ACNS-BC, NPD-BC, Stephanie Benning, MSN, APRN, PCNS-BC, CPN, and Amanda Alls, LCSW. (2022). *The Effect of BERT Teams in the ED on Restraint Use and Duration*.

Amy Ramick, DNP, RN, ACNS-BC, NPD-BC, and Amy Huett, PhD, RN, NPD-BC. (2022). *Academic/Organizational Partnerships for Nursing Education*.

Amy Ramick, DNP, RN, ACNS-BC, NPD-BC, and Krislyn Headrick Knowles (VAT Team), BSN, RN, VA-BC. (2022). *Managing CLABSI Rates by Device*.

Amy Ramick, DNP, RN, ACNS-BC, NPD-BC, and Rosa Zamora, BSN, RN, CPN. (2022). *Best Practices for Discharge Instructions in Pediatric Ambulatory Care*.

Marlene Walden, PhD, APRN, NNP-BC, CCNS, CRS, FAAN, Brantley Dorrell-Maness, RN, RNC-NIC, and Ellen Mallard, DNP, APRN, ACCNS-N, CWOCN-AP, RNC-NIC. (2022). *Recommended Standards for Lighting in the Neonatal Intensive Care Unit*.

ANIMAL-ASSISTED INTERVENTION STAFF VISITS

The Nursing Research Department visited hospital staff working day, nights, and weekends for animal-assisted interventions, which have been shown to increase resilience and decrease stress levels. In 2022, Dr. Marlene Walden and her dog, Bella, visited more than 830 staff in clinics, outpatient, in-patient, and off-site locations.



NURSING AWARDS, HONORS, AND ACCOMPLISHMENTS

40 NURSE LEADERS UNDER 40 AWARD

Three Arkansas Children's nurses were awarded the 40 Nurse Leaders Under 40 award.

This award recognizes young nursing leaders who possess "exemplar dedication to the nursing profession." (Arkansas Center for Nursing Application) These leaders go above and beyond to display a commitment to service, excellence and leadership. This is evidenced in their commitment to excellence, community service, out-reach and leadership qualities, as well as their contribution to the advancement of the nursing profession.

Congratulations to Chad Dugger, Dalton Janssen and Janise Sanders for receiving this prestigious award!

Arkansas Center for Nursing 40 Nurse Leaders Under 40 Application. 2022; [The-Future-of-Nursing-in-Arkansas-2020-application-FINAL.pdf](#) ([arcenterfornursing.org](#)).



Chad Dugger, MSN, RN, CPN



Dalton Janssen, MSN, RN, RNC-NIC, CCRP, CRS



Janise Sanders, BSN, RN

40 UNDER 40

2022 PEDIATRIC NURSES AWARDS

CLINICAL NURSE OF THE YEAR

Clinical RN of the Year Award Awarded to the outstanding Clinical RN or Specialty Nurse of the year for their contributions to Arkansas Children's strategic priorities.

One RN from each clinical area (Med/Surg, ICU, Ambulatory, Ancillary/ Surgical Services) will be recognized.

Criteria for Selection:

- Provides exceptional patient and family-centered care
- Demonstrates clinical excellence in care
- Models exemplary interpersonal skills
- Collaborates exceptionally with healthcare team
- Serves as an outstanding resource and mentor to staff
- Exceptionally advocates for patients, families, and staff
- Leads and encourages shared decision-making
- Actively engages in unit and/or orgwide initiatives
- Participates in research and evidence-based practice, and integrates findings into clinical practice
- Demonstrates commitment to professional development



CLINICAL NURSE OF THE YEAR: AMBULATORY
Dana Fugitt, AD, RN, RNC-NIC



CLINICAL NURSE OF THE YEAR: ANCILLARY
Allie Lee, BSN, RN, CPN



CLINICAL NURSE OF THE YEAR: ICU
Amy Kruger, BSN, RN, CCRN



CLINICAL NURSE OF THE YEAR: MED-SURGE
Haley Reynolds, ASN, RN, CPN

ADVANCED PRACTICE NURSE OF THE YEAR

Awarded to the outstanding APRN of the year, including Advanced Nurse Practitioners, CNSs, or CRNAs (both ACH and UAMS employees working on ACH campus).

Criteria for Selection:

- Provides exceptional patient and family-centered care
- Demonstrates advanced clinical expertise
- Excellent communication with patients, families, and staff
- Exceptionally mentors and teaches other staff
- Exhibits commitment to the profession of nursing
- Takes responsibility for professional development
- Advances research and evidence-based practice
- Integrates new evidence into clinical practice
- Promotes interdisciplinary collaboration across the ACH care continuum



APRN OF THE YEAR:
Jennifer York, APRN, MNsc, CPNP-AC

LPN OF THE YEAR

Awarded to the outstanding LPN of the year.

Criteria for Selection:

- Provides exceptional patient and family-centered care
- Demonstrates advanced clinical skills
- Models excellent interpersonal skills
- Collaborates exceptionally with healthcare team
- Maintains excellent rapport with patients and families
- Participates in personal practice development



LPN OF THE YEAR:
Jennifer Bunting, LPN

NURSING LEADER OF THE YEAR

Awarded to the outstanding leader of the year (Nurse Directors, PCMs, members of Executive Leadership team) for their contributions to the strategic priorities of ACH.

Criteria for Selection:

- Highly respected, transformational leader
- Engaged, approachable, and active mentor
- Exceptional, empathetic advocate for nursing staff
- Encourages shared decision-making
- Role-models collaborative relationships
- Communicates exceptionally with staff
- Champions a healthy workplace through modeling behaviors reflective of S.T.A.N.D.
- Consistently displays integrity
- Role models and promotes evidence-based practice
- Demonstrates commitment to professional development



NURSING LEADER OF THE YEAR:
Stephanie Rockett, MNsc, APRN

CLINICAL NURSE EDUCATOR OF THE YEAR

Awarded to the outstanding nurse who provides exemplary education to others.

Criteria for Selection:

- Demonstrates exceptional clinical expertise
- Exceptionally engages and motivates staff
- Communicates exceptionally well with staff
- Highly creative & interactive in educational approaches
- Role models and promotes lifelong learning
- Role models and promotes evidence-based practice
- Demonstrates excellence in the planning, implementation and evaluation of educational activities



CLINICAL NURSE EDUCATOR OF THE YEAR:
Lindsey Ward, BSN, RN, CPN, CPHON

SPIRIT OF INQUIRY AWARD

Awarded to the outstanding RN who demonstrates excellence in scholarship.

Criteria for Selection:

- Actively engaged in research on ACH campus
- Shares the findings through presentations
- Participates in organization-wide initiatives
- Mentors staff in the advancement of research
- Actively participates in and models lifelong learning
- Demonstrates exceptional clinical expertise
- Demonstrates commitment to practice improvement



SPIRIT OF INQUIRY AWARD:
Stephanie Benning, MNSc, APRN, PCNS-BC, CPN

ROOKIE OF THE YEAR

Awarded to the outstanding new Clinical RN of the year for their contributions to Arkansas Children's strategic priorities.

Criteria for Selection:

- No more than 2 years of RN experience at Arkansas Children's
- Role models Arkansas Children's mission
- Embody core values of Safety, Teamwork, Com-passion, Excellence
- Consistently displays a positive, can-do attitude
- Dedicated and willing to go above and beyond
- Inspires positive morale in fellow staff
- Supportive and empathetic to patients, family, and staff
- Exceptional team player



ROOKIE OF THE YEAR:
Ethan Covington, BSN, RN

PRECEPTOR OF THE YEAR

Awarded to the outstanding nurse who serves as a preceptor for other nurses transitioning to nursing practice at Arkansas Children's.

Criteria for Selection:

- Incorporates organizational and unit policies
- Fosters a safe clinical learning environment
- Demonstrates safe professional practice
- Integrates adult learning principles within the learning environment
- Provides preceptee with timely, objective, and constructive feedback
- Facilitates effective communication between preceptee and inter-professional team
- Fosters collegiality
- Integrates evidenced-based practices into precepting experiences for optimal outcomes
- Demonstrates advocating for the preceptee



PRECEPTOR OF THE YEAR:
Sarah McCullough, BSN, RN, CCRN

NURSE IN A SUPPORTING ROLE

Awarded to the outstanding nurse who contribute to excellence in nursing practice through their support of clinical nurses.

Criteria for Selection:

- Models exemplary interpersonal skills
- Collaborates exceptionally with healthcare team
- Serves as an outstanding resource and mentor to staff
- Advocates for exceptional patient care
- Leads and encourages shared decision-making
- Actively engages in unit and/or orgwide initiatives
- Demonstrates commitment to professional development
- Engaged, approachable, and active mentor
- Exceptional, empathetic advocate for multidisciplinary teams
- Outstanding support in achieving quality outcomes



NURSE IN A SUPPORTING ROLE:
Janise Sanders, BSN, RN

COMMITMENT TO EXCELLENCE

Criteria for Selection:

- Promotes and supports positive patient outcome
- Serves as a source of positivity for peers and other staff
- Adapts to rapidly changing policy and procedure
- Innovative spirit when combatting the unknown
- Utilizes technology to promote holistic family centered care



COMMITMENT TO EXCELLENCE:
Zelenda Owens, BSN, RN, CPN, QI

NURSING AWARDS, HONORS, AND ACCOMPLISHMENTS

FRIEND OF NURSING AWARD

Awarded to the outstanding individual, who is not a nurse, who supports and recognizes the importance of the practice of nursing at ACH.

Criteria for Selection:

- Collaborates exceptionally with nurses
- Outstanding support in achieving quality out-comes
- Committed to the development of nurses
- Serves as an excellent resource to nurses evaluation of educational activities



FRIEND OF NURSING:
Courtney Burton, RMA

DAISY LIFETIME ACHIEVEMENT AWARD

DAISY Foundation Award designed to recognize a nurse who have over their career, promoted the positive image of the profession through active mentoring, role modeling, and advocating for patients.

Criteria for Selection:

- Distinguished career as a nurse in clinical practice, administration, education, and/or research that pro-mote a positive image of professional nursing
- Demonstrates and actively engages in the professional development of self and others in the nursing profession
- Serves as a role model and advocate for nursing practice and the advancement of nursing as a professional
- Advocates for the improvement of patient care and serves as an exemplar for enhancing the patient experience
- Recognized by the broader nursing community as a transformational nursing leader
- Minimum of 10 years' experience at Arkansas Children's



DAISY LIFETIME ACHIEVEMENT:
Lisa Boyd, BSN, RN, CPEN

2022 ACH DAISY FOUNDATION

The DAISY Award is a nationwide program that rewards excellence in nursing. It was created by the Daisy Foundation to recognize the clinical skills, extraordinary compassion and care exhibited by nurses every day. This award is given to outstanding nurses in more than 500 hospitals across the United States.

Arkansas Children's Hospital values the impact nurses have on excellent patient care. The DAISY Award for excellence in nursing recognizes individuals who demonstrate clinical expertise, compassionate care and extraordinary service.



NURSING AWARDS, HONORS, AND ACCOMPLISHMENTS



2022 ACH DAISY FOUNDATION WINNERS

1ST QUARTER



Katherine Davidson, BSN, RN



Alex Lipe, BSN, RN



Paige Sellen, BSN, RN

2ND QUARTER



Aprille Davis, AND, RN



Ginger King, BSN, RN, CPN



Mendi Thomas, BSN, RN

3RD QUARTER



Blair Hrdlicka, BSN, RN, CPN



Bryanah Crane, BSN, RN



Sam Smith, BSN, RN

4TH QUARTER



Sophie Sligh, BSN, RN



Caitlin Jackson, MSN, RN, CPN



Whitney Bush, BSN, RN

2022 PRECEPTORS OF THE QUARTER

Arkansas Children’s Hospital recognizes outstanding Nursing Preceptors each quarter. Preceptors train new hire nurses ensuring they have needed knowledge and resources for successful onboarding. Research has shown that high quality preceptorship can effectively lower nurse turn over rates of new nurses, reduce the costs associated with turnover, as well as reduce medication error rates (Lee, T.Y., Tzeng, W.C/, Lin, C.H., Yeh, M.L., 2009) .

- These outstanding Preceptors have met and exceeded the following Criteria:
- Integrates the orientee within the unit: introduces orientee to all staff including physicians and staff from other disciplines
 - Establishes a positive learning environment by maintaining the married state while advocating for and assisting the orientee to work through challenging interpersonal experiences.
 - Demonstrates skilled communication using active listening, identification and exploration of issues and facilitation of dialogue.
 - Gives constructive feedback (timely, factual, solution focused).
 - Maintains a healthy workplace by fostering a safe clinical learning environment and culture of respect.

Reference:
Lee, T. Y., Tzeng, W. C., Lin, C. H., & Yeh, M. L. (2009). Effects of a preceptorship programme on turnover rate, cost, quality and professional development. Journal of clinical nursing, 18(8), 1217-1225. <https://doi.org/10.1111/j.1365-2702.2008.02662.x>

QUARTER	NURSE	AREA
1st	Kelsey Lyle, BSN, RN	3K- Infant Toddler Unit
2nd	Emily Lively, BSN, RN, CPN, CPHON	4K- Hematology Oncology
3rd	Megan Brown, BSN, RN	Emergency Department
4th	Payton Troillett, BSN, RN	Surgery



SAFETY,
TEAMWORK,
COMPASSION
AND EXCELLENCE



Arkansas
Children's

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