



Main Line Health®
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The Direct Impact of a Nurse Residency Program and Palliative Care and Research Fellowships

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Learner Objectives



Objectives

The participant can share examples of the dissemination of evidence based practice (EBP) as a result of targeted and formal staff education and fellowships. The participant will be able to share specific outcomes related to the programs implemented at this Healthcare System that support a return on investment.



Rita Linus and Barbara Wadsworth are employed by Main Line Health System in Bryn Mawr, PA



Neither Rita Linus nor Barbara Wadsworth has any relevant financial relationships, conflicts of interest, sponsorship or commercial support

- Lankenau Medical Center
- Bryn Mawr Hospital
- Paoli Hospital
- Riddle Hospital
- Bryn Mawr Rehabilitation Hospital
- Main Line HomeCare & Hospice

Magnet System Re-Designation
Visit September 2019



Main Line Health Nurse Residency and Fellowships

Nurse Residency Program

- Started in 2008
- Outcomes:
Increase in support for new to practice RNs, increased knowledge and application of EBP

Nursing Research Fellowship

- Started in 2011
- Outcomes:
Increase in nurses' knowledge and ability and impact on EBP
Dissemination

Nursing Palliative Care Fellowship

- Enhanced in 2016
- Outcomes:
Increase in nurses' knowledge and comfort level and an increased dissemination of EBP

Nurse Residency Program

Nurse Residency Program Structure and Process

Structured purchased model

Groups cohorted throughout the year for 6 full educational days

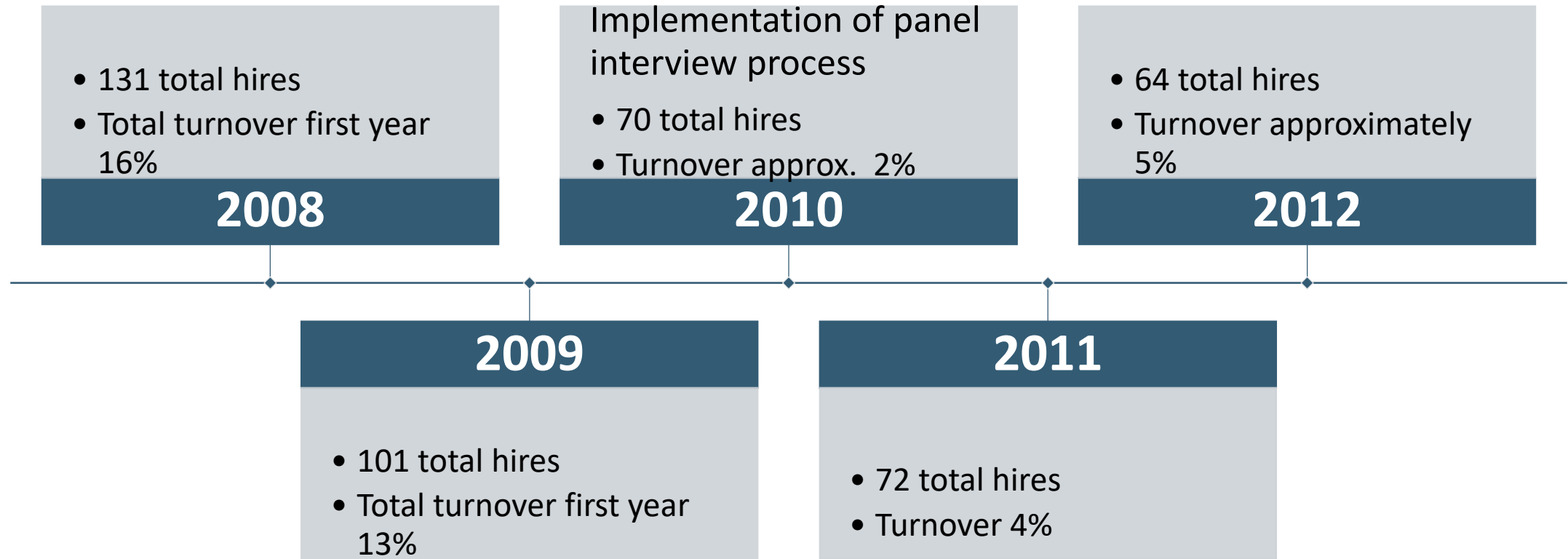
Curriculum focused on

- Support
- Professional Satisfaction
- Organizing / Prioritizing
- Communication/Leadership

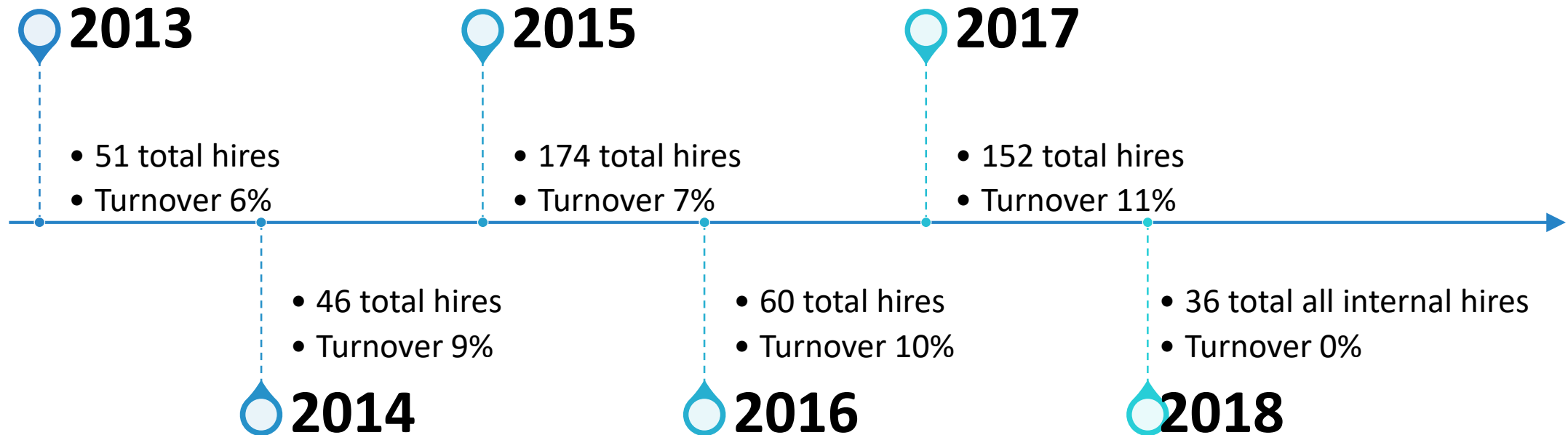
Program Requirements

- Completed EBP Project
- Career Development Plan

Nurse Residency Program Hires and Retention



Nurse Residency Program Outcomes: Retention



Examining

Examining the Impact of a Team
Moment of Silence to Honor Patient
Death

Meghan Sheehan, BNS, RN and Joyce Foresman-
Capuzzi, MSN, RN

Unveiling

Unveiling The Truth About Human
Trafficking; Implementation Of A
Training Module To Assess
Emergency Department Awareness

Steven Donahue, MS, BSN, RN; Danielle LaVallee, BSN,
RN; Michael Schwien, BS, BSN, RN

Screening tool requested for purchase by Sigma Theta Tau, presentations given locally,
regionally and nationally. Currently collaborating with Geisinger Health, PA Office of
Rural Health and the Emergency Nurse's Association to create a web series or training
for healthcare organizations locally and nationally

Enhancing

Enhancing Communication About
Medications in Older Adults-
system-wide education

Chelsea Benvenuto, Haley Chaump, Tamara Dabady,
Brittany Lord, Brooke Steffy, Alyssa Walsh

Nurse Residency Program Outcomes: EBP Dissemination

Nurse Residency Outcomes: Testimonials



Nurse Residents

“Made me feel as though I was part of a community and not alone. Opened my eyes to the world of evidence based practice and its positive effect on patients and your professional development.”

“It helped to broaden my abilities as a nurse. Through the EBP project, I am now utilizing more non-pharmacological measures to help improve overall patient care.”

“Nurse residency has shown me to keep learning and trying...”



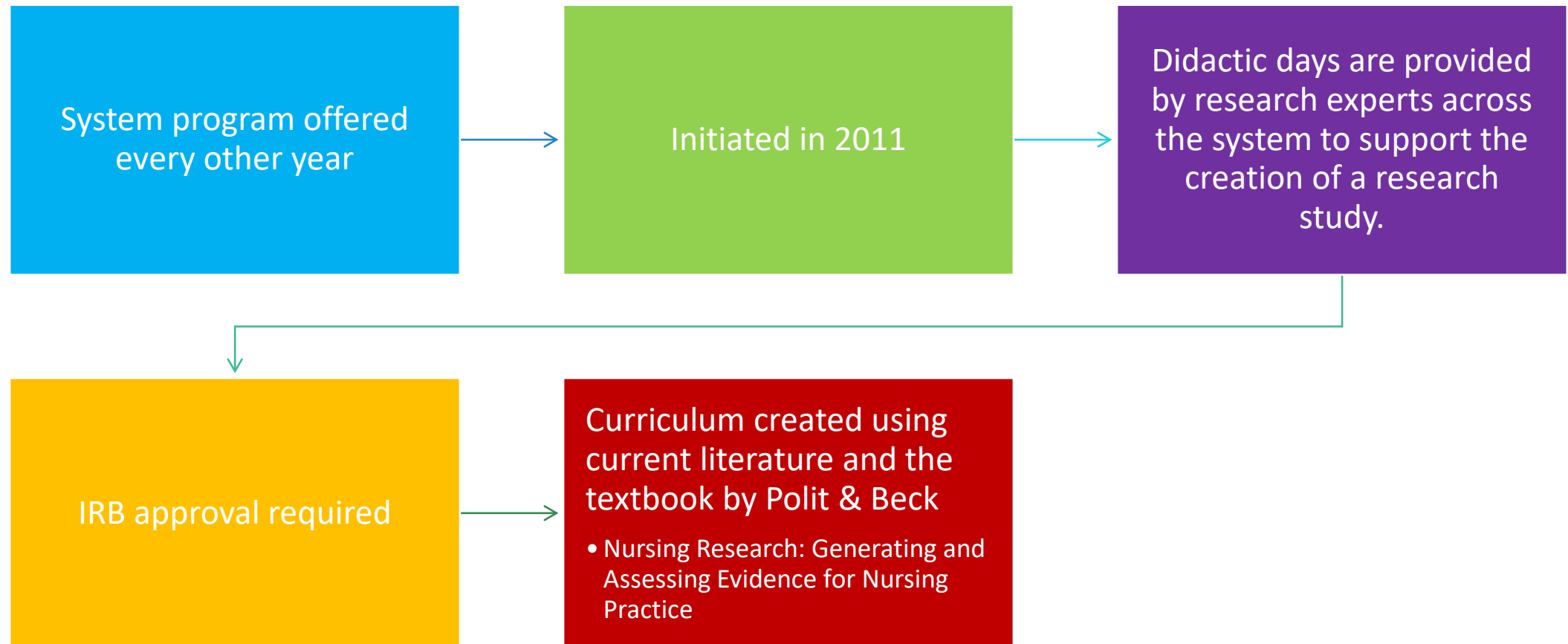
Leaders

“Primary benefit of the program was having an engaged, passionate, goal oriented, resident who brings new energy to the unit.”

“We’ve had a big culture shift as far as professionalism and accountability. The bar has been raised. The expectations are great.”

Nursing Research Fellowship

Nursing Research Structure and Process



System implementation of
Nonpharmacologic Measures to
Assist with the Prevention of
Delirium

Sue Molitoris, BSN, RN,
CCRN

Ambulation and Its Effect
on Agitation

Julie Andraca, BSN,RN,
PCCN, Bobette
Burdenski, BSN, RN,
PCCN and Jennifer
Kohler, MSN, PCCN

Perceptions of Nurses Caring for Their
Children with Chronic Health Conditions
and Their Interactions with Healthcare
Providers

Shannon Rutberg, RN,
MSN

Comparison of Incidence of
Pressure Ulcer Data in an Acute
Rehabilitation Setting Before and
After the Initiation of Automatic
Consults

Susan Decker, BSN,
CWOCN, CCRN, WOCN

Nursing Research Outcomes: Research Dissemination

Palliative Care Nursing Fellowship

Palliative Care Fellowship Structure and Process

System program offered annually based on need

Enhanced and expanded in 2016

Didactic days provided by leaders across the system to support the creation of an evidence based practice project.

Curriculum focused on

- National Consensus Project (2013). *Clinical practice guidelines for quality palliative care* (3 ed.
- Institute of Medicine (2014). *Dying in America: Improving quality and honoring individual preferences near the end of life.*
- Center to Advance Palliative Care (CAPC) modules
- End of Life Care (ELNEC) Curriculum

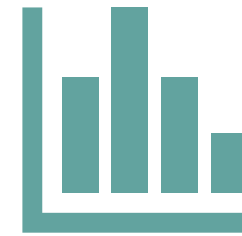
Program Outcomes: Instrument and Analysis



Powazki et al Survey Tool specific to Palliative Care

Capability / Knowledge Questions (9)

Comfort Questions (11)

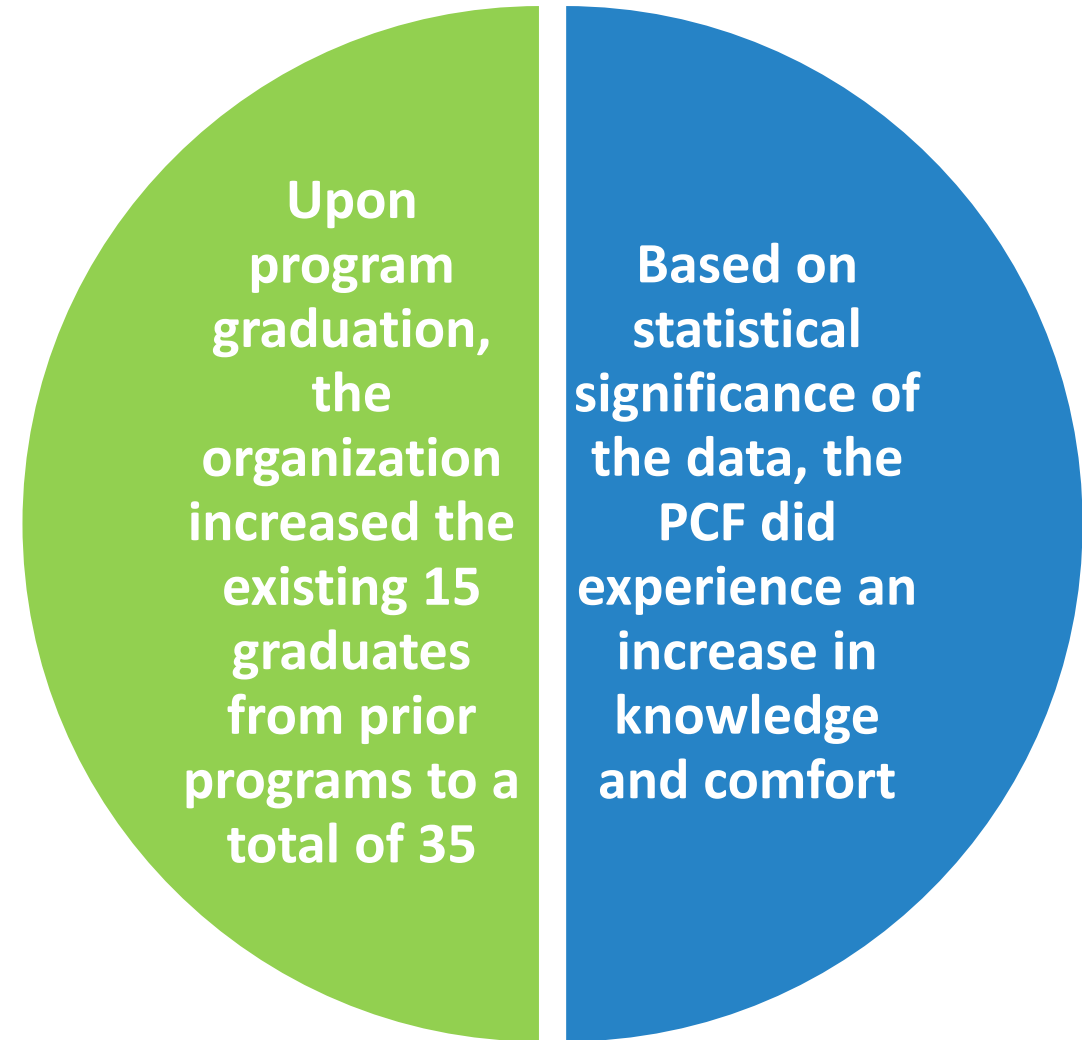


Statistical Analysis

Means, standard deviations and one tailed t tests

Stata Software Version 10 used

2017 Achievement of Objectives



- There is a significant difference in the mean score pre and post intervention for all domains:
 - Patient and Family Centered Communication ($t_{41.862} = -5.824, p < .05$)
 - The mean difference in domain score was 9.050 higher post-intervention
 - Cultural and Ethical Values (CEV) ($t_{33.729} = -5.366, p < .05$)
 - The mean difference in domain score was 6.360 higher post-intervention
 - Effective Care Delivery (ECD) ($t_{38.700} = -6.034, p < .05$)
 - The mean difference in domain score was 7.470 higher post-intervention

2019 Outcomes: Yale EOL Caregiver Survey

- Since 2017
 - 40 bedside staff members have completed the program
 - > 90% achieved specialty nursing certification in either Pain Management or Hospice/Palliative Care
 - 35 EBP projects have been completed

Certification Outcomes

Palliative Care Fellowship Outcomes: Research Dissemination

Knowledge and Attitudes Towards Palliative and Hospice Care by Adam Mullaly

- AARC convention poster presentation in November
- Implementation of education within the Respiratory Therapy department orientation

Mindfulness Education and Its Impact on Compassion Fatigue and Resilience by Karen Whittington

- Poster presentation at the PSNA Nursing Summit September 2019
- Current MLH initiative

Palliative Care Fellowship Outcomes: Testimonials

“The palliative care fellowship was a great source of learning, compassion, strength, and camaraderie for me as a nurse. I felt empowered after each didactic day and meeting...It was especially meaningful to share this experience with my peers all throughout our healthcare system.”

“The fellowship has afforded me the opportunity to glean many new clinical skills and practical knowledge, but far more valuable than that are the lessons I have learned about the depth of the human experience and how varied and meaningful it is along the way.”

References for Palliative Care Fellowship and Nurse Residency Program

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