The Power of Partnership: Educator Collaboration with Procedural Area Nurses Improving Professional Development

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Disclosure

• The author, Ani Jacob, employee at NSLIJHS has no conflict of interest with the program & presentation and was not supported by any sponsor/grant.

• By attending the presentation, the learner will be able to develop a collaborative partnership with practicing nurses to promote professional growth and leadership skills.
Background

- Procedural areas: Cardiac catheterization lab, Electro Physiology lab, Stress/Echo lab, Interventional Radiology, IV team, Endoscopy/bronchoscopy, and cardiac short stay unit
- Inconsistent educator coverage in these areas
- Inconsistent/delayed communication
Problem

- Poor communication regarding educational and professional growth opportunities
- Poor attendance at educational offerings
- Lack of structure and process
  - orient new staff
  - update policies and guidelines
Purpose

- To develop a collaborative partnership between the NPD specialist and the staff nurses to improve professional growth and leadership skills
- To develop a structured process to orient and update policies and protocols
Focus Areas

- RN specialty certification
- Clinical ladder participation
- Leadership development
- Continuing education
- Research
Process

- September 2013 - created NPD Liaison
- September - December 2013 -
  - Introduction to unit leaders and staff
  - Scheduled meetings to explore, identify, and assess needs and priority focus areas
  - Joined CCC and other unit meetings
  - Reviewed existing policies, protocols, and guidelines
  - Explored current orientation practices
Process

- January- April 2014-
  - Introduced clinical ladder program to the nurses
  - Mentoring and preceptor training
  - Explored certification opportunities and available resources
  - Developed new orientation pathway for cath lab and IR.
  - Started with updating policies and guidelines
Process

- May-August 2014
  - New leadership for all cardiac areas
  - Revised goals, practice changes, and expectations
  - New cardiac short stay unit opened
  - Identifying mentors/preceptors
  - Assist with orientation (CSSU-12, cath lab-5, IR-4, stress/echo-2, Endo-1)
  - Developed orientation pathway for endoscopy
September-December 2014

- Focus on continuing education
- Leadership activities
- Journal clubs
- Certification review courses
- Updating competencies, policies, orientation pathways
Results - 2014-2015

- Certification
  - Cath lab - 15% → 60%
  - EP lab - 10% → 100%
  - Stress/Echo - 25% → 75%
  - CSSU - 8% → 40%
Results

- Clinical Ladder
  - Cath lab - 0% → 35%
  - EP lab - 0% → 100%
  - Stress/Echo - 0% → 38%
  - IR - 0% → 23%
  - Endoscopy - 4% → 20%
2015 Highlights

- Continuing education opportunities
  - 3 vendor supported programs for Cardiology
- Journal clubs
- Special procedures training: train-the-trainer program
- Success Pays-CVN Certification program in collaboration with ANCC
- Orientation- Oriented 40 new RNs
Current Results

<table>
<thead>
<tr>
<th>Unit</th>
<th>Certification</th>
<th>Clinical Ladder</th>
<th>Attendance Cont. Education/conferences</th>
<th>Leadership opportunities for staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cath lab</td>
<td>77%</td>
<td>56%</td>
<td>80%</td>
<td>18%</td>
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<tr>
<td>EP lab</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>15%</td>
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<tr>
<td>Stress/Echo</td>
<td>66%</td>
<td>44%</td>
<td>50%</td>
<td>10%</td>
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<td>IR</td>
<td>8%</td>
<td>28%</td>
<td>20%</td>
<td>15%</td>
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<tr>
<td>Endoscopy</td>
<td>14%</td>
<td>23%</td>
<td>40%</td>
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<td>CSSU</td>
<td>20%</td>
<td>20%</td>
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</tbody>
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*Journal Clubs started in all areas*
Future

- Maintain the momentum
- Provide educational support and opportunities
- Professional development resources
- Leadership opportunities