

ANNUAL NURSING REPORT

THE JOURNEY TO
EXCELLENCE
CONTINUES



“Cultural transformation is difficult work; we will all be called upon to modify our behavior, challenge the status quo, and change how we do work. I firmly believe the work will also be fun and inspiring as we will see really great things happen when we focus on safety, accountability, and improved outcomes. As we pursue this journey, we won't be perfect, but we will be excellent.”

MARCY DODERER, FACHE

President & CEO
Arkansas Children's





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A MESSAGE FROM THE CHIEF NURSING OFFICER

It is my honor to share with you the 2024 Nursing Annual Report, which highlights the many accomplishments of our talented nursing and patient care services staff here at Arkansas Children's. Every day, our nurses make personal, memorable connections and lasting impacts on the lives of our patients, families and each other.

As this report highlights, we continue to build a culture of nursing excellence in the areas professional nursing practice, safe, high quality patient care, healthy work environment, nursing research, patient, family and nursing satisfaction, nursing recruitment and retention, and fiscal stability.

Our strong culture centers on our shared decision-making model, bringing the voices of our front-line staff to the forefront. Our nurses influence nursing practice by contributing their expertise to the shared decision-making process. I am grateful we worked together this past year to reimagine our nursing council structure, using our team's feedback to evolve and elevate excellence. This past year, we also embarked on the journey of creating our next Nursing Strategic Plan. The new plan will be our first-ever system-wide plan. The thoughtful insights and contributions of our ACH and ACNW teams will play a pivotal role in shaping a plan that reflects our collective vision for the future.

Our nurses are empowered to share in the implementation of evidence-based strategies and collaborate to influence practices, which create a safe, healthy and healing environment.

To our nurses- thank you for sharing your unique talents, skills, and expertise at Arkansas Children's. It's your commitment that guides us as we continually adapt to the ever-changing and increasingly complex health care landscape.

We now invite you to celebrate the wonderful accomplishments of 2024! I am proud to share this work with you as we seek our third Magnet designation with the ANCC Magnet Recognition program, and live our vision to deliver on the promise of unprecedented child health for the children of Arkansas and beyond. Defined and Delivered.



HEATHER HAEBERLE, DNP, MHA, RN, NE-BC

Senior Vice President of Patient Care Services & Chief Nursing Officer
John Boyd Family Endowed Chair in Pediatric Nursing
Arkansas Children's

A MESSAGE FROM THE DIRECTOR OF NURSING EXCELLENCE

As we present the 2024 Annual Nursing Report, I am inclined to remember the famous quote of Florence Nightingale - ***“Let us never consider ourselves finished nurses. We must be learning all of our lives.”*** The words of the founder of modern nursing were true then, and even more so today. As nurses, the work is never done as we wear many hats - clinician, educator, leader, researcher, case manager, and advocate. No matter our role or specialty, we continue to learn and grow as a profession, and as professionals. Our work is never finished.

2024 was a year full of a number of accomplishments for our organization. As the largest professional discipline practicing at Arkansas Children’s, nursing and nurses are at the center. We utilize our superpowers to uphold our vision and promise: **Unprecedented Child Health. Defined and Delivered.** As we care for our patients and families, we stand firmly on our core values: **Safety, Teamwork, Compassion, and Excellence.** You will find that our annual report outlines how we hold our mission close to our hearts- **We champion children by making them better today and healthier tomorrow.** As you read each page, my hope is that you feel the commitment and dedication of every nurse. We champion children because we are CHAMPIONS!

We are heading into our final year before submitting our application for Magnet re-designation. Can you believe it’s that time already? You will notice that our report is outlined according to our Magnet model components: Transformational Leadership, Structural Empowerment, Exemplary Professional Practice, and New Knowledge, Innovation, & Improvement. Our 2023 Magnet Manual states, ***“The Magnet Recognition Program’s mission and vision inspire a sustained focus on patient care in interprofessional healthcare settings of excellence.”*** You will find ACH Leadership Safety Rounds, new technology and programs, nurse development and support, research, and evidence-based studies throughout our report, demonstrating our focus and responsibility to our patients and families. It is because of the support of our organization, executives, nurse executives, and interprofessional partners that we can accomplish these standards of excellence!

I have learned so much about our organization and our nurses. Not a day goes by that I am not amazed by the ways we care for our patients, families, and each other. From my heart to yours, thank you for showing me nursing excellence. Thank you for your rich contributions to our Magnet journey- it is not possible without YOU. I am looking forward to us locking arms in reaching our April 2026 submission. LET’S DO IT!

It is my absolute pleasure to serve as your Nursing Excellence Director and Magnet Program Director! Thank you for all you do each day... one patient at a time.

LAMETRIA WAFFORD, MNSc, RN, NPD-BC

Nursing Excellence Director & Magnet Program Director
Arkansas Children’s Hospital





WHO WE ARE



..... | ARKANSAS CHILDREN'S MISSION, VISION AND VALUES

Mission

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

Vision

**Our Promise:
Unprecedented Child Health.
Defined and Delivered.**

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 HOSPITAL CENTER FOR NURSING EXCELLENCE TEAM



Lametria Wafford, MNSc, RN, NP-D-BC
Director of Nursing Excellence



Rosa Zamora, BSN, RN, CPN
Nursing Excellence Manager



Kelli Roy-Parker, MBA
Senior Project Coordinator



**JoAnna Carpenter, MSN, RN,
NP-D-BC**
Transition to Practice Coordinator



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



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



Amber Simon, BSN, RN, CPN
Professional Development
Specialist



**Amy Ramick DNP, RN, ACNS-BC,
NP-D-BC**
Nursing Research Specialist



**Dannis Armikarina PhD(c),
BSN, RN, CCRN-K, CCRP**
Nursing Research Specialist



**Austin Lovenstein, MBA, MA, BS,
AdvCRS**
Research Coordinator



Tracey Soto
Administrative Assistant



2024 RECOGNITIONS

Arkansas Children's is ranked in seven specialty services according to U.S. News & World Report's 2024-25 "Best Children's Hospitals."

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



- CANCER
- CARDIOLOGY & HEART SURGERY
- NEONATAL CARE
- NEPHROLOGY
- NEUROLOGY & NEUROSURGERY
- ORTHOPEDICS
- PULMONOLOGY & LUNG SURGERY



PTAP
ACCREDITATION



MAGNET
DESIGNATION



ELSO AWARD OF
EXCELLENCE -
PLATINUM LEVEL



BEACON AWARD,
ACH NICU -
GOLD LEVEL



PROVIDER UNIT
(MIDWEST)



AR CENTER
FOR NURSING
40 UNDER 40
NURSES



FACT
ACCREDITATION



SAFE SLEEP
HOSPITAL -
GOLD LEVEL



AMERICAN COLLEGE
OF SURGEONS HIGHEST
LEVEL OF SURGICAL
CARE FOR CHILDREN



GREAT 100
NURSES
FOUNDATION



FORBES AMERICA'S
BEST LARGE
EMPLOYERS - 2025

Arkansas Children's Achieves CARF Accreditation

Arkansas Children's Acute Care Rehab Program achieved CARF Accreditation for 3 years. Shannon Wyatt, MSN, APRN, FNP-BC, CCRN, NE-BC, Neuroscience Service Line Program Manager, led the program in obtaining this achievement which represents our commitment to delivering safe and effective care and ongoing performance improvement to our patients and families.

Arkansas Children's Ranked by U.S. News and World Report

Arkansas Children's Neurology and Neurosurgery team ranked 29th by U.S. News and World Report. This is the highest ranking achieved by this team and demonstrates progress and commitment to unprecedented patient care.

Neuroscience Inpatient Units at Arkansas Children's Hospital Champion Safety and Excellence in Patient Care

The three Neuroscience inpatient units (4D, 5D, and 5E) decreased the total number of Preventable Harm Index (PHI) events from a baseline of 13 in FY23 to 8 in FY24. Amber Jones, MSN, RN, NE-BC, Neuroscience Service Line Director, led the team in this achievement through the consistent implementation of evidence-based practices and evaluation of PHI events to identify additional mitigation strategies.

Arkansas Children's Achieves EEG Lab Certification

Arkansas Children's EEG Lab meets the standards established by ABRET as a certified EEG Lab for 2024-2029. This achievement demonstrates quality output of the technical component of EEG recordings and lab management by bolstering confidence, addressing customer service, and enhancing reputation and recognition.

Arkansas Children's Achieves Milestone in Pediatric Spinal Care

Dr. Tomoko Tanaka, Pediatric Neurosurgeon, partnered with Dr. Hector Soriano, Neurosurgeon and Director of Adult Neurosurgery spine at UAMS, to utilize CarboClear® Carbon Fiber Spinal Implants for the first time in the state for a pediatric patient, treating a malignant tumor of the spine. This incredible collaboration highlights our experts' dedication to bringing the latest innovative care to pediatric patients in Arkansas.

Arkansas Children's Designated as Tourette Center of Excellence

The Tourette Association of America (TAA) recognized the Arkansas Children's Hospital Tourette Clinic as a TAA Center of Excellence. The program was recognized for its wide variety of evidence-based treatments for families, large patient population of impact and, commitment to providing high-quality clinical care. The center's vision aligns seamlessly with the TAA's mission to elevate standards of care and foster collaborative partnerships that enhance the lives of individuals with tourette syndrome and other tic disorders.

Arkansas Children's Hospital Sickle Cell Center

Arkansas Children's Hospital's Sickle Cell Center is now a member of the National Alliance of Sickle Cell Centers (NASCC). NASCC-recognized comprehensive sickle cell centers are dedicated to improving the outcomes and well-being of people living with sickle cell disease. A NASCC center can also prescribe all available disease-modifying therapies for sickle cell disease.



MAGNET

MAGNET



Arkansas Children's Hospital is recognized as a Magnet healthcare organization by the American Nurses Credentialing Center's (ANCC) Magnet Recognition Program. Magnet recognition is a journey that reflects our ongoing commitment to nursing excellence, patient-centered care, and evidence-based practice. At Arkansas Children's, we are continuously evolving to meet the highest standards of nursing practice while ensuring our patients receive the best care possible.

ROADMAP OF EXCELLENCE

JANUARY 2024 - MARCH 2024:

Submitted Year 2 Interim Monitoring Report; Identified key Ambulatory Nursing Sensitive Indicators; Began restructure of shared decision-making process; Partnered with Human Resources to streamline certification and education goals and processes

JULY 2024-

SEPTEMBER 2024:

Held Sources of Evidence Alignment workshops to outline key organizational exemplars consistent with the Magnet model; Created a Magnet Writing Support Team; Conducted 1:1 writing sessions with subject matter experts; Launched Nurse Engagement Survey

DECEMBER 2024:

2025 Nursing Strategic Planning Retreat

JANUARY 2025- DECEMBER 2025:

Continued readiness for 2026 Magnet Application submission

1

2

APRIL 2024 - JUNE 2024:

Relaunched shared decision-making structure; Hosted a series of development workshops to train council leaders; Created a new toolkit, and bylaws; Launched Magnet Champions

3

4

SEPTEMBER 2024-

APRIL 2026: Monthly goal set for completion of Magnet sources of evidence exemplars required for Magnet 2026 Application for Re-designation; First 6 exemplars completed in September 2024

OCTOBER 2024: 15 nurses and nurse leaders attended the ANCC National Magnet Conference

5

6

7

APRIL 2026:

Submit 2026 Magnet Document for Re-designation

American Nurses Credentialing Center National Magnet Conference

In October 2024, 15 clinical nurses and nurse leaders from Arkansas Children's Hospital attended the American Nurses Credentialing Center's (ANCC) Magnet Pathway Conference in New Orleans, LA.

During the conference, they were able to network with experts, learn about the latest technology, and explore solutions that benefit the organization. Several of our attendees reflected on their experience and expressed increased purpose, knowledge, and connection.



“Attending the Magnet Conference was something that I thought I would never be able to do. I think every nurse in our organization should experience this unique opportunity at least once in their lifetime. This conference challenged me to step out of my comfort zone, network, and become a mentee to people who all share the same vision- to make a difference in the nursing workforce and have a positive impact on the care of the patients and families that we serve. My candle was reignited at Magnet. It is my sincere hope that together, we can keep the flames burning and build something that makes us all proud to be nurses at ACH.”

Nalita Holt-Blount, BSN, RN
RN II, GL Clinic



“I was fortunate to attend several sessions that pertained to not only my area, Pediatric Intensive Care Unit (PICU), but could also be applied to other units. I really enjoyed a session presented by Boston Children's; the session focused on a resource position called the “clinical practice mentor.” The resource role focuses on supporting the growth, competence, and confidence of novice nurses. The clinical practice mentor provides mentorship, advanced critical thinking skills, role models communication techniques, and supports complex ICU care.”

Amy Kruger BSN, RN, CCRN
RN III, 3A Pediatric Intensive Care Unit





With this being my first Magnet conference, I was blown away by the number of nurses who were there and excited to learn and network. I enjoyed the various learning sessions that were geared towards different levels of nursing. It was such a fun and exciting experience.

Mistie Cook, MNSc, CPN, CPHON
RN V, 4K Hematology/Oncology



I am so grateful to have been granted the opportunity to experience the ANCC Magnet Conference, it was a revitalizing and inspiring event! This conference reminded me of all of the things we are doing at Arkansas Children's to uphold our core values of safety, teamwork, compassion, and excellence! I know that my purpose is to inspire others to be the hope that they want to see in this world. We do this through providing excellent care to our patients and families. Attending this conference gave me the tools that I needed to keep this purposeful fire burning!

Kierra Ellis, BSN, RN
RN II, 3K Infant Toddler Unit



Attending the conference was an incredible opportunity, and I truly recognize how fortunate I am to have had the chance to be a part of it. The experience was both enlightening and inspiring – I gained valuable insights and realized just how much our organization is accomplishing. It made me realize that we have so much to share, and we should be more vocal about the incredible work we're doing. One of the most rewarding aspects was connecting with people from other organizations and learning from exceptional leaders. However, the real highlight for me was the opportunity to grow alongside the talented individuals within my own organization. It was inspiring to witness the strength, compassion, and drive that define our team at ACH. We truly have something special here!

Courtney Johnson, BSN, RN, CPN
Patient Care Manager, 3K Infant Toddler Unit



TRANSFORMATIONAL LEADERSHIP

STRATEGIC PLANNING

Nursing Strategic Planning Retreat

In December 2024, over 60 team members attended a two-day Nursing Strategic Plan Retreat hosted by **Heather Haeberle, DNP, MHA, RN, NE-BC**, Senior Vice President & Chief Nursing Officer, in partnership with Inspire Nurse Leaders (INL). INL is a nurse-led team that provides consulting, coaching, workshops, and keynote speakers.

Inspire Nurse Leaders facilitated a transformative strategic planning retreat to ensure the capture of the voice of key stakeholders and the creation of a goal-oriented and action-driven plan delivering measurable outcomes. Over 50 team members across the system attended, including clinical nurses, nurse leaders, executives, and key nursing partners. The new, system-wide nursing strategic plan will consist of six pillars:

Quality & Safety - Drive high reliable clinical outcomes through exemplary nursing and clinical practice

People - Advance patient care by elevating the identity, practice, development, and well-being of all team members

Patient & Family Experience - Enable nurses and patient care services to consistently exceed the expectations of those we serve

Research, Innovation & Technology - Cultivate the science and practice of nursing and all patient care services

Financial Stewardship - Achieve our vision through responsible management of resources

Community - Transform children's health and potential through nursing and clinical practice in the community

Together, we are working toward a shared goal: to create a dynamic strategic plan that fosters excellence in nursing and patient care services while driving meaningful, system-wide impact. The thoughtful insight and contributions at our retreat played a pivotal role in shaping a plan that reflects our collective vision for the future.

Heather Haeberle, DNP, MHA, RN, NE-BC

Senior Vice President & Chief Nursing Officer

John Boyd Family Endowed Chair in Pediatric Nursing



ACH Leadership Safety Rounds

In November 2024, Leadership Safety Rounds launched under the leadership of **Heather Haeberle, DNP, MHA, RN, NE-BC**, Senior Vice President & Chief Nursing Officer, Ryan Solomon, JD, MPS, Senior Vice President of Hospital Operations, and Stephanie Evans, MSN, RN, CPPS, Vice President of Quality and Safety. Arkansas Children's leaders completed training to promote accountability, transparency, communication, improvement models, and continuous learning across all patient care areas. At the end of 2024, 124 rounds were completed.

A total of 13 Rounding teams each include a clinical leader, non-clinical leaders, and a scribe/coordinator. Each team maintains the same area for a 6-month time frame. Before rounding, the team schedules time with unit leaders to learn about the area and its team.

After rounding, a round up report is completed to share with the area and key stakeholders. A Round Up Report is communicated to all organizational leaders with the goal of sharing learning from excellence or wins and reported or observed concerns. If a safety concern is observed or reported that warrants escalation, the rounding team communicates back to the area director or Vice President in a timely manner.

Heart Institute - Heart Concierge Services

The Heart Institute's Heart Concierge Services will positively impact patients and families across the state. This new initiative will continue to regionalize the program by providing the best, most personalized service for out of state patients and referring providers. The goal of the concierge service is to increase procedural volume by providing a clinical customer service expert (RN Care Navigator) to help guide the care experience.

The RN Care Navigator helps access services and resources, taking into consideration specialized needs and complex cases. They assist with communicating the plan of care and provide education on the next steps in the child's treatment. The RN Care Navigator is committed to enhancing access to care for families through advocacy, education, and communication.



Nurses Leading the Way

ARKANSAS CHILDREN'S INTRODUCES SEDATION-FREE TRANSNASAL ENDOSCOPY FOR EOSINOPHILIC ESOPHAGITIS, REVOLUTIONIZING PATIENT CARE

Arkansas Children's Hospital Allergy, GI, ENT providers and clinical nurse managers collaborated to provide a new procedure for patients with Eosinophilic Esophagitis by providing sedation free Transnasal Endoscopy (TNE). The first TNE Clinic was held on April 2024 in Little Rock and has treated 30 patients to date. This clinic is held twice a month and is quickly growing to include expansion in Jonesboro. The TNE Specialty Nurse and trained clinic nurses assist the providers with the procedure while collaborating with Child Life to provide distraction using Virtual Reality. With sedation-free endoscopy, these patients and families can get back to life, sooner.



ADVOCACY AND INFLUENCE

Nurse Mentorship

CVICU MENTOR PROGRAM

The CVICU Mentor Program creates a support system that advocates for an individual's success in professional and personal development. Established in 2013, the CVICU is one of a few clinical areas with a formal mentorship program. As an extension of the Professional Excellence Recruitment & Retention Council, it continues to expand every year. The program focuses on professional growth, competence, and leadership readiness. As an effort to support nursing retention, all new nurses are paired with a mentor at the end of orientation for at least one year.

The Mentor Focus Group oversees the program. It has expanded their focus beyond newer nurses and supports experienced nurses in connecting with unit and organization level mentors. In 2024, 13 nurses completed the program, and 29 mentees are currently enrolled.

The CVICU Mentor Program provided the roadmap for Mentoring Matters, the formal mentorship program for all Arkansas Children's Hospital nurses.

MENTORING MATTERS

In December 2024, the Center for Nursing Excellence launched Mentoring Matters, the formal mentorship program for Arkansas Children's Hospital nurses. In collaboration with the Professional Development Committee's mentoring subgroup and the Employee Experience and Career Growth team, **JoAnna Carpenter, MSN, RN, NPD-BC**, Transition to Practice Coordinator and **Rosa Zamora, BSN, RN, CPN**, Nursing Excellence Manager led the interprofessional development team.



Mentorship promotes nursing excellence through:

- personal and emotional support
- collaboration and networking
- knowledge and skill development
- role modeling
- career guidance and leadership
- development of leadership skills

There are four mentoring pathways: Clinical, Leadership, Education, and Research/Quality Improvement. All Arkansas Children's RN Residents are matched with a mentor at the end of the Immersion phase of the residency.



Bridging the Way

The Arkansas Children's Bridging the Way Program provides a comprehensive professional development opportunity for managers to learn the dynamic aspects of the director role and develop leadership skills. The program also creates a pathway for succession planning. Bridging the Way was developed using the American Organization for Nursing Leadership (AONL) Core Competencies and Development Dimensions International (DDI) Competencies. The 6-month program includes roundtable discussions, independent learning, experiential leadership assignments, coaching, and mentorship within the Arkansas Children's system.

January-June 2024

- Blair Langston, MNSc, RN, CCRN-Patient Care Manager, 3A PICU
- Blake Frazier, BSN, RN, CCRN, AACN-Program Manager, ECMO

July-December 2024

- Daren Bolen, MS, CHFM, CHEP-Manager, ACH Operations Center
- Shelly Keller, MNSc, RN, NE-BC-Patient Care Manager, Operations Center

Kahuna Competency Platform

In February 2024, the Nursing Professional Development team continued its commitment to enhancing the competency development and management process for nurses. **Lametria Wafford, MNSc, RN, NPD-BC**, Director of Nursing Excellence, established a goal of transitioning the competency process from paper to an electronic platform for all nurses across the system. An electronic platform promotes skill transparency and strengthens the overall orientation experience.

In October 2024, Arkansas Children's Center for Nursing Excellence partnered with Kahuna Workforce Solutions (KWS), a skills and competency management platform. KWS streamlines skills management by automating the curation, assignment, assessment, and gap analysis of skills and competencies.

Rosa Zamora, BSN, RN, CPN, Nursing Excellence Manager- ACH and **Molly Fleming, MSN, RN, CPN**, Nursing Excellence Manager- ACNW, led a collaborative effort with Information Systems, Business Applications, Human Resources, and Clinical Educators to prepare the transition to the KWS platform.

At the end of CY24, 209 live competencies across ACH and ACNW were electronically converted to the Kahuna platform. The February 2025 RN Residency cohort will GO LIVE as the inaugural group, making history with this groundbreaking change in nursing practice.

Code 4 Counseling

In September/October 2024, Arkansas Children's Hospital nurse executives partnered with Code-4 Counseling to support clinical teams and their well-being. Since 2017, Code-4 Counseling has assisted emergency responders and healthcare professionals to maintain their overall wellness and to support healing after critical incidents. Code-4 counselors are dedicated to assisting each individual in finding the healing needed to move forward in life with strength, hope, joy, and resilience.

Team members were encouraged to participate in two ways: listening sessions or an individual wellness check. Conversations were entirely confidential and not shared without consent.

Nurse Manager Leadership Retreat with Dr. Felice Carlton

During the 2023 American Organization for Nursing Leadership (AONL) conference, **Shannon Wyatt, MSN, APRN, FNP-BC, CCRN, NE-BC**, Acute Care Rehabilitation Service Line Manager, met **Dr. Felice Carlton, DNP, RN, FNP-C, CEO** of Felice Carlton Enterprises, LLC. Dr. Carlton helps busy leaders shift away from overwhelm, uncertainty, and high levels of responsibility to living the life they desire. Her specialty is developing personalized strategies to manage stress, enhance mindset, and to create a customized approach to a balanced mind, body, and spirit.

In October 2024, Dr. Felice Carlton led a one-day leadership retreat focusing on burnout strategies and mindset development for nurse managers. The retreat was attended by 78 Arkansas Children's leaders. Since the retreat, Dr. Carlton has led two follow-up virtual meetings for nurse managers to focus on individual burnout strategies.

Due to Shannon's advocacy, and the support of **Amber Jones, MSN, RN, NE-BC**, Patient Care Services Director, and **Heather Haeberle, DNP, MHA, RN, NE-BC**, Senior Vice President & Chief Nursing Officer, nurse managers have additional development resources and support. Arkansas Children's partnership with Dr. Carlton continues with further assessment of survey results for future content and implications.





STRUCTURAL EMPOWERMENT

PROFESSIONAL DEVELOPMENT

Advancing Nursing Education

ARKANSAS CHILDREN'S NURSING RECRUITMENT AND RETENTION EFFORTS

The Windgate Foundation's Nursing Recruitment and Retention grant recruits talented nursing staff, provides career opportunities, and offers valuable educational opportunities across the Arkansas Children's system. The grant supports:

- Nurses obtaining a Bachelor of Science in Nursing (BSN) Degree
- Neonatal Nurse Practitioner Education
- Pipeline Career Path for Patient Care Technicians (PCT)
- RN Transition to Practice Positions
- Student Nurse Internship Program

SUPPORTING NURSES THROUGH SCHOLARSHIP

The Windgate Foundation funds full tuition for current licensed practical nurses (LPNs), associate (ASN) prepared, diploma (ADN) prepared, and paramedics obtaining a BSN degree. This program, supplemented with Arkansas Children's Tuition Reimbursement Program, supports team members' desires to advance their education. To be eligible, team members must obtain nursing leadership endorsement, demonstrate successful performance in their current role, and be enrolled in an accredited BSN program.



NEONATAL NURSE PRACTITIONER EDUCATION

Arkansas Children's encourages neonatal nurses to work toward obtaining a master's degree. Full scholarships were offered for up to five nurses obtaining their Neonatal Nurse Practitioner (NNP) master's degree through the Windgate grant.

- May 2024 - one (1) NNP graduate; Arkansas Children's Neonatal Intensive Care Unit
- May 2025 - one (1) NNP student on track to graduate

*(*significant decrease in the vacancy rate of Neonatal Nurse Practitioners; the team is near fully staffed)*

PIPELINE CAREER PATH FOR PATIENT CARE TECHNICIANS

In partnership with South-West Medical Academy, Arkansas Children's offered a PCT training program. The program intentionally recruited current ACH employees serving in entry level roles such as Environmental Services, Nutritional Services, and Access. Graduates are eligible to test for the national PCT certification and apply for a PCT position within the organization.



Nursing Certification Program

SUPPORTING NURSES OBTAINING CERTIFIED PEDIATRIC NURSING CERTIFICATION

Certification is formally recognized by the American Board of Nursing as the acknowledgment of specialized knowledge, skills, and experience that meet established standards within a nursing specialty, ultimately fostering optimal health outcomes.

In June 2024, Arkansas Children's partnered with the Pediatric Nursing Certification Board (PNCB) to offer the "No Pass No Pay" (NPNP) program. Participation in this program ensures nurses are not burdened with the stress of paying for the Certified Pediatric Nurse (CPN) certification exam. Nurses are allowed two attempts per year to pass. If the exam is not passed on either attempt, PNCB absorbs the failed exam fees. When the exam is passed, Arkansas Children's covers the exam fee.

The primary units that utilized the No Pass No Pay Program included 4K Hematology Oncology, Perioperative Services (PACU), and Ambulatory Clinics. Arkansas Children's Hospital Center for Nursing Excellence partnered with newly certified nurses to champion the program within their respective units.

Since June 2024:

- 71 RNs enrolled to test
- 47 RNs tested
- 41 RNs successfully earned CPN certification
- 87% NPNP success rate



WORKFORCE FOR THE FUTURE: PROFESSIONAL PRACTICE

Professional Nursing Orientation (PNO)

Professional Nursing Orientation (PNO) introduces nurses and clinical staff to professional nursing and clinical practices at Arkansas Children's Hospital. It also provides the new hire with an introduction to the knowledge and skills necessary to function in their new role. A variety of teaching methods are used, including but not limited to, structured classroom presentation, computer-based modules and simulation.

PNO is held once per month for the following Patient Care Services roles: Registered Nurses (RNs), Licensed Practical Nurses (LPNs), Paramedics, Patient Care Techs (PCTs), Clinical Support Assistants (CSAs), Care Attendants (CAs), Behavioral Health Techs (BHTs), Surgical Techs, Unit Secretaries and other technical roles as applicable.

2024 ATTENDANCE FOR PNO:

- 427 new hires attended in-person sessions
- 158 new hires completed PNO Day 1 using the online platform

Professional Nursing Orientation is a two-day onboarding process that consists of the following:

DAY 1: ALL PATIENT CARE SERVICES ROLES

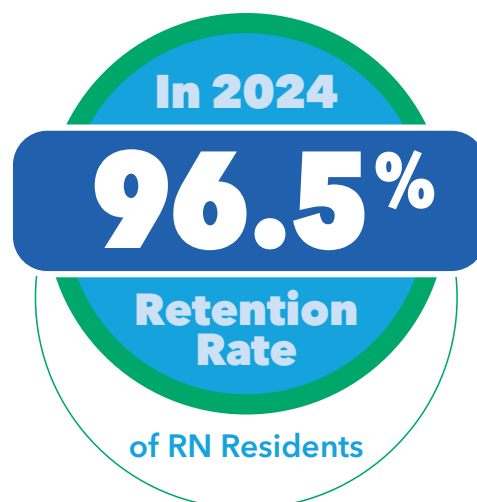
- Introduction to Clinical Ethics at Arkansas Children's
- Creating a Healthy Work Environment
- The Patient Experience
- Professional Nursing Practice at Arkansas Children's
- Research & Evidence-based Practice: From Orientation to the Bedside
- Social Media- What Clinicians Need to Know
- Child Life and Education
- Mindfulness

DAY 2: CLINICAL NURSES & PARAMEDICS

- Solutions for Patient Safety & Hospital Acquired Conditions (HAC): HAC Attack
- Vascular Access & Sharp Safety
- Introduction to the Trauma Program
- Situational Awareness & Creating a Safe Environment
- Point of Care Testing Validations
- Self-paced Computer Modules

DAY 2: UNLICENSED STAFF

- Introduction to Vital Signs
- Introduction to Measurements
- Introduction to Intake and Output
- Introduction to Basic Patient Care (ADLs) and Safety
- Introduction to Preventing Hospital Acquired Conditions
- Point of Care Testing Validations
- Self-paced Computer Modules



2024 RN Residency Program

The Arkansas Children's Hospital RN Residency Program provides structured education, practice-based learning, and organizational enculturation. The program also expands the knowledge, skills and confidence of newly licensed Registered Nurses with less than 12 months of nursing experience. It includes didactic classes, debriefing, mentoring, and professional development. RN residency cohorts are 12 months and offered three times a year- during the months of February, July and October.

In 2022, Arkansas Children's Hospital became the first new graduate residency program in Arkansas to achieve accreditation with distinction from the American Nurses Credentialing Center's Practice Transition Accreditation Program® (PTAP). This distinction is the highest recognition an organization can earn for transitioning new graduate nurses into practice settings, while meeting rigorous, evidence-based standards for quality and excellence. Arkansas Children's Hospital will submit for its 3rd re-designation in November 2025.

There are 2 Phases of the RN Residency Program:

PHASE 1: IMMERSION

- The first week of orientation starts with Champions for Children Orientation (ACH employee orientation) followed by 3 days of Professional Nursing Orientation and RN Residency Program introduction.
- Didactic classroom days ~ every two weeks through the first 10 weeks. The classes include but are not limited to:
 - › Infection Prevention
 - › Patient Experience
 - › Medication Administration
 - › Solutions for Patient Safety and Hospital Acquired Conditions
 - › Impaired Skin Integrity
 - › Diabetes Education
 - › Nutrition Education
 - › Oxygen Delivery Systems
 - › Tracheostomy Management
 - › Child Abuse and Neglect Education
 - › Antimicrobial Stewardship
 - › Trauma Informed Care
 - › Regulatory Road to Readiness
 - › Progressive Mobility
 - › End of Life Education
 - › Self-Care and Resiliency
 - › Epic Enhancement Training
 - › Built in skills stations and various nursing topics for hands-on learning

- Debriefing session (4 immersion phase) with a Registered Nurse and non-nurse debriefing team on topics of:
 - › Effective communication with Interprofessional Teams
 - › Self-care Techniques
 - › Creating a Healthy Work Environment
 - › Reality Shock- Transitioning to the Workforce & Support Structures and Resources
- Guided unit-based orientation with an area-based Clinical Educator
- Bedside unit-based orientation with 1-3 assigned Preceptors in immersion phase
 - › Length of orientation varied by unit and RN Resident's progress through immersion phase

PHASE 2: POST IMMERSION

- After the 6 month hire mark, Post Immersion began
- RN Resident attended 6 Professional Development classes held monthly. The classes consisted of but not limited to...
 - › Safety Care Basics
 - › Trauma Informed Care
 - › Diversity and Culture in Healthcare
 - › Patient Experience
 - › Career Progression & Career Mapping
 - › Evidence Based Practice Academy & Poster Projects
 - › Debriefing session (2 in post immersion phase) with a Registered Nurse and non-nurse debriefing team on topics of:
 - * Creating a High Reliability Organization Through Just Culture
 - * Compassion Fatigue

At the 6th class, the RN Residents presented with Evidence Based Project (EBP) posters and graduated from the RN Residency Program.

February 2024

- 32 RN Residents (42% BSN Graduates & 1 RN Resident with MSN)

July 2024

- 66 RN Residents (79% BSN Graduates)
 - › 38 RN Residents were previous Student Nurse Interns and Patient Care Techs

October 2024

- 19 RN Residents (79% BSN graduates)

Arkansas Children's Approved Provider Unit

The mission of the Arkansas Children's Approved Provider Unit (ACAPU) is to promote life-long learning by providing high quality, evidenced based nursing continuing professional development activities, with Registered Nurses as the target audience. The Provider Unit aims to enhance nursing professional practice and improve health outcomes.

Arkansas Children's is approved as a provider of nursing continuing professional development by the Midwest Multistate Division, an accredited approver by the American Nurses Credentialing Center's Commission on Accreditation.

The ACAPU provided 2,496 contact hours* during 2024 through the following nursing continuing professional development (NCPD) educational activities. Contact hours are awarded under the leadership of the Primary Nurse Planner, Nurse Planners, and Planning Committee members.

*(*56.5% increase in contact hours provided from CY'23 to CY'24)*



NURSING GRAND ROUNDS

- 2024 Nursing Grand Rounds: A Hospital Stay from Case Management's Point of View & Video on Demand
- 2024 Nursing Grand Rounds: Zero to One Hundred: Preventing PIVIEs & Video on Demand
- 2024 Nursing Grand Rounds: We Got Your Back! Adolescent Idiopathic Scoliosis & Video on Demand
- 2024 Nursing Grand Rounds: No Pressure...It's Everyone's Responsibility! & Video on Demand
- 2024 Nursing Grand Rounds: ACHieve Excellence: Mastering Career Progression & Video on Demand
- 2024 Nursing Grand Rounds: Enhancing the Patient Experience Through Compassionate Nursing Care & Video on Demand
- 2024 Nursing Grand Rounds: The Power of Prevention: How to Stop Infections Before They Start & Video on Demand
- 2024 Nursing Research Grand Rounds: From Questions to Action: Demystifying Nursing Research, EBP, and QI
- 2024 Nursing Research Grand Rounds: Perceived Stress and Mindfulness in after the Introduction of a Mindfulness Meditation Program

NURSING PROFESSIONAL DEVELOPMENT EDUCATIONAL ACTIVITIES

- CPHON Prep Course
- NICU: Morsels and Pearls of Knowledge Topics
 - › Trisomies
 - › Thermoregulation
 - › Intraventricular Hemorrhage
 - › Persistent Pulmonary Hypertension
 - › Congenital Heart Disease
 - › Oral Care in the NICU
 - › Neonatal Sepsis
- Outreach Programs
 - › Burn Emergency Management and Care
 - › Nursery Alliance topics
 - * Congenital and Neonatal Infections: A Quick (but comprehensive) Overview
 - * Congenital Cytomegalovirus Diagnosis and Treatment
 - * Newborn Nursery Screenings: What They Are and Why They Matter
 - › School Nurse Vodcasts
 - * Traumatic Brain Injury
 - * Immunizations
 - * Section 504 Overview
 - * Understanding Sickle Cell Anemia
 - * ADHD
 - * Understanding Migraines
- Preceptor Development Workshop- ONLINE
- Preceptor Professional Development: Communication Simulation
- Trauma Informed Care & Video on Demand at ACNW
- ACCN Motivational Interviewing



Academic Nursing

During the 2024 academic year, a total of 716 nursing students in the spring semester, 226 in the summer and 698 students in the fall completed pediatric nursing clinical rotations at Arkansas Children's Hospital and Arkansas Children's Northwest. These students represented 24 affiliated nursing programs.

In addition to clinical rotations, Arkansas Children's clinical nurses and nurse leaders precepted 233 practicum and leadership students across the system.

Arkansas Children's provides pediatric clinical practice experience for nursing students currently enrolled in affiliated nursing programs. Clinical rotations allow students to develop practical nursing skills in general, emergency, acute and critical care areas while enhancing pediatric clinical knowledge. In addition to pre-licensure clinical rotations, Academic Nursing provides placements for advanced nursing degree students, in collaboration with our academic partners.

2024 ADVISORY COUNCIL MEETINGS:

- Arkansas Tech University
- Arkansas State University- Three Rivers
- Black River Technical College
- Henderson State University
- Quachita Baptist University
- National Park Community College
- Southern Arkansas University- Magnolia
- Accreditation Commission for Education in Nursing
Clinical Partners Meeting for
site accreditation review of Arkansas Tech University
- Student Nurse Internship Program Promotion at the
Ouachita Baptist University
College of Nursing



Student Nurse Interns

Arkansas Children's Student Nurse Internship program offers a 12-month 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 core values and supports retention efforts across the system.

PROGRAM REQUIREMENTS:

- 36-hours a month under the supervision of a licensed RN
- 6 months of rotation through different clinical areas throughout the hospital
- Upon completing rotations, interns are matched with a designated clinical area to finish the internship, with the goal of transitioning into the RN Residency program after graduation



BENEFITS OF THE PROGRAM:

- First-hand experience working with patient populations
- More in-depth, one-on-one mentoring with experienced professionals compared to traditional clinical rotations
- Increased retention due to integration into the organizational culture
- Decreased orientation time once transitioned into RN Residency program

With the third cohort underway, several enhancements have been made to the program including required SNI preceptor education, rounding with a focus on error prevention techniques, and an emphasis on the patient experience triad.

The June 2024 cohort began with 18 SNIs. In December 2024, the midpoint of the program, 17 SNI remained in the program for a record-breaking 94% retention rate. The remaining six months of the program includes matching to a clinical area in preparation for the RN Residency in July 2025.

Cohort	# Hired	# Completed Program	RNs Retained	% Retained after Program Completion
2022 Cohort	17 hired	15 completed	12	80%
2023 Cohort	31 hired	21 completed 3 withdrew due to program limitations 7 ineligible to complete, life changes, etc.	17	81%
2024 Cohort	18 hired	*17 still in program	Cohort ends June 2025	

RN TRANSITION TO PRACTICE POSITIONS

In 2024, the Windgate grants continued to support two nurses to serve as full time Transition to Practice Coordinators. The two nurses coordinated the Student Nurse Intern (SNI) Program, served as liaisons for schools of nursing across the state, and coordinated clinical opportunities across the system.

ACHieve Nursing Career Progression

The ACHieve Nursing Career Progression Program is an organizational process used to outline clear opportunities for the professional growth and role advancement of nurses. While encouraging professional development, increased competency, and continuous accountability for nursing excellence, career progression promotes employee retention and engagement.

In February 2024, Arkansas Children’s Hospital’s Professional Development Committee (PDC) completed a thorough assessment of the career progression structure and process. PDC formed a career progression subgroup to ensure nursing representation from the inpatient, ambulatory, and specialty areas. Following the assessment, the subgroup completed the following:

- Revised ACHieve Nursing Career Progression Program (ACH) policy
- Revised ACHieve Nursing Career Progression RN I – RN V Job Description Comparison Grid
- Revised ACHieve Consult Team Process
- New Licensed Practical Nurse (LPN) Career Ladder
- New ACHieve Nursing Career Ladder Evidence Examples
- New quarterly submission timeline and process

Arkansas Children’s dedication to nursing career progression recognizes nurses who demonstrate a commitment to promoting excellence in patient care, ongoing professional development, and high-quality professional nursing practice.

2024 ACHIEVE CAREER PROGRESSION SUBMISSIONS FOR PROMOTION

13 submissions were received, resulting in 9 promotions.

These included 1 LPN III, 1 RN V, and 7 RN IV promotions.

Quarter	# Submissions	# Promotions	Promotion Level
2nd (April-July)	3	2	(2) RN IV
3rd (July-September)	8	5	(3) RN IV; (1) RN V; (1) LPN III
4th (October-December)	2	2	(2) RN IV

* Total of 3 quarters in 2024 after revision/GO LIVE

** For candidates not recommended for promotion, the ACHieve Consult Team provides a personalized development plan for guidance and support.

COMMUNITY OUTREACH AND PARTNERSHIP

Pine Bluff Clinic RN Contributes to Vaccine Compliance

Innovative Clinical Integration, a core strategy of the 2020-2025 Arkansas Children's Strategic Plan, includes integrating vaccine compliance into clinical flow. Strategies to increase vaccine compliance include a vaccine reminder/recall system, self-scheduling appointment options, shot-only clinics with drive-throughs, specialty and emergency department vaccinations, and a statewide mobile approach with the Arkansas Department of Health.

Vaccine administration is monitored across all ambulatory clinics at Arkansas Children's Hospital. Monitoring includes administration by all nurses. **From July 1, 2024 to September 30, 2024, Jennifer Tucker, BSN, RN, Pine Bluff Clinic, safely administered 952 vaccines, the most immunizations in one quarter across all ambulatory primary care clinics.**



**952 Vaccines
Safely Administered**

AngelEye and the Cardiac Population

Sidney Sharp, BSN, RN, CCRN, Clinical Educator, identified the need to translate cardiac specialty education materials for Hispanic families of neonates and infants with congenital heart defects hospitalized in the CVICU.

In February 2024, the CVICU team and clinical nurses adopted the AngelEye Health online parent education platform and IRIS camera technology. AngelEye Health is a complete HIPAA-compliant tele-engagement platform to integrate parents into the child's care team. The platform offers focused education for supporting the highly specialized needs of the pediatric intensive care population. The IRIS camera provides parents with one-way viewing of the infant, with one-way messaging from the providers and bedside clinical nursing staff to parents.

Sidney led the development of cardiac-specific education for the AngelEye platform. Education topics included food and lodging options, medical terminology in the CVICU care setting, and available resources/support groups.

Community Engagement in Healthcare Education

In November of 2024, Nancy Marks, BSN, RN, CPN, RN IV, ENT Clinic, presented career opportunities in otolaryngology and the nursing field to 110 senior nursing students at Mount Saint Mary's High School Career Day. Nancy also engaged with over 50 Emergency Medical Technicians and fire service members, emphasizing the critical role of ENT care in emergency response.

Nancy also introduced fundamental ENT health information to 60 third grade students at Episcopal Collegiate School. Nancy's engagement and outreach efforts align with our commitment to health education and making children healthier today, and better tomorrow in our community.

NURSING RECOGNITION AND AWARDS

Outstanding Achievements in Nursing

DR. CATHY COLE
MEMORIAL PHD ENDOWED
SCHOLARSHIP RECIPIENT
2024 UAMS ACHIEVEMENT
AWARD



Dannis Armikarina,
PhD(c), BSN, RN, CCRN, CCRP
Nursing Research Specialist

ASSOCIATE MEMBER OF THE
NATIONAL PEDIATRIC NURSE
SCIENTIST COLLABORATIVE
(NPNSC)

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



JOHN BOYD FAMILY
ENDOWED CHAIR IN
PEDIATRIC NURSING
RECIPIENT

Heather Haeberle,
DNP, MHA, NE-BC
SVP & Chief Nursing Officer

ARKANSAS HOSPITAL
ASSOCIATION'S SHARED
GOVERNANCE EMPOWERING
THE FRONT LINES PANELIST

Lametria Wafford,
MNSc, RN, NPD-BC
Nursing Excellence Director



Nurse Educator of the Quarter

The Nurse Educator of the Quarter Award was established by the Center for Nursing Excellence. It is a distinguished recognition award for an exceptionally skilled and compassionate nurse educator who has demonstrated outstanding dedication and excellence in professional development. The award celebrates the nurse educator's commitment to providing high-quality clinical education, fostering a supportive learning environment, and contributing significantly to the professional growth of nurses.

The Nurse Educator of the Quarter embodies the highest standards of professionalism, clinical expertise, leadership in nursing education, and serves as a mentor and role model for peers.

The first honoree was recognized at the November 2024 Clinical Educator and Center for Nursing Excellence Retreat.

2024 INAUGURAL NURSE EDUCATOR OF THE QUARTER



Emily Willems,
BSN, RN, CPHON, BMTN - RN IV
Cancer and Blood Disorder Center, 4K
Hematology Oncology Clinic

2024 Preceptor of the Quarter

Arkansas Children's Hospital recognizes outstanding nursing preceptors each quarter. Preceptors train new hire nurses, ensuring they have the necessary knowledge and resources for successful onboarding.

These outstanding preceptors have met and exceeded the following criteria:

- Integrates the orientee within the unit by introducing the 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 and solution-focused).
- Maintains a healthy workplace by fostering a safe clinical learning environment and culture of respect.

2024 PRECEPTOR OF THE QUARTER WINNERS



Mikayla Crosby, BSN, RN, RN II
Emergency Department

1ST QTR



Megan Dailey, BSN, RN, RN II
Ambulatory Surgery

2ND QTR



Isaiah Pineda, BSN, RN, III
Vascular Access Team

3RD QTR

Advanced Practice Providers of the Month

Awarded to the outstanding APRN of the year, including Advanced Nurse Practitioners, Clinical Nurse Specialist, or Certified Registered Nurse Anesthetist (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

2024 ADVANCED PRACTICE PROVIDER OF THE MONTH WINNERS		
Month	Advance Practice Provider	Department
January	Michelle Davis, APRN	Emergency Department
February	Whitney Lively, NNP-BC	Neonatal Intensive Care Unit
April	Morgan Colson, APRN	2D Burn
May	Elizabeth Aronson, APRN, MNSc	Orthopedics Surgery
June	Constance Gober, DNP, APRN, CPNP-PC	Neurology
July	Stephanie Murdaugh, APRN	Urology
August	Bonnie Kitchen, MSN, APRN, CNP-AC	Hospitalist
September	Stephanie Hester, MSN, APRN, CNP-PC	Interventional Radiology
October	Ellen Mallard, DNP, APRN, ACCNS-N, CWOCN-AP, RNC-NIC	Neonatal Intensive Care Unit
Nov/Dec	Ashley Conger, APRN	Neonatal Intensive Care Unit

ACH Daisy Foundation

The DAISY Award® is a special honor given to extraordinary nurses for the compassionate contributions they make every day by going above and beyond expectations in science and sensitivity. This award is given to outstanding nurses in more than 500 hospitals across the United States.



2024 ACH DAISY AWARD WINNERS



Aashiyana Patel,
BSN, RN - RN III
3A Pediatric Intensive
Care Unit



Kaitlyn Davis,
RN- RN II
4C Medical Unit



Yasmine Heard,
BSN, RN- RN II
4D Neuroscience Department



Courtney Heath,
BSN- RN III
Care Coordinator,
CIN Administration



Misha Kelleybrew,
BSN, RN - RN II
3H Neonatal Intensive
Care Unit



Elvira Rice,
BSN, RN, CPN - RN II
4D Neuroscience Department



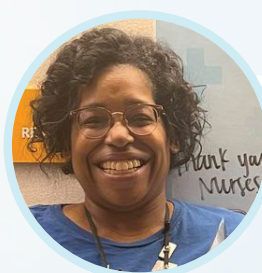
Madi Stone,
BSN, RN - RN II
4D Neuroscience Department



Taylor White,
BSN, RN - RN II
3A Pediatric Intensive
Care Unit

2024 DAISY LIFETIME ACHIEVEMENT AWARD WINNER

The DAISY Lifetime Achievement Award was created to recognize nurses who have devoted their life's work to the compassionate care of others. Recipients of this award are nominated for their dedication to nursing through active mentoring, role modeling, advocating for their patients and promoting the positive image of nursing. They serve as a beacon of inspiration to those at all stages of their career and in the various and important roles of nursing.



Zelenda Owens,
BSN, RN, CPN, QIA, RN IV
Apheresis

BEE (Being Exceptional Everyday) Award

The Being Exceptional Everyday (BEE) Award is a program that recognizes non-nursing health care workers who demonstrate excellence. The award recognizes their clinical skills, compassionate care or quality service.

BEE (BEING EXCELLENT EVERYDAY) AWARD WINNERS



Carol Manning,
Patient Care Technician
4C Medical



Katherine Teske,
Clinical Support Assistant
Emergency Department



Cindy Ramirez,
Patient Access Representative
Sleep Clinic

40 Nurse Leaders under 40 Award

This award recognizes young nursing leaders who possess “exemplary dedication to the nursing profession.” 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.

-Arkansas Center for Nursing 40 Nurse Leaders under 40 Application. 2023; arcenterfornursing.org

40 NURSE LEADERS UNDER 40 AWARD WINNERS		
Team Member	Title	Department
Dannis Armikarina, PhD(c), BSN, RN, CCRN, CCRP	Nursing Research Specialist	Nursing Research
Courtney Johnson, BSN, RN, CPN	Patient Care Manager	3K Infant Toddler Unit
Allison Pruitt, BSN, RN, CPN	RN III	4D Neuroscience
Rosa Zamora, BSN, RN, CPN	Nursing Excellence Manager	Nursing Professional Development

The Great 100 Nurses Foundation

The Great 100 Nurses Foundation was founded by PK Scheerle, RN in New Orleans, Louisiana. Since its founding, the Great 100 Celebrations have honored thousands of nurses across Louisiana, North Carolina, Texas, Oklahoma and Arkansas. These exemplary nurses are selected based on their concern for humanity, their contributions to the profession of nursing, and their mentoring of others. It is a great honor in the life of the nurse to be selected as a Great 100 Honoree and our Foundation helps each RN recognize themselves as Nurse Heroes.

Each year, community, health care and government leaders, family, friends and peers join together to honor these Great 100 Nurses.

-Great 100 Nurses. (2024, March 29). Home - great 100 nurses. Great 100 Nurses - Great 100. <https://g100nurses.org/>

GREAT 100 NURSES OF ARKANSAS HONOREES		
Nurse	Title	Department
Dannis Armikarina, PhD(c), BSN, RN, CCRN, CCRP	Nursing Research Specialist	Nursing Research
Lisa Hale, BSN, RN, CPN	RN II	4D Neuroscience
Yasmine Heard, BSN, RN	RN II	4D Neuroscience
Rhonda Highfill, BSN, RN, RNC-NIC	Patient Care Manager	3H Neonatal Intensive Care Unit
Karen Owenson, BSN, RN	RN II	4D Neuroscience
Beth Ritter, BSN, RN, CPN	RN III	4D Neuroscience
Jessica Weaver, MSN, RN, CCRN	RN V	4H Cardiovascular Intensive Care Unit



Arkansas Children's Hospital Excellence in Nursing Awards

The Excellence in Nursing Awards recognize, reward and celebrate Arkansas Children's most outstanding nurses and friends of nurses.

OUTSTANDING NURSING ANCILLARY STAFF

Awarded to a nursing support team member who consistently contributes to nursing practice and patient care through collaboration, compassion and excellence.



WINNER

Barbara Smalley
Unit Secretary
3K Infant
Toddler Unit

WINNER

Kortney Davison,
BSN, RN, CPN
RN III
4C Medical



EXCELLENCE IN COMPASSION

Awarded to an RN or LPN who contributes to excellence in nursing practice through demonstrating actionable and equitable care and concern for our patients, families and team members.

OUTSTANDING TEAM ENGAGEMENT

Awarded to a professional team or workgroup that demonstrates collaboration to improve patient/family outcomes, workflow processes or nursing practice at ACH. The achievements of this team contribute to the strategic goals of the organization.

WINNER 4C



WINNER

Kim Cannon,
BSN, RN, CPN
RN III
4D Neuroscience



EXCELLENCE IN PROFESSIONAL NURSING PRACTICE

Awarded to an outstanding RN or LPN who demonstrates exemplary professional practice. This nurse goes above and beyond their expected job duties to promote a culture of safety, quality improvement and quality monitoring. The nurse contributes to excellence in nursing practice by achieving the highest of standards and serves with distinction in order to be the best.

NURSING EXCELLENCE IN MOTIVATION AND RESILIENCY

Awarded to an RN or LPN who demonstrates a commitment to positivity and encouragement. This nurse amplifies team resiliency and advocates for professional growth in others.



WINNER

**Michea Gartin,
RN, CPEN, TNL**

RN III
Emergency
Department

WINNER

**Kierra Ellis,
BSN, RN**

RN II
5D Medical



NURSING RISING STAR

Awarded to an outstanding novice RN who demonstrates eagerness and willingness to expand their clinical skill set and professional knowledge. This novice nurse exhibits a strong understanding of Arkansas Children's core values and professional nursing practice.

NURSING EXCELLENCE COMMUNITY SERVICE

Awarded to an RN or LPN who promotes the role of nursing in community health initiatives, beyond the walls of ACH. The nurse demonstrates service through active community involvement, volunteerism, activism and/or practice support which promotes health benefit or betterment of the community.



WINNER

**Sophe Sligh,
BSN, RN**

RN II
4C Medical

WINNER

**Ashley Thacker,
BSN, RN, CPN**

Patient Care
Manager
3K Infant Toddler Unit



NURSING EXCELLENCE IN LEADERSHIP

Awarded to an RN who exemplifies nursing leadership through their contributions to the nursing team, the nursing strategic plan and the strategic priorities of ACH.

Arkansas Children's Hospital Excellence in Nursing Awards (continued)

FRIEND OF NURSING

Awarded to a non-nursing team member who consistently provides inter-collaborative care and demonstrates support for nursing practice and nursing outcomes. This team member is recognized for their willingness to collaborate with nurses and for serving as a role model to the nursing team.



WINNER

Diedre Wyrick, MD
Assistant Professor
Surgery General
Peds

WINNER

**Shelby Moore,
BSN, RN, CPEN**
Clinical Educator
Emergency
Department



NURSING EXCELLENCE IN TEAMWORK

Awarded to an RN or LPN who continually strives to build a stronger nursing team. The nurse exemplifies teamwork through coordinating, communicating, cooperating and collaborating to ensure the highest level of service for our patients, families and team members.

EXCELLENCE IN ADVANCED NURSING PRACTICE

Awarded to an outstanding APRN who demonstrates exemplary professional practice. This APRN goes above and beyond their expected job duties to promote a culture of safety, quality improvement and quality monitoring. The APRN contributes to excellence in nursing practice by achieving the highest of standards and serves with distinction in order to be the best. This nurse works in an advance practice position, including Advanced Nurse Practitioners, CNSs, or CRNAs (both ACH and UAMS employees whose primary job duties occur at the ACNW campus or Harvey Clinic).



WINNER

**Sally Puckett,
MNsc, APRN,
CPNP-PC**
Pediatric Nurse
Practitioner
ACMG ACH Clinical
Operations

WINNER

**Nalita Holt-Blount,
BSN, RN**
RN II
GI Clinic



EXCELLENCE IN INNOVATION

Awarded to an RN or LPN who has improved nursing practice at ACH through quality improvement processes. The work of this nurse has achieved a change in workflow, patient care, clinical process or staff support.

EXCELLENCE IN PRECEPTING, MENTORING & EDUCATION

Awarded to an RN or LPN who demonstrates a commitment to the professional success of other team members. The nurse supports team members by demonstrating, instructing, coaching and guiding best practice.



WINNER

Jessica Weaver,
MSN, RN, CCRN

RN V

4H Cardiovascular
Intensive Care Unit

WINNER

Sidney Sharp,
BSN, RN, CCRN
Clinical Educator
4H Cardiovascular
Intensive Care Unit



EXCELLENCE IN SAFETY

Awarded to an RN or LPN who contributes to excellence in nursing practice by creating an error-free environment to ensure the highest level of services for our patients, families and team members.

EXCELLENCE IN INQUIRY

Awarded to an RN or LPN who continually seeks to expand academic knowledge and professional nursing practice at ACH through nursing research and evidence-based practice processes.



WINNER

Kristan Cooper,
MSN, RN, CPN,
CWOCA

RN V

3K Infant
Toddler Unit



A smiling man with dark, wavy hair and a mustache is wearing dark blue medical scrubs. He has his hands in his pockets and is standing against a background of abstract, colorful geometric shapes in shades of green, blue, and yellow. A large, stylized 'X' logo, composed of blue and green rounded rectangles, is positioned to the left of the text.

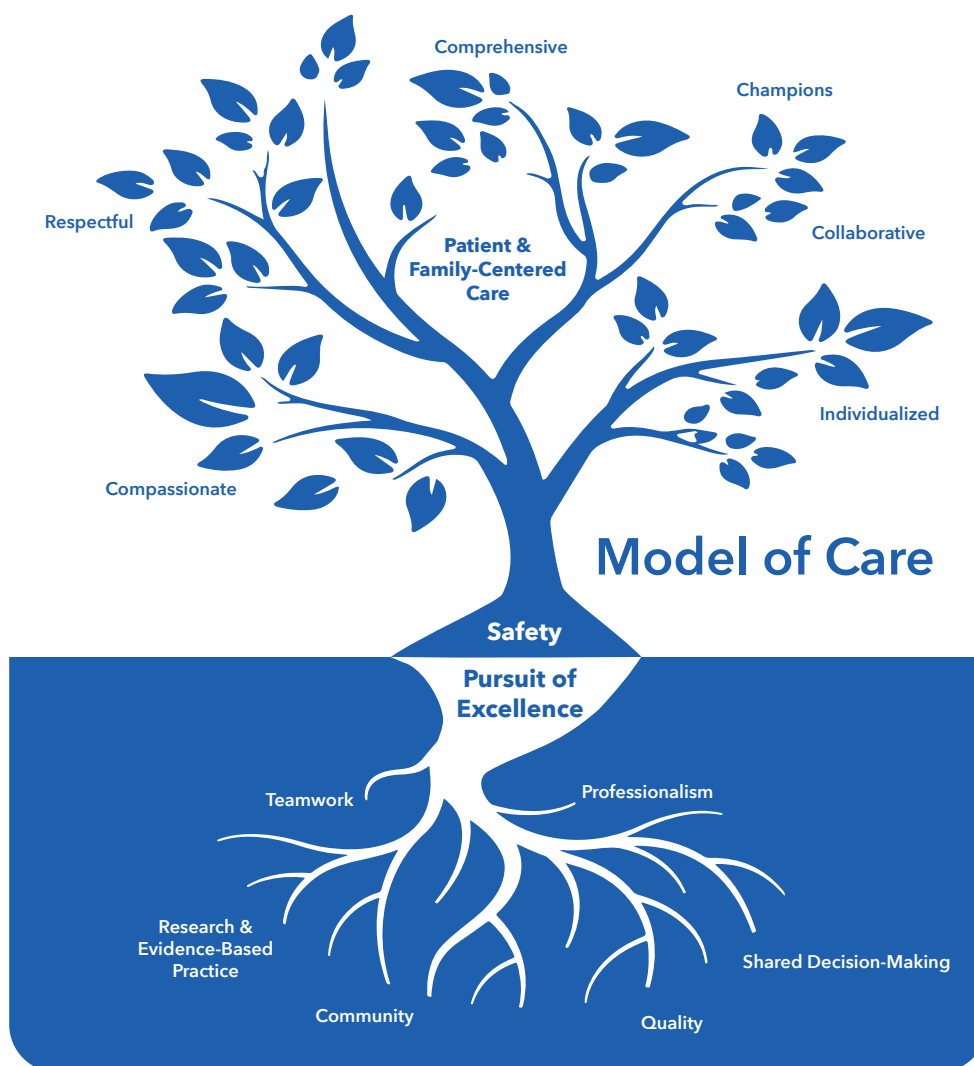
EXEMPLARY PROFESSIONAL PRACTICE

PROFESSIONAL PRACTICE

Model of Care and Professional Practice Model

PATIENT AND FAMILY CENTERED MODEL OF CARE

We believe that the family is the primary source of strength and support for the children, adolescents, and adults we serve. We view family members as vital to enhancing the patient's health and well-being. We respect and value the beliefs and perspectives of each patient and family member, regardless of their individual circumstances. We strive to demonstrate compassion, respect, collaboration, support, and advocacy. ACH nurses' partner with patients, families and other disciplines to plan, deliver, and evaluate individualized care which achieves optimal outcomes for each patient. Nurses also collaborate with patients, families, and other providers to create an empowered environment where "best practices" can be evaluated and implemented to assure safe, evidence based and comprehensive care.



EVIDENCE BASED PRACTICE PROFESSIONAL PRACTICE MODEL

ACH nurses realize patient and family centered care through our practice model which incorporates professional development, shared decision making, interdisciplinary teamwork, and evidence-based practice. ACH strives to create a nurturing professional development environment that empowers nurses to advance their education and skills to provide specialized care. ACH nurses are responsible for their own professional development and for nurturing the professional development of colleagues and students. Because we value the expert knowledge of our nurses, we believe that shared decision-making creates an environment of shared accountability for excellent outcomes. Interdisciplinary teamwork is also key to excellent outcomes.

Shared Decision-Making and Council Structure

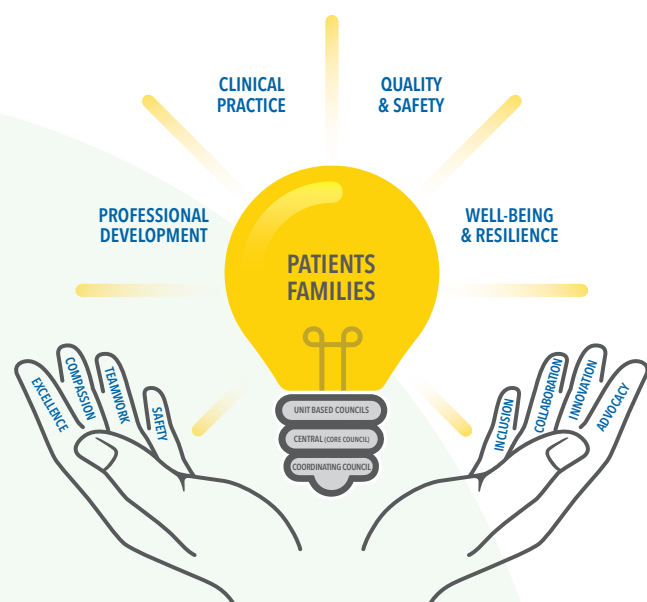
THE RELAUNCH OF INTERPROFESSIONAL COLLABORATION

In February 2024, Arkansas Children's Hospital outlined a plan to approach the 2023 assessment findings of the shared decision-making (SDM) structure and process. The plan included a review of council bylaws, structure, policies, and education for council members.

In April 2024, the Center for Nursing Excellence hosted a two-day training for clinical nurses, nurse leaders, and council officers (co-leads, recorders, and facilitators). The training included a town hall and brainstorming sessions with new and experienced nurses and nurse leaders. The sessions guided the development of the restructure by encouraging team members to lead with solutions-based approaches to current barriers of the process.

In May 2024, Arkansas Children's Hospital's SDM councils relaunched with structure and processes to support organizational and unit-based councils.

- SDM process flow chart
- Education for co-leads, recorders, and facilitators, and council members
- SDM portal created as a centralized location for resources including education, a standardized agenda, meeting minutes library, and bylaws
- Council bylaws updated



The new council structure provides an organized approach for SDM to address matters relative to patient care delivery and clinical practice. It serves as a means to achieve the mission, vision, and values of Arkansas Children's (AC) and strategic goals, objectives, and priorities of Arkansas Children's Hospital (ACH) and its Ambulatory, Clinical, and Patient Care Services. The council structure is designed to complement the formal organizational reporting structure and promote staff involvement, teamwork, and consistency across departments. It is interdisciplinary in nature in order to achieve improved quality and safety in patient care and performance excellence. Given the unique role of nurses in accountability for coordination of care between disciplines and ensuring continuity of care across the patient care continuum, the ACH SDM structure serves as a key method for promoting professional nursing practice and patient and family centered care.

An integral part of the new SDM making process included the new council structure- Coordinating Council, Core Council, Unit-Based Councils, and Role Based Groups.

Coordinating Council provides oversight in achieving Nursing Excellence by facilitating effective council structure and processes and accomplishment of ACH goals of: (1) professional nursing behaviors, (2) safe, high-quality care, (3) supportive work environments, (4) patient, family and nurse satisfaction, (5) staff retention, and (6) fiscal stability.

Core Council creates a dynamic partnership between leadership, nurses, and other healthcare professionals that promotes collaboration, facilitates deliberation and decision-making, and fosters accountability for improving patient outcomes, quality and enhancing work life (2023 Magnet Application Manual). It is an interprofessional platform designed for unit-based council leaders to collaborate with leadership and other healthcare professionals to facilitate problem solving and solution sharing across the organization.

Unit-Based Councils engage in SDM on clinical practice, quality & safety, well-being & resilience matters related to a specific unit, clinic, or service area and ensure integration of and consistency with the decisions that are made at the Core Council level.

Support and Role-Based Groups champion shared decision-making through their specific purpose and functions. These groups contribute to the outcomes identified through the council structure.

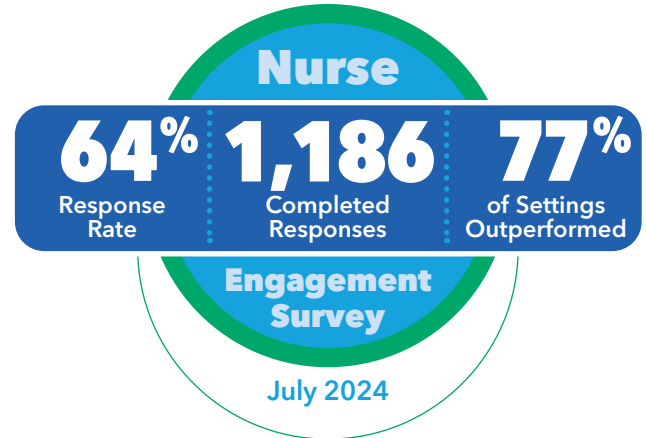
ACH SHARED DECISION-MAKING COUNCILS	
Meeting	Leader(s); Title
ORGANIZATIONAL COUNCILS	
Coordinating Council	Heather M. Haeberle, DNP, MHA, RN, NE-BC Senior Vice President & Chief Nursing Officer; Lead Lametria Wafford, MNSc, RN, NPD-BC Nursing Excellence Director; Co-lead
Core Council	Sondra McNatt, BSN, RN, CNOR RN IV; Co-Lead Kelly Lamb, MSN, RN, CPN RN V; Co-Lead Kara Sullivan, MSN, RN, CPN Recorder
SUPPORT & ROLE BASED GROUPS	
Advanced Practice Providers (APP) Council	Sally Puckett, MSNc, APRN, CPNP-PC Ped Nurse Practitioner; Co-lead Haleigh Shumate, APRN Ped Nurse Practitioner' Co-lead
Professional Development Group	Mistie Cook, MSN (c), RN, CPN, CPHON RN V; Co-Lead Tiffany Moore, BSN, RN, CPN RN IV; Co-Lead Karen Kelly, BSN, RN, CPN RN IV; Recorder
Healthy Workforce Group	Madison Fields, BSN, RN, CPN Clinical Educator; Co-lead Amber Simon, BSN, RN, CPN Professional Development Specialist; Co-lead Krystle Morgan, BSN, RN, CPHON, CPN RN III; Recorder
Managers' Monthly Meeting	Shelly Keller, MNSc, RN, NE-BC Patient Care Manager; Co-lead Kya Jones, BSN, RN, CPN Patient Care Manager; Co-lead Nicole Whiteaker, MSN, RN, CPN Patient Care Manager; Recorder
Research Council	Amy Ramick, DNP, RN, ACNS-BC, NPD-BC Nursing Research Specialist; Co-lead Mandy Yelvington, PhD, OTR/L, BCPR, BT-C Clinical Research Coordinator; Co-Lead Dannis Armikarina, PhD(c), BSN, RN, CCRN, CCRP Nursing Research Specialist; Recorder
Educator Committee	Lindsey Ward, BSN, RN, CPN, CPHON Clinical Educator; Co-lead Allison Predmore, BSN, RN, CPN Clinical Educator; Co-lead Hannah Brannan, BSRS R.T. Clinical Educator; Recorder

NURSE ENGAGEMENT

ACH Outperforms in Nurse Engagement Survey

In July 2024 Arkansas Children's completed the nurse engagement survey. One of the requirements for Magnet designation is to demonstrate outperformance of the benchmark provided by our survey vendor (Glint). The majority of the settings/units must outperform in at least three of the four registered nurse engagement categories:

- **Adequacy of resources and staffing**
- **Professional development**
- **Fundamentals of quality care**
- **Interprofessional relationships**
- Leadership access and responsiveness
- Autonomy
- RN-to-RN teamwork and collaboration



With a response rate of 64%, 1,186 nurses completed the survey. Seventy-seven percent (77%) of settings/units outperformed in the categories bolded above. Nursing leadership utilized the personalized Glint dashboards to access results and create action plans with their teams. As a result of this survey, Arkansas Children's met the requirement to continue towards Magnet re-designation.



Nurse Sensitive Indicators

Arkansas Children’s uses Press Ganey, a healthcare company that collects and benchmarks healthcare analytics of hospital acquired conditions to improve patient care. In January of 2024, Arkansas Children’s Hospital identified 4 additional ambulatory measures to track and monitor.

ACH TRACKED NURSING SENSITIVE INDICATORS	
Vendor: Press Ganey	
Inpatient	
Patient Falls Pressure Injuries and Restraints Catheter-Associated Urinary Tract Infection (CAUTI) Central Line-Associated Bloodstream Infection (CLABSI)	
Ambulatory	
Ambulatory Patient Falls Left Without Being Seen* Multi Drug-Resistant Organism (MDRO)* Patient Burns* Surgical Errors*	

** Newly added Ambulatory NSIs for tracking in 2024*



Quality & Safety Highlights

The Clinical Effectiveness and Outcomes department develops evidence-based, easy to use clinical pathways in collaboration with multidisciplinary subject matter experts across the organization. Registered Nurses are essential partners in this work, bringing invaluable expertise to pathway development. In 2024, the Clinical Effectiveness and Outcomes team collaborated with RNs on seven clinical pathways including:

2024 CLINICAL PATHWAYS	
Vascular Access: System	Maria Allred, MSN, RN, CPN, NE-BC Patient Care Manager, Nursing Resource Pool
Foreign Body: Ops Center	Shelly Keller, MNsc, RN, NE-BC Patient Care Manager, Operations Center
Syndrome of Inappropriate Antidiuretic Hormone Secretion (SIADH)	Lauren Border, BSN, RN, CCRN RN IV, 3A Pediatric Intensive Care Unit
Autonomic Dysreflexia	Shannon Wyatt, MSN, APRN, FNP-BC, CCRN, NE-BC Service Line Manager, 5E Acute Care Rehabilitation
Sickle Cell Disease (SCD) Pain Crisis: Cancer and Blood Disorder Center	Monica Russell MSN, RN, CPN, CCRN Clinical Operation Manager, Cancer and Blood Disorders Center Emily Willems, BSN, RN, CPHON, BMTCN RN IV, 4K Hematology Oncology Whitni White BS, RN, CPHON RN II, 4KHematology Oncology
Suspected Child Physical Abuse	Tiffany Taylor, BSN, RN, CPEN RN III, Emergency Department
Febrile Seizure: Operations Center	Shelly Keller, MNsc, RN, NE-BC Patient Care Manager, Operations Center Dyllen Wolfe, MBA, BSHA, BSN, RN, CPEN Clinical Educator, Operations Center

CLINICAL EMERGENCY PREPAREDNESS

BY JANIE KANE MS APP PCNS-BC

Clinical Emergency Preparedness (CEP) is the training of clinical healthcare staff to perform effective patient resuscitation as a team, typically done via simulation training. In order to standardize both a new annual training requirement and its contents, a policy addendum was created for clinical educators that provides a content outline for all learning sessions. To better equip clinical educators with the resources needed to operationalize this new requirement, a support structure was created that consists of a live educational session in the Simulation Center, as well as a SharePoint site built specifically to maintain all support documents. Oversight of training is provided by the ACH Escalation of Care Committee to ensure adequate resources are available and monitor training compliance.

EMERGENCY DEPARTMENT BEHAVIORAL HEALTH ZONE

BY MELISSA J. EASDON, MBA, BSN, RN

In August 2024, the Arkansas Children's Emergency Department (ED) opened a new Behavioral Health Zone. The goal was to create a space that is both safe and therapeutic for behavioral health patients. Amenities include:

- Quiet, private location separate from the main ED
- 4 spacious patient rooms with TVs, adjustable (color and intensity) lighting, and furnishings designed specifically for behavioral health patients
- 1 dedicated bathroom with behavioral-health safe fixtures, including a shower
- Open hallway with two 50" video gaming systems
- Cameras in each room, plus two in the hallway, for additional safety
- Badge access to prevent unauthorized access or exit
- Designated space and furniture for observers
- Office for Behavioral Health staff just outside the zone

The Behavioral Health Zone is managed by a multi-disciplinary team, including an ED Attending, an ED RN, a Behavioral Health Technician (BHTs), Social Workers, and members of the Behavioral Emergency Response Team (BERT). Starting in January 2025, dedicated Behavioral Health Nurse Practitioners will work with the ED Attendings to medically manage this patient population. Since the opening of the Behavioral Health Zone, there has been a reduction in both staff safety events and patient safety events.

CARE DELIVERY

Patient Experience

The Beryl Institute defines patient experience (PX) as the sum of all interactions shaped by an organization's culture that influence patient perceptions across the continuum of care. The PX greatly impacts Arkansas Children's ability to achieve our mission: We champion children by making them better today and healthier tomorrow.

In 2024, the PX team led clinical nurses, nurse leaders, providers, and interprofessional partners with the following initiatives that contributed to meeting the FY24 goal:

- **Purposeful Rounding (Presence Rounding)**
- **PX training expanded to include Visitor Management, Dispatch, Retail, Security, and Admissions Teams**
- **Hourly Rounding**
- **Bedside Shift Report Audits**
- **Increasing parent engagement during bedside shift report amongst all providers**
- **Whiteboard usage between staff and family in ALL departments**
- **Provider Rounding/Coaching**



JANUARY 2024 WINS:

- **LEADING ROUNDER** for the month:
Angela Glover (CVICU) with 100 rounds
- **LEADING TOP PRAISED STAFF** for the month of December: **Kierra Ellis** (RN) with 4 praises

PX Survey Questions Monthly Highlights:

- › Comfort talking with nurses increased from 64th to 70th percentile
- › Food services quality increased from 38th to 53rd percentile

FEBRUARY 2024 WINS:

- **LEADING ROUNDERS** for the month:
Brandi McIntosh (NICU) with 362 rounds and **Angela Glover** (CVICU) with 145 rounds
- **LEADING TOP PRAISED STAFF** for the month of February: **Brea Johnson** (RN) with 4 praises

PX Survey Questions Monthly Highlights:

- › Inpatient 'facility would recommend' increased from 38th percentile to 71st
- › Inpatient 'nurses courteous/respect' increased from 49th percentile to 66th

MARCH 2024 WINS:

- **LEADING ROUNDER** for the month: **Sidney Moore** (CVICU Clinical Educator) with 65 rounds
- **LEADING TOP PRAISED STAFF** for the month of March: **Roy Lewallen** (RN) with 4 praises

APRIL 2024 WINS:

- **LEADING ROUNDER** for the month: **Jessica Broyles** (5E PCM) with 143 rounds
- **LEADING TOP PRAISED STAFF** for the month of April: **Kierra Ellis** (RN) with 8 praises

PX Survey Questions Monthly Highlights:

- › Care providers explained things went from the 38th to 73rd percentile
- › Care providers listened went from the 53rd to 71st percentile

MAY 2024 WINS:

- **LEADING ROUNDER** for the month: **Jessica Broyles** (5E PCM) with 123 rounds
- **LEADING TOP PRAISED STAFF** for the month of May: **Audrey Evans** (New 5E RN) with 6 praises

JUNE 2024 WINS:

- **LEADING ROUNDER** for the month: **Kathleen Lee** (4K PCM) with 110 rounds
- **LEADING TOP PRAISED STAFF** for the month of June: **Molly Lindow** (5E RN) with 7 praises

PX Survey Questions Monthly Highlights:

- › Facility would recommend increased from the 31st to 46th percentile
- › Care provider explain increased from the 27th to 35th percentile
- › Nurse courteous and respectful increased from the 36th to 69th percentile

AUGUST 2024 WINS:

- **LEADING ROUNDER** for the month: **Jessica Broyles** (5E PCM) with 79 rounds
- **LEADING TOP PRAISED STAFF** for the month: **Janae Guthrie** (5D RN) with 4 praises

PX Survey Questions Monthly Highlights:

- › Confidence in nurses: 76.1 (July) to 80.6 (Aug)
- › Good communication b/w staff: 66.2 (July) to 69.9 (Aug)
- › Family involved in visit: 83.3 (July) to 88.1 (Aug)

SEPTEMBER 2024 WINS:

- **LEADING ROUNDERS** for the month: **Brandi McIntosh** in the NICU with 120 rounds, **Kimberly Hopkins** in the NICU with 84 rounds, **Sarah Wolven** in PX with 73 rounds, and **Courtney Johnson** in 3K with 71 rounds
- **LEADING TOP PRAISED STAFF** for the month: **Kortney Davison** in 4C with 4 praises and **Sarah Grace Hampton** in 4C with 3 praises

PX Survey Questions Monthly Highlights:

- › Would recommend – August – 86.7 (Aug) to 90.2 (Sept)
- › Care Providers Listened – 74.4 (Aug) to 77.5 (Sept)
- › Clean room/bathroom – 77.3 (Aug) to 81.4 (Sept)

OCTOBER 2024 WINS:

- **LEADING ROUNDER** for the month: **Jessica Broyles** (5E PCM) with 118 rounds
- **LEADING TOP PRAISED STAFF** for the month: **Scott Austin** (5E RN III) with 5 praises

PX Survey Questions Monthly Highlights:

- › Facility Would Recommend Top Box Score – improved from 90.2 (Sept) to 91.2 (Oct)

NOVEMBER 2024 WINS:

- **LEADING ROUNDER** for the month: **Jessica Broyles** (5E PCM) with 135 rounds
- **LEADING TOP PRAISED STAFF** for the month: **Kierra Ellis** (5D RN) with 6 praises

PX Survey Questions Monthly Highlights:

- › Nurses explained things – improved from 80.1 (Oct) to 84.0 (Nov)
- › Comfort talking with nurses – improved from 82.1 (Oct) to 87.0 (Nov)
- › Care provider explained – if not better – improved from 77.3 (Oct) to 80.4 (Nov)
- › Given enough input/say in care – improved from 95.2 (Oct) to 100 (Nov)

DECEMBER 2024 WINS:

- **LEADING ROUNDER** for the month: **Jessica Broyles** (5E PCM) with 131 rounds



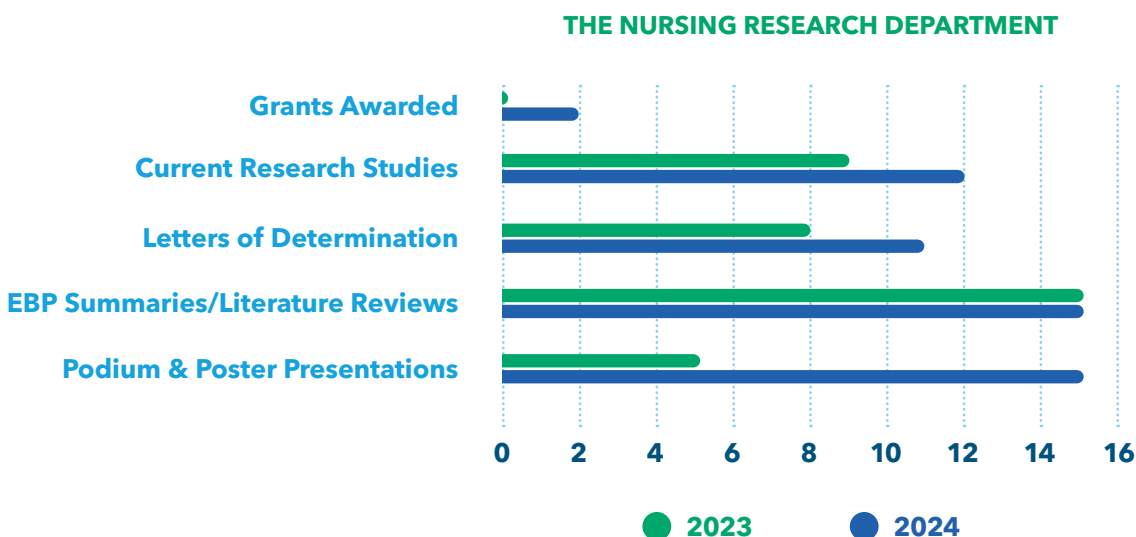
NEW KNOWLEDGE,
INNOVATION
& IMPROVEMENTS

RESEARCH

The Nursing Research team is engaged in conducting nurse-led inter-professional research studies and evidence-based practice (EBP) projects. A variety of services are offered to frontline nurses, leaders, APRNs, shared decision-making councils, and role-based groups. The following support is provided:

- Lead the Nursing Research Council and the Review of Research Protocols by Nurses, Advanced Practice Registered Nurses, and Patient Care Service Professionals
- Research Study Development
- Documentation Development, including protocols, consent, HIPAA and more
- Submission of Abstracts for Conferences
- Poster and Podium Presentations
- Manuscript Development and Submissions to Professional Journals
- UAMS Institutional Review Board Documentation and CLARA Submissions, including Letters of Determination for Quality Improvement Projects
- Survey Development and Administration
- Statistical Analyses Including Qualitative Theming
- Evidence Based Project Summaries
- Consultation and Brainstorming Sessions

The Nursing Research team provides mentoring assistance that allows nurses to develop confidence in research and evidence-based practice while expanding their networks.



Nursing Research Department Achievements

- 303 consultations with Arkansas Children's team members
- 13 abstracts submitted for the 2025 ANCC National Magnet Conference
- New lecture presented in the fall to assist nurses and team members going back to school
- 2 grants accepted, providing funding for Nursing Research studies
- Offered 35 classes, educational sessions, and presentations
- **Dannis Armikarina, PhD(c), BSN, RN, CCRN, CCRP**, and **Amy Ramick, DNP, RN, ACNS-BC, NPD-BC**, National Pediatric Nurse Scientist Collaborative members

Poster Presentations

2024 Arkansas Nursing Research Day - The Essence of Nurses: Nurses as Active Drivers of Positive Change in Health Care, April 5, 2024, Little Rock, AR

- **Dannis Armikarina, PhD(c), BSN, RN, CCRN, CCRP.**
Lapse of Care from Pediatric to Adult Healthcare Setting: A Literature Review.
- **Dalton Janssen, MSN, RNC-NIC, CRS, CCRP, Dannis Armikarina, PhD(c), BSN, RN, CCRN, CCRP, Michael Howard, DNP**, Austin Lovenstein, MBA, MA, BS, AdvCRS, **Amy Ramick, DNP, RN, ACNS-BC, NPD-BC**, Tameika Reed, BS, MLS (ASCP)CMSMCM, Racheal Scott, MSOM, RHIA, LSSBB, **Marterria Tanner, BSN, RN, Shannon Wyatt, MSN, APRN, FNP-BC, CCRN**, and Miranda Yelvington, PhD, OTR/L, BCPR, BT-C. Qualitative Analysis of the Impact of MyChart Auto-Release Information.
- Austin Lovenstein, MBA, MA, BS, AdvCRS, Marlene Walden, PhD, APRN, NNP-BC, CCNS, FAAN, **Amy Ramick, DNP, RN, ACNS-BC, NPD-BC, Ashley Casteel, BSN, RN**, Raquel Cooper, CCLS, Mollie Ivie, CCLS, Tiffani Slaten, MS, CCLS, Beverly J. Spray, PhD, and **Cassie Taylor, BSN, RN.** The Impact of Animal-Assisted Activities on Mood and Compassion Fatigue in the Emergency Department.
- **Cassie Medlock, MNSc, RN, CNN, NE-BC.** Improving the Patient Experience through Nurse Leader Rounding.
- **Justin Smith, MSE, BSN, CPN**, Marlene Walden, PhD, APRN, NNP-BC, CCNS, FAAN, Greg Adams, LCSW, ACSW, FT, **Stephanie Benning, MSN, APRN, PCNS-BC, CPN**, James Henrich, ThM, BCC, **Laura Gill, BSN, RN**, Claire Humphreys, MS, CCLS, Austin Lovenstein, MBA, MA, BS, AdvCRS, **Amy Ramick, DNP, RN, ACNS-BC, NPD-BC**, Amelia Randag, CCLS, Beverly Spray, PhD. An Exploration of Perceptions and Experiences of Health Care Professionals with Near Death Experiences in Pediatric Patients.

TCAA 26th Annual Trauma Conference, April 28, 2024, Nashville, TN

- **Lesa Slaughter, MSN, RN, TCRN, CPEN, Kelli Coatney, MSN, RN, CPN, CAISS**, and **Deidre Wyrick, MD, FACS.** Acute Stress and Substance Use Resources for the Injured Patient.

American Burn Association 2024 Annual Meeting, April 9, 2024, Chicago, IL

- **Christine Grauer, BSN, RN, CCRN, CBRN**, and Mandy Yelvington, PhD, OTR/L, BCPR, BT-C. Assessment of Burn Center Providers' Professional Quality of Life.

2024 Graduate Nursing Student Academy Conference, August 1, 2024, Washington, DC

- **Mistie Cook, MNsc, RN, CPN, CPHON**, and **Elizabeth Marrero, MSN, RN, CNOR(e), CIC, FAPIC**. Implementing a Quality Improvement Nurse in a Pediatric Cancer and Blood Disorder Center.

2024 Rehabilitation Nursing Conference, August 11, 2024, San Antonio, TX

- **Shannon Wyatt, MSN, APRN, FNP-BC, CCRN, NE-BC**, and **Laikin Ulrich, BSN, CPN, CRRN, CBIS**. Identifying Knowledge Deficits with Caregivers when Transitioning from the Pediatric Intensive Care Unit to the Acute Care Rehabilitation Unit.

2024 APHON Annual Conference, September 11, 2024, Salt Lake City, UT

- **Traci Hackler, BSN, RN, CPHON**, Arun Modi, MBBS, MPH, and **Lindsey Ward, BSN, RN, CPHON**. Nurse-Led Interdisciplinary Bedside Rounds in Bone Marrow Transplant and Cellular Therapy (BMT-CT).
- **Karly Brooks, BSN, RN, CPHON**, and **Mistie Cook, MNsc, RN, CPN, CPHON**. Infusaport Education for Emergency Department Nurses Leads to Positive Outcomes.
- **Elizabeth Marrero, MSN, RN, CNOR(e), CIC, FAPIC**, and **Mistie Cook, MNsc, RN, CPN, CPHON**. Clostridioides Difficile Outbreak in a Pediatric Hematology/Oncology Unit.

IDWeek 2024, October 18, 2024, Los Angeles, CA

- **Elizabeth Marrero, MSN, RN, CNOR(e), CIC, FAPIC**. Healthcare-Associated Respiratory Viral Infection Outbreak in a Neonatal Intensive Care Unit.

Children's Hospitals Neonatal Consortium (CHNC) Annual Symposium, October 28, 2024, Denver, CO

- **Gina Reynolds, MSN, RNC-NIC, NEA-BC**, and **LouAnna McAdams-Bailey, MNsc, APRN, PNP-BC, NNP-BC, RNC-NIC**. Improving Patient Satisfaction through Collaboration & Communication.

2024 ANCC National Magnet Conference, October 30, 2024, New Orleans, LA

- **Mistie Cook, MNsc, CPN, CPHON**, and **Elizabeth Marrero, MSN, RN, CNOR CIC, FAPIC**. Developing an Area Based Quality Nurse Reduces CLABSI Rate to 8 Year Low.

Evidence Based Practice Literature Reviews

Amy Ramick, DNP, RN, ACNS-BC, NPD-BC, and Lindsey Seward, MSN-Ed, RN, CPN.

ACNW Duress Alarm: A Literature Review.

Amy Ramick, DNP, RN, ACNS-BC, NPD-BC, and Sara Neal MSN, RN, CPN, CPHON.

Accuracy of Temporal Thermometers in Pediatric Hematology-Oncology Patients: Updated Review of Literature.

Amy Ramick, DNP, RN, ACNS-BC, NPD-BC, and Lindsey Ward, BSN, RN, CPN, CPHON.

Accurate Pediatric Height Measurement for Immobile Patients.

Amy Ramick, DNP, RN, ACNS-BC, NPD-BC, and Sammy Hoskovec, ACNW.

Barriers to Pain Assessment: A Literature Review.

Amy Ramick, DNP, RN, ACNS-BC, NPD-BC, Dannis Armikarina, PhD(c), BSN, RN, CCRN, CCRP,

Austin Lovenstein, MBA, MA, BS, AdvCRS, and Tiffany Smallwood, BSN, RN, CPN.

Development of an Ambulatory Mentorship Program: Best Evidence.

Amy Ramick, DNP, RN, ACNS-BC, NPD-BC, and Tiffany Smallwood, BSN, RN, CPN.

E-scribe and the RN Scope of Practice: Current Practices.

Amy Ramick, DNP, RN, ACNS-BC, NPD-BC, and Stephanie Benning, MSN, APRN, PCNS-BC, CPN.

Impact of Daily CHG in Prevention of EVD Infection.

Amy Ramick, DNP, RN, ACNS-BC, NPD-BC, and Ellen Mallard, DNP, APRN, ACCNS-N, CWOCN-

AP, RNC-NIC. Incidence and Management of Deformational Plagiocephaly and Secondary Craniosynostosis in NICU Patients.

Amy Ramick, DNP, RN, ACNS-BC, NPD-BC and Corey McBain, BSN, RN, CPN.

Massage Therapy and Pediatric Pain Management.

Amy Ramick, DNP, RN, ACNS-BC, NPD-BC, and Brantley Dorrell-Maness, RN, RNC-NIC.

Persistent Pulmonary Hypertension Guidelines/Algorithm for NICU.

Dannis Armikarina, PhD(c), BSN, RN, CCRN, CCRP, and Tammy Diamond-Wells, MSN, RN, NE-BC.

Reasonable Levels of Per-Diem and Temporary RN Staffing in Inpatient Units: Literature Review.

Amy Ramick, DNP, RN, ACNS-BC, NPD-BC, and Becky Watkins-Bregy, BSN, RN, CPN.

Support Resources for Teenagers with TBI Post-Discharge.

Amy Ramick, DNP, RN, ACNS-BC, NPD-BC, and Rachel Hays, BSN, RN, CPN.

Updates to Preceptor Role Post-COVID.

Amy Ramick, DNP, RN, ACNS-BC, NPD-BC, and Cassie Medlock DNP, RN, CNN, NE-BC.

Virtual Sitting and Virtual Patient Observation.

Dannis Armikarina, PhD(c), BSN, RN, CCRN, CCRP, and Cassie Medlock DNP, RN, CNN, NE-BC.

Virtual Sitting for Eating Disorder Patients.

Letters Of Determination

Christian Gilbert, BSN, RN.

A Quality Improvement Evaluation of an Emergency Department Use of the Australasian Triage Scale for Adolescent Suicidal Patients.

Brian Darnell, MSN-ED, RN, CCTC.

An Action Plan for Pediatric Kidney Transplant Recipients Transitioning to the Adult World

Alicia Jagodzinski, BSN, RN.

Decreasing Peripheral Intravenous Infiltrations and Extravasations by Providing Education to Nursing Staff.

Heather Watson, BSN, RN, CPN.

Implementation of the Cardiac Inpatient Neurodevelopmental Care Optimization Program Across Pediatric Cardiac Inpatient Centers: A Mixed Methods Study.

Cassie Medlock, MNSc, RN, CNN, NE-BC, and Rebecca Cantu, MD.

Improving the Patient Experience through Physician Communication Feedback.

Tiffany Smallwood, BSN, RN, CPN.

Kids Care Telephone Triage Service Impact on Physician Wellbeing/Work-Life Balance.

Shannon Wyatt, MSN, APRN, FNP-BC, CCRN, NE-BC.

Nurse Manager Learning Series Based on Organizational Core Values: Measured Impact of Nurse Manager Satisfaction and Relative Competencies.

Chastity Tanner, BSN, RN.

Pressure Injury Prevention in Adult Burn Patients.

Kayla Dudley BSN, RN.

Quality Improvement: Standardized Weight Management.

Virginia Everhart, BSN, RN.

Safe Sleep Discharge Education for Parents.

Nicole Whiteaker, BSN, RN, CPN.

Utilizing Debriefing Sessions to Improve Patient Care and Prevent Unplanned Escalations in Care.

Quality Improvement Projects

Clinical Debriefing Pilot Project.

- **Nicole Whiteaker, MSN, RN, CPN, Shannon Wyatt, MSN, APRN, FNP-BC, CCRN, NE-BC, Kristan Cooper, MSN, RN, CPN, CWOCN, Crystal Vincent, BSN, RN, CPN, Rachel Sampson, BSN, BSB, RN, CPN, Rachel Hays, MSN, RN, CPN, Courtney Johnson, BSN, RN, CPN, Blair Langston, MNSc, RN, CCRN, Stacey Hawkins, Ashley Thacker, Brandei Moragne, and Angela R. Scott-Roberson, MNSc, RN, APRN, PCNS-BC, FCNSI.**

Increasing the Percentage of Escalations of Care from 3C-IMU that Were Watchers.

- **Britany Rowell, BSN, RN, CCRN, and Beth Eckart MPH, RN, CPN.**

Intussusception Protocol.

- **Nicole Whiteaker, MSN, RN, CPN, Brittany Chancellor BSN, RN, PED-BC, and Jordyn Hastings, MNSc, APRN, CPNP-AC.**

Nurse-driven Indwelling Urinary Removal Protocol.

- **Janie Kane, MS, APRN, PCNS-BC, Anna Gaspar, MSN, RN, CIC, and Stephen Dodd, RN, CCRN, RGN, RSCN.**

Vaccine Learning Team.

- **Karalyn Kerby, BSN, RN, CPN, Beth Eckart, MPH, RN, CPN, Ja'Bria Haywood, RN, Morgan Patterson, RN, Alena Reynolds, RN, and Tim Matzen, LPN.**

Current Research Studies

Crucial Communication Simulation Training for Clinical Nursing Preceptors: A Mixed-Methods Research.

- **Dannis Armikarina, PhD(c), BSN, RN, CCRN, CCRP, JoAnna Carpenter, MSN, RN, NPd-BC, Grace Gephardt, M Ed, CHSE, Amy Ramick, DNP, RN, ACNS-BC, NPd-BC, Austin Lovenstein, MBA, MA, BS, AdvCRS, Amber Barlow, MSN, RN, CPN, Dominique Ford, MSN, RN, CPHON, CPN, Amber Simon, BSN, RN, CPN, Noel Stuart, BSN, RN, Lametria Wafford, MNSc, RN, NPd-BC, and Rosa Zamora, BSN, RN, CPN.**

Factors Associated with Clinical Trial Enrollment of neOnates in ARkansaS (FACTORS).

- **Megha Sharma, MD, MS, Dannis Armikarina, PhD(c), BSN, RN, CCRN, CCRP, Sherry Courtney, MD, MS, and Porsha Butler, MD.**

Healthcare Transition Experiences of Young Adult Females with Congenital Heart Disease and Impact of Lapse of Care on their Quality of Life and Perceived Health Status: A Mixed-Methods Research.

- **Dannis Armikarina, PhD(c), BSN, RN, CCRN, CCRP, Laura Hays, PhD, APRN, CPNP-PC. FAHA, Patricia Cowan, PhD, RN, FAAN, Martha Rojo, PhD, RN, Nicole Ward, PhD, APRN, Alice Alexander, MD, FAAP, FACP, Jing Jin, PhD, MPH.**

Impact of Aromatherapy on Nausea in Hospitalized Children Undergoing Rehabilitation: A Nurse-Led Approach.

- **Laikin Ulrich, BSN, RN, CRRN, CPN, Shannon Bolle Wyatt, MSN, RN, FNP-BC, CCRN,** Austin Lovenstein, MBA, MA, BS, AdvCRS, **Amy Ramick DNP, RN, ACNS-BC, NPd-BC,** and **Stephanie Benning, MSN, APRN, PCNS-BC, CPN.**

Impact of MyChart Information Release Mandate on Nurse, Patient, and Family Interactions in a Children's Hospital.

- **Dalton Janssen, MSN, RNC-NIC, Dannis Armikarina, PhD(c), BSN, RN, CCRN, CCRP, Michael Howard, DNP, RN, BC, FAAN,** Austin Lovenstein, MBA, MA, BS, AdvCRS, **Kristen Petty, BSN, RN, CPN, Amy Ramick, DNP, RN, ACNS-BC, NPd-BC,** Tameika Reed, BS, MLS (ASCP)CMSMCM, Racheal Scott, MSOM, RHIA, LSSBB, Beverly J. Spray, PhD, **Marterria Tanner, BSN, RN,** Nicole Turnage, MS, CMLA (AMT), **Shannon Wyatt, MSN, APRN, FNP-BC, CCRN,** and Mandy Yelvington, MS, OTR/L, BCPR.

Managing Type 2 Diabetes through Technology: Using a Mobile Phone Application to Improve Medication Adherence (ACNW with Nursing Research team guidance and mentoring).

- **Drake Lee, BSN, RN.**

Completed Research Studies

A Mixed-Methods Exploration of Healthcare Professionals Perceptions with Near-Death Related Experiences in Pediatric Patients.

- **Justin Smith, MSE, BSN, RN, CPN,** Greg Adams, LCSW, ACSW, FT, **Stephanie Benning, MSN, APRN, PCNS-BC, CPN,** James Henrich, ThM, BCC, **Laura Gill, BSN, RN,** Claire Humphreys, MS, CCLS, Austin Lovenstein, MBA, MA, BS, AdvCRS, **Amy Ramick, DNP, RN, ACNS-BC, NPd-BC,** Amelia Randag, CCLS, Beverly Spray, PhD, and **Marlene Walden, PhD, APRN, NNP-BC, CCNS, FAAN.**

A Mixed-Methods Study Exploring the Impact of Animal Assisted Activities on Mood and Compassion Fatigue among Emergency Department Staff in a Children's Hospital.

- Austin Lovenstein, MBA, MA, BS, AdvCRS, **Amy Ramick, DNP, RN, ACNS-BC, NPd-BC, Ashley Casteel, BSN, RN,** Raquel Cooper, CCLS, Mollie Ivie, CCLS, Tiffani Slaten, MS, CCLS, Beverly J. Spray, PhD, and **Cassie Taylor, BSN, RN.**

Epilepsy Care Experiences in the Complex Epilepsy Clinic.

- **Megan Hoyt, BSN, RN, CPN,** and Debopam Samanta, MD.

Heartbeat Recordings through Music Therapy for Bereavement and Legacy Creation in Parents of Neonates with Life-Limiting Conditions.

- Amy Ramick, DNP, RN, ACNS-BC, NPD-BC, Austin Lovenstein, MBA, MA, BS, AdvCRS, Andrew Ghrayeb MT-BC, NMT, Greg Adams, 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, and Miranda White, LCSW.

Impact of Animal Assisted Intervention in Hospitalized Children with Acquired or Traumatic Brain Injury Undergoing Pediatric Rehabilitation.

- Mandy Yelvington, MS, OTR/L, BCPR, BT-C, Austin Lovenstein, MBA, MA, BS, AdvCRS, 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.

Understanding the Lived Experience of Patient Aggression Towards Nurses and Care Attendants Within a Children's Hospital.

- Stephanie Benning, MSN, APRN, PCNS-BC, CPN, Austin Lovenstein, MBA, MA, BS, AdvCRS, Greg Adams, LCSW, ACSW, FT, Amy Decker, MS, BSN, RN, CPN, VA-BC, and Amy Ramick, DNP, RN, ACNS-BC, NPD-BC.

Grants Awarded

2024 ACRI/ABI NURSING AND ALLIED HEALTH RESEARCH GRANT AWARDED A TOTAL OF \$10,000

Healthcare Transition: Lived Experiences of Females with Congenital Heart Disease and Impact of Lapse of Care on their Quality of Life and Perceived Health Status.

- **Dannis Armikarina, PhD(c), BSN, RN, CCRN, CCRP.** This study will further advance knowledge of healthcare transition processes and inform the development and implementation of healthcare transition interventions specific and sensitive for adult females with congenital heart disease. Date funded: 1/2024 to 1/2026.

Professional Quality of Life of Burn Care Providers..

- **Christine M. Grauer, BSN, RN, CCRN.** This study aims to measure compassion satisfaction and compassion fatigue among healthcare professionals caring for patients with burn injuries, and findings will contribute to assisting with recruitment and retention strategies to improve the health and well-being of Burn Team members. Date funded: 1/2024 to 1/2026.

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AUGUST 14, 2024





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