Increasing the Reach of the NPD Practitioner: Using a Specialized Team

Lesley Worsley-Hynd, MSN, RN, CCRN
Monroe Carell Jr. Children’s Hospital at Vanderbilt

Introduction

According to the Nursing Professional Development scope and standards, the NPD Practitioner is responsible for education, onboarding/orientation, competency management, role development, collaborative partnerships, and research/evidence-based practice / quality improvement. The NPD Practitioner assumes many roles including learning facilitator, change agent, mentor, leader, champion for scientific inquiry, partner for practice transitions, and advocate for NPD specialty.

Currently, the NPD Practitioner who supports the Pediatric Emergency Department (PED) is responsible for on-boarding, continuing education, and annual competencies for approximately 150+ staff members.

This makes just-in-time education difficult, especially across multiple shifts and disciplines.

Team Implementation

To provide additional education and increase staff involvement in continued process improvement, the PED created a Specialized Trauma and Critical Care (STACC) Team in 2014. The goal of the STACC Team is to improve staff knowledge and increase the quality of care of the critically ill and injured child.

The objectives of the team are to:
• Serve as a resource for staff
• Regularly assess staff to determine knowledge gaps
• Present evidence based research pertinent to current patient populations via:
  • Case study discussions
  • Trauma video reviews
  • Advanced lecture series presentations
• Collaborate with the NPD Practitioner to provide educational opportunities via:
  • Designated trauma skills
  • Trauma orientation / preceptorship
  • Just-in-time education / mentoring
  • Mock codes

The team is comprised of Registered Nurses, Paramedics, Patient Care Technicians, the NPD Practitioner, and members of PED nursing leadership.

Training Provided by the STACC Team

Mock Code

Hands-On Skills

Communicable Disease Response Training

Results & Discussion

Since implementation, the STACC Team has taken the lead on the following initiatives:
• Facilitate monthly mock codes at 0630 to capture nightshift and dayshift staff
• Lead bi-weekly Trauma Video Reviews for staff education and process improvement
• Audit 100% of all trauma charts and provide real time feedback
• Review equipment and hands on skills with new staff during downtime

In the 1st quarter of 2017, 7 nurses have completed the new Trauma Orientation Program; putting the PED on pace to train 28 nurses this year.

Team Development & New Trauma Orientation Program

In the Fall of 2016, STACC Team members elevated concerns to the NPD Practitioner regarding an inability to consistently train new nurses to the Trauma RN role. Orientation shifts were interrupted and cancelled during times of high census. Obtaining 4 shifts of Trauma Bay orientation was costly, provided inconsistent patient exposures, and were not performed consecutively due to scheduling and census constraints.

A new Trauma Bay Orientation plan was created by the NPD Practitioner and members of the STACC Team and implemented in January 2017. It consists of:
• 1 shift of Trauma Bay Orientation with a STACC Team member to ensure consistency in training
• 4 mandatory training classes focusing on high risk topics:
  • Skills and trauma scenarios
  • Airway, breathing, and ventilation
  • Disaster and decontamination
  • Leadership and communication under stress
• Each class is 4 hours
• Content is a mixture of lecture, case scenario, team problem solving, and hands-on skills

References


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Contact: Lesley Worsley-Hynd, MSN, RN, CCRN @ lesley.worsley@vanderbilt.edu