

2018 NURSING REPORT



Emily Padilla, BSN, RN,
6-South Medical -
Surgical Charge Nurse

Every moment matters.



That is really just the tip of the list. I hope this annual Nursing Report will provide readers with insight into many more of the amazing projects and initiatives that our nurses and staff have collaborated on to make Stormont Vail Health the very best it can be.

Our ANCC Magnet designation is the pinnacle of recognition to the community and our health care industry peers of the excellence of care provided by Stormont Vail. To achieve that designation for three terms since 2009 is simply outstanding. Like the Magnet document submitted and site survey conducted in July 2018, this report provides insight into the four areas that Magnet focuses on: Transformational Leadership, Structural Empowerment, Exemplary Professional Practice, and New Knowledge, Innovations and Improvements.

Through our many initiatives in 2018, we have sharpened focus on our primary mission to take care of our patients, families and communities – and to make every moment a “Small Moment” in which they experience the same level of care and compassion we would want for our own loved ones.

As I reflect on the many improvements and initiatives we accomplished in the past year, we have also laid the groundwork for an amazing year to come – a year in which we will transform the way we provide care to our patients using technology and touch. Stay tuned for even more excellence.

Carol Perry, MSM, BSN, RN, FACHE
Vice President & Chief Nursing Officer

MESSAGE FROM **THE CHIEF NURSING OFFICER**

We achieved many milestones in 2018 – attainment of our third Magnet® designation from the American Nurses Credentialing Center for nursing excellence, completion of a successful Joint Commission visit, and achievement of other care-specific certifications that signal our top-notch patient care. There was also the implementation of a system-wide campaign to stamp out hospital-acquired infections, introduction of bariatric surgery and robotic surgery programs, and a partnership with area schools of nursing to introduce nursing students to the clinic setting.

PHILOSOPHY OF CARE

Stormont Vail Health nurses center on key concepts of nursing: person, environment and health. They focus on providing patient-centered, high-quality care. The Stormont Vail nursing philosophy is reflective of the organization’s mission, vision and values.

NURSING MISSION

The professional nurses at Stormont Vail Health are committed to providing the highest level of care and customer service to improve the health of our community.

NURSING VISION

Stormont Vail Health nurses actively support:

- Professionalism in relationships.
- Recognition for achievement beyond quality standards.
- Improving health in our community and throughout northeast Kansas.
- Distinguishing our organization above all other health care facilities.

STORMONT VAIL HEALTH ACHIEVES MAGNET® THIRD TIME

Stormont Vail Health achieved the third-straight Magnet® designation for excellence in nursing services from the American Nurses Credentialing Center. This designation highlights the quality and exceptional care of the team at Stormont Vail. To achieve this designation organizations must show data-based evidence that they participate in:

- Transformational Leadership
- Structural Empowerment
- Exemplary Professional Practice
- New Knowledge, Innovations and Improvements

This report provides a glimpse at how nurses at Stormont Vail Health achieve the goals of Magnet.

Stormont Vail first received Magnet designation in 2009 and earned its first redesignation in 2014. To achieve this designation, Stormont Vail team members submitted an application document on Feb. 1, 2018, with a site visit from three Magnet surveyors from July 24-26. About 9 percent of U.S. health care organizations achieve Magnet status, but only about 3 percent receive the designation three or more times. There are currently 485 Magnet organizations in the country out of some 6,000 hospitals.



Stormont Vail team members gather at the Magnet Conference in Denver, Colorado.

“Attaining a Magnet designation, the gold standard for nursing programs, is proof of the excellent care our team members deliver every day.”

Carol Perry, MSM, BSN, RN, FACHE
Vice President and Chief Nursing Officer

TRANSFORMATIONAL LEADERSHIP

The American Nursing Credentialing Center (ANCC) requires that Magnet designated hospitals demonstrate the presence of transformational nursing leaders throughout the organization.

Transformational leaders achieve superior results by employing one or more of the four components of transformational leadership: idealized influence, inspirational motivation, intellectual stimulation and individualized consideration.

The Magnet standard requires that Stormont Vail Health demonstrate an example where the chief nursing officer (CNO) influenced positive change that had organization-wide impact beyond the scope of nursing. It was required that this change must be supported by data that demonstrated positive outcomes.



Carol Perry, MSN, BSN, RN, FACHE, vice president and chief nursing officer, was concerned with the lack of a standardized approach in patient bed maintenance, inventory tracking, standardization of beds and getting beds to patients in a timely manner. She created an

interdisciplinary task force to investigate the problem. This group identified there was not an “owner” of the bed management process. The CNO took the task force findings to senior leadership and advocated for capital resources to replace beds and mattresses and for resources to implement better bed management. Leadership responded positively, and the project moved

forward with a new bed management process with clinical nurse input and improved staff satisfaction.

STRUCTURAL EMPOWERMENT

The American Nurses Credentialing Center requires that Magnet organizations demonstrate evidence that nurses throughout the organization are involved in decision-making structures and processes that address opportunities for improvement.

LEADERSHIP IN THE COMMUNITY

Stormont Vail Health supported pediatric charge nurse, Rachel Ault's, BSN, RN, involvement in the Safe Kids Shawnee County Coalition—part of a worldwide program dedicated to keeping children safe by implementing evidence-based programs that help prevent childhood injuries.

The coalition was supportive of a house bill to reduce perceived barriers in promoting child safety seats by providing protection for people certified to perform inspections, install, or adjust child safety seats in the event there is an injury caused by an accident. As a member of the coalition, Rachel provided verbal testimony in support of the bill. Rachel is one of approximately 10 child safety technicians in Shawnee County who provide this education to the community.

In addition, Stormont Vail is the lead for Safe Kids Shawnee County with the oversight of Teresa Taylor, BSN, RN, Trauma Prevention Coordinator.

Another example of nurse leadership in the community is Vicki McGrath, MBA, BSN, OCN, Cancer Nurse Leader's involvement in the community-wide free skin cancer screening event. Vicki provides oversight for the community event. She works closely with the outreach coordinator of the Cancer Committee to ensure it runs smoothly. Together they work to identify and approve resources and promotion of the screening event. For more than 20 years, this annual community event has been sponsored by Stormont Vail Health. More than 785 participants have attended the free screening over the past three years.

SHARED GOVERNANCE

To demonstrate nurse leadership within the health system, nursing team members participate in shared governance councils at Stormont Vail. Shared governance provides the structure for nurses to identify and integrate best practices, promotes a culture of nurse empowerment, and fosters autonomy, accountability and evidence-based decision-making. Shared governance is vital to the recruitment and retention of highly qualified nurses who value professional development and to the mentorship of the next generation of nurses. Following are brief reports from each council.

MANAGEMENT COUNCIL

Much of the 2018 activity focused on preparation for the Magnet redesignation readiness and site visit preparation. The council formulated the 2018-2019 Nursing Strategic Plan that is aligned with organizational-wide strategic initiatives focusing on Experience, Value and Growth. Nursing Strategic Plan initiatives include the following:

- Integrate preceptor program organization-wide, including ambulatory clinics
- Deploy performance boards in all departments and implement daily huddles
- Expand nursing outreach to communities through screenings, wellness checks and education

COMMUNICATION COUNCIL

2018 activities focused on developing and enhancing the SharePoint electronic communication platform for nursing, helping all councils prepare for the Magnet redesignation.

- Orchestrated an organizational membership drive by creating resources about all the shared governance committees and by visiting numerous outpatient and clinic departments as well as in patient departments.
- In March 2018, all quality coordinators were invited to join the Communication Council.
- Developed a SharePoint site for communication between all shared governance councils and educated councils on how to use it. The SharePoint site was also shared during a presentation to Magnet surveyors.

EXEMPLARY PROFESSIONAL PRACTICE

Exemplary professional practice in Magnet-recognized organizations is evidenced by effective and efficient care services, interprofessional collaboration and high-quality patient outcomes, driven by nurse autonomy in the decision-making process regarding patient care, policies and work environment.

Nurses are involved in many decision-making processes throughout the organization. Brooke Oxandale, MSN, RN, CNL-C, and many other nurses are members of the multi-disciplinary Massive Transfusion Protocol (MTP), a committee that reviews all massive transfusion episodes. During the meetings, each case is evaluated for appropriateness of activation, timeliness of product transfusion, appropriate ratios of product used and amount of product wasted. The committee focuses on continuously evolving the MTP process to ensure the patient receives timely care, promoting quality outcomes.

Based on feedback from the nurses who review the cases, the MTP Committee identified the need to revise the current policy to encompass all age groups through weight-based dosing as well as clarifying participant roles. A sub-committee was created to review the MTP policy in place. The group reviewed several other facilities' protocols and evaluated current processes to ensure the new policy best fit the needs of our patients and our organization. The revised policy delineates indications for activation as well as specific roles to promote consistency.

Brooke Oxandale presented the revised MTP protocol to the MTP Committee for interdisciplinary review and then at the organization-wide Nursing Practice Council meeting prior to implementation. Upon final approval, nurses were educated via online learning, one-to-one communication and at department meetings.

RESEARCH AND EVIDENCE-BASED PRACTICE COUNCIL

The Research and Evidence-Based Practice Council supported many educational events, approved journal clubs and nursing research activities.

- Supported many educational opportunities including "Magnetizing KC" event. Janet Brunner and Toni Wendling presented the poster "Empowering Nurses to Improve Breast Cancer Screening."
- Supported the Stormont Vail Health 2018 Nursing Symposium, "Beyond our Walls: Nursing's Impact in Local, State, National and International Communities."
- Council name changed to "Research and Evidence-Based Practice Council." Mission statement changed to multidisciplinary team approved by coordinating council.
- Health Sciences Library debuted new page on SharePoint.

PRACTICE COUNCIL

The council reviewed and approved many policies and procedures including but not limited to:

- Arterial Line Flush Bag Maintenance & Replace Procedure
- Oral Care Management, Adult
- Laryngoscope Blade/Handle/Stylet Disinfection Policy, PCS
- Pain Assessment and Pain Scale Management Policy PCS

PROFESSIONAL DEVELOPMENT COUNCIL

The council implemented and supported the following:

- Supported and celebrated Certified Nurse's Day on March 19 and Nurse's Week in May.
- Developed and held the inaugural Nurses Week 5K Fun Run.
- Collaborated with Baker School of Nursing/ Research and Evidence-Based Practice Council to organize a nursing symposium.

NEW KNOWLEDGE, INNOVATIONS AND IMPROVEMENTS

Magnet-recognized organizations integrate evidence-based practice and research into clinical and operational processes that support innovations in patient care, nursing, and the practice environment. Nurses are involved with the design and implementation of technology as well as improvements in workflow to enhance the patient experience and nursing practice.

IMPROVING PROCESSES

An interdisciplinary team including nurse leaders, nurse managers and clinical nurses from the Pediatric floor, Emergency Department, IV Therapy, and the Pediatric Intensive Care Unit worked together to address the length of time it took for a pediatric oncology patient presenting to the Emergency Department with fever to have an antibiotic administered.

Mortality due to sepsis is six times higher for pediatric patients with cancer than it is for other children. These pediatric oncology patients are particularly susceptible to serious bacterial infections. According to the literature, the gold standard is less than 60 minutes from the time of check-in to antibiotic administration with patients presenting to the Emergency Department with fever.

Understanding the literature and striving to achieve the gold standard, a standardized workflow was developed and implemented by the interdisciplinary team that included:

- Defining the roles and responsibilities of staff who interface with the patient from the time of admission to completion of antibiotic administration;
- Developing a standardized Pediatric ED Order Set;
- Defining workflow for a Rapid Response Team to deploy to the ED upon the patients arrival;
- Determining performance measures that include specific workflow intervals that are measured to reach the 60-minute goal

Using six-month intervals after implementing the standardized workflow, the amount of time in the response to pediatric oncology patients presenting to the ED with fever went from 262 minutes to an average of 42 minutes, well below the 60-minute gold standard.

SHARING NEW KNOWLEDGE THROUGH PRESENTATIONS AND POSTERS

Angela Gamber, MBA, BSN, RN, NE-BC, FACHE, Administrative Director, Emergency Department, Trauma and Surgery, and Ruth Ohm, Ph.D., RN, Baker School of Nursing, presented “Effectiveness of an ED SUD intervention to Reduce ED Recidivism” at the national Magnet Conference in October.



Ruth Ohm and Angela Gamber present at the Magnet conference.

Shirley Appleton, RN, MS, MS, CNOR, OpTime Clinical Informaticist, presented a poster, “Psychometric Evaluation of a Nurse Alert Perception Survey,” at the 2018 ANIA National Conference in Orlando, Fla., May 10-12. ANIA is the American Nursing Informatics Association. Nurses involved in the project were Christie Broaddus, Lindsay Evans, Ruth Ohm and Shirley Appleton.

Angie Rodecap, MSN, RN, SCRNP, nurse manager, and Ali Hanna, BSN, RN-BC, stroke/quality coordinator, 5-North, presented a poster on “Streamlining Care of the Acute Stroke Patient” at the Summit on Quality on May 4 in Wichita. The Summit on Quality is presented by the Kansas Healthcare Collaborative and the Kansas Foundation for Medical Care.

NURSING RECOGNITION AND ACHIEVEMENTS



The DAISY Award is an international recognition program that honors and celebrates the skillful, compassionate care nurses provide every day. DAISY stands for Diseases Attacking the Immune SYstem. The DAISY Foundation was established by the family of J. Patrick Barnes after he died from complications of the auto-immune disease ITP in 1999. Stormont Vail began awarding the DAISY in 2016 as a way for patients, families and staff to recognize care received and say “thank you” to extraordinary nurses.

DECEMBER 2017: Rachel Kinnett, RN, 3-Pavilion, and Vicky Luce, RN, Cotton O’Neil Heart Center

JANUARY 2018: Christy Colley, RN, Emergency Department, and Nicholas Eilert, APRN, Family Practice

FEBRUARY 2018: Racheal Llamas, RN, 4-Pavilion, and Stefanie Dawkins, RN, 5-North

MARCH 2018: Riley Hunt, RN, 3-Pavilion, and Shelly Vollintine, RN, Surgical Critical Care

APRIL 2018: Sherrie Shaw, RN, Medical Critical Care

MAY 2018: Dana Olson, RN, Pediatrics, Debra Fritts, RN, Post-Surgical, and Brenda Gorman, RN, Pediatrics/Young Adult Center

JUNE 2018: Peggy Humbert, RN, Birthplace, and Shannon Anderson, RN, Post-Surgical

JULY 2018: Amy Hartoebben, RN, Medical Critical Care, and Katina Meyer, RN, Surgical Critical Care

AUGUST 2018: David Beaver, RN, Emergency Department, Amanda Tofflemire, RN, Birthplace, and Christine Horton, RN, Birthplace

SEPTEMBER 2018: Heather Hirst, RN, CCRP, Clinical Research

OCTOBER 2018: Katie Schreiner, RN, Spine Center, and Whitney Lemon, RN, 4-Pavilion

NOVEMBER 2018: Tamara Delong, RN, Surgery, Main OR

MARCH OF DIMES NURSE OF THE YEAR

Kimberly Cox, RN, Neonatal Intensive Care, received the Nurse of the Year award for neonatology at the 2018 March of Dimes’ Kansas and Greater Kansas City Chapter recognition program. The awards ceremony was Nov. 3 at the Marriott Hotel in Kansas City, Missouri. Stormont Vail sponsored the Advanced Practice Providers category at this year’s event.

There were 51 Stormont Vail nurses nominated in the 22 categories. Kimberly was one of seven Stormont Vail nurses who were finalists in the recognition program.



Team members celebrate at the Nurse of the Year awards.

The other finalists were:

Carmen Burns, RN (Clinical Research)
Public Health/Ambulatory Care

Jessica Carlson, RN (Main OR)
Surgical Services

Shelby Brooks, RN (Pediatric Intensive Care)
Pediatrics

Carolyn Jones, RN (Emergency)
Nurse Manager

Amanda Allen, RN (NICU)
Neonatology

Julia Wood, RN (Emergency)
Emergency Transport

EXCELLENCE IN NURSING AWARDS

The 2018 Excellence in Nursing Awards recognized outstanding professional work by Stormont Vail patient-care staff on May 10. The Excellence in Nursing Awards are generously supported by the Stormont Vail Foundation. Sixteen individuals in nine categories were honored.

EXCELLENCE IN NURSING PRACTICE



Jeffrey Brad Casperson, BSN, RN,
Surgical Critical Care



Kendi Knox, BSN, RN,
Neonatal Intensive Care

EXCELLENCE IN NURSING LEADERSHIP



Elizabeth Meier, BSN, RN,
Cath Lab

EXCELLENCE IN NURSING PRECEPTORSHIP



Emily Padilla, BSN, RN,
Pavilion

EXCELLENCE IN NURSING MENTORSHIP



Jessica Briggs, BSN, RN,
Birthplace



Emily Kimball, BSN, RN,
Hospitalist

**EXCELLENCE IN
ADVANCE PRACTICE PROVIDER**

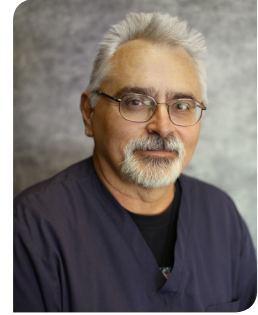


Rene Hunt, NNP,
Neonatal Intensive Care Unit

**EXCELLENCE IN
LICENSED PRACTICAL NURSING**



Kelly Frey, LPN,
Internal Medicine



John W. Rodecap Jr., LPN,
5-North

EXCELLENCE IN PATIENT CARE



Curtis Johnson,
Surgical Tech, Surgery



Allyson Shughart, PCT,
5-North



Cindy Stafford, PCT,
Emergency



Sukanya (Dao) Thielenhaus, PCT,
Pavilion

RISING STAR



Garrett DeLong, BSN, RN,
Pediatric Intensive Care



Jessica Palmer, BSN, RN,
5-North

**EXCELLENCE IN
NURSING RESEARCH**



Carmen Burns, BSN, RN,
Clinical Research

2018 NEWS OF NOTE

CARE FOR THE CAREGIVER

The Care for the Caregiver program was developed to help “second victims,” health care workers who experience traumatic events. These team members are at risk for developing compassion fatigue, suffering burnout and experiencing secondary traumatic stress disorder. These conditions can cause physical and emotional stress on a health care worker as well as present a potential risk to their patients.

EXTRAORDINARY CARE

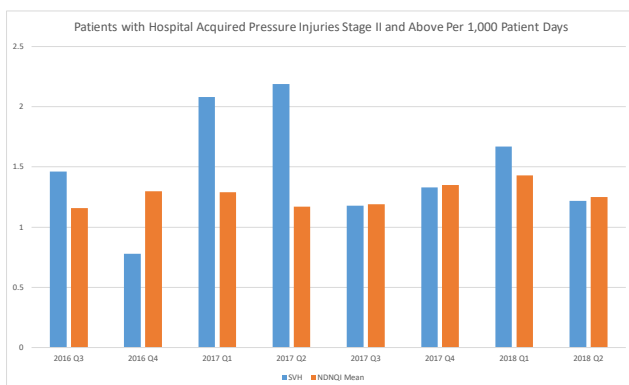
Sammantha Glenn, RN, and Carrie Steinle, RT(R), (M) both of Medical Imaging Services, received the Stormont Vail Exceptional Care Award for their exceptional poise in the face of loss, for their compassionate care of others who have experienced the loss of an infant, and for their outstanding courage to turn grief into action. Sammantha and Carrie created a local support network called the SIDS and Infant Loss Network, to provide support to families that have experienced loss from SIDS as well as stillborn infants, miscarriages and other infant loss.

BLUE DISTINCTION®

Stormont Vail Health was among 15 Kansas hospitals designated as Blue Cross and Blue Shield of Kansas Blue Distinction® Centers+ for Maternity Care. The national Blue Distinction Specialty Care program recognizes hospitals for providing quality and affordable care. The Blue Distinction Centers for Maternity Care program evaluates hospitals on quality measures for vaginal and cesarean delivery.

REACHING ZERO

The Reaching Zero Campaign to reduce hospital-acquired infections to zero was launched in early 2018 to address an increase in infections in 2017. Areas of focus included hand hygiene; personal protective equipment (PPE); and modifying environmental cleaning practices to reduce the risk of these infections. The campaign has been very successful as shown in the graphs below.



MAGNET VISIT

Jeff Doucette, DNP, RN, FACHE, vice president of the Magnet® Recognition Program, visited Stormont Vail Health in February 2018 and toured several departments before having an open forum with Chief Nursing Officer Carol Perry.

U.S. NEWS & WORLD REPORT

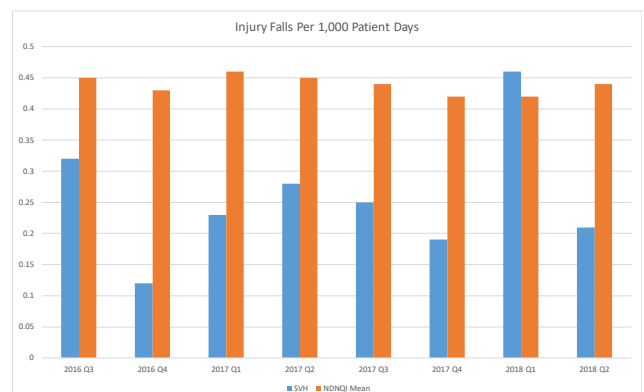
Stormont Vail Health was recognized by U.S. News & World Report as a recipient of the National Cardiovascular Data Registry’s 2017 ACTION Registry® Platinum Performance Achievement Award. The award recognizes a hospital’s success in implementing a higher standard of care for heart attack patients by meeting top performance measures as outlined by the American College of Cardiology and the American Heart Association clinical guidelines and recommendations.

THE JOINT COMMISSION

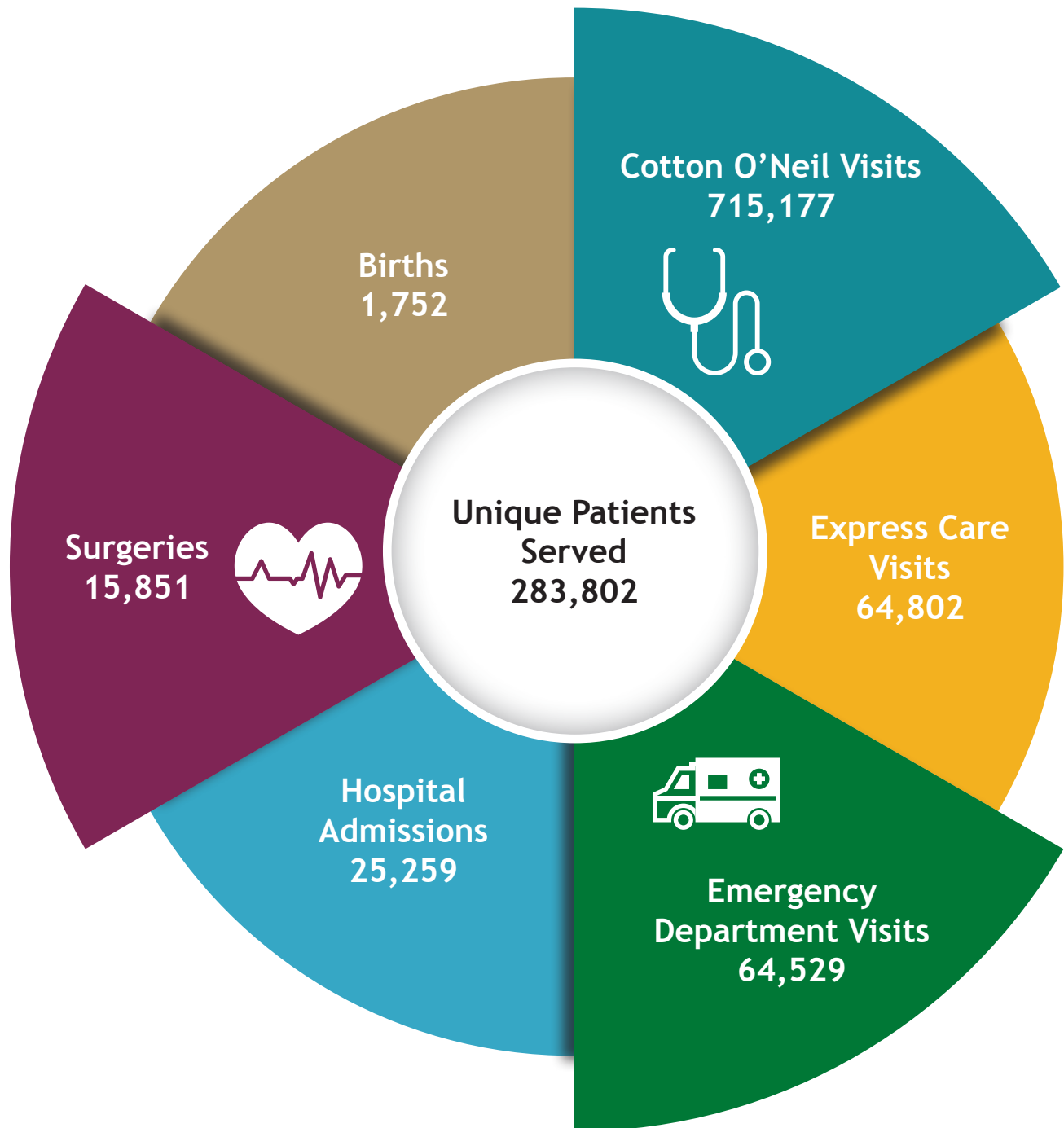
Stormont Vail Health received Chest Pain Certification from The Joint Commission effective June 26, 2018. Stormont Vail first earned the two-year certification in 2016. Before this, the organization was certified through the Society of Chest Pain Centers before its merger with the American College of Cardiology.

AMERICAN INSTITUTE OF ULTRASOUND IN MEDICINE

The Cotton O’Neil Maternal Fetal Medicine department achieved accreditation for obstetric ultrasound from the American Institute of Ultrasound in Medicine. The two-year accreditation is for all phases of pregnancy, including detailed assessment of the fetal anatomy as well as obstetrical ultrasound in the first, second and third trimesters. They are the first ultrasound department in Topeka to achieve this accreditation.



SNAPSHOT OF CARE



STORMONT VAIL NURSING BY THE NUMBERS (FISCAL YEAR 2018)

ADVANCED PRACTICE REGISTERED NURSES	172	CERTIFIED REGISTERED NURSES	367
REGISTERED NURSES	1,281	LICENSED MENTAL HEALTH TECHNICIANS	5
LICENSED PRACTICAL NURSES	344	PATIENT CARE TECHNICIANS/ MEDICAL ASSISTANTS	628



Stormont Vail Health

**MAYO
CLINIC**

CareNetwork
Member

Stormont Vail Health operates a 586-licensed bed, not-for-profit acute care regional hospital and a network of primary and specialty clinics throughout eastern Kansas. In conjunction with Baker University, Stormont Vail operates a nursing school on its Topeka campus and works closely with the Washburn University School of Nursing as well as other nursing programs in the region. Multiple Stormont Vail team members serve as adjunct faculty or actively lecture at academic institutions in the region.

The Stormont Vail Foundation and the Stormont Vail Health Auxiliary provide generous financial support to nurses through continuing education grants. The Stormont Vail Foundation, through gifts it receives, also provides scholarships to students at the Stormont Vail campus of the Baker University School of Nursing for both spring and fall semesters.

**TO LEARN MORE ABOUT PROFESSIONAL NURSING AND CAREER OPPORTUNITIES AT
STORMONT VAIL, VISIT STORMONTVAIL.ORG.**

1500 SW 10th Ave., Topeka, Kansas 66604