

Nursing

ANNUAL REPORT

YEAR IN REVIEW 2020



Dear Colleagues, Patients and Community Members,

The COVID-19 pandemic has disrupted many lives, pushed hospital systems to their capacity and created a global economic slowdown and we at Chester County Hospital (CCH) have not been spared. It certainly seems appropriate that 2020 was coined the Year of the Nurse and Midwife and that Nursing topped the list for the most trusted profession for another year. Nurses are consistently rated higher in honesty and ethics than other professional by a wide margin and I have seen this exhibited each day at CCH over this very difficult year.

As we continue to navigate this ongoing pandemic we need to recognize and always keep at the forefront,

Courage isn't the absence of fear, but rather the judgement that something else is more important than fear.

AMBROSE REDMOON

Despite the pandemic and many competing priorities, it is with great pride that I share with you the 2020 Chester County Hospital Nursing Annual Report. The report highlights our many accomplishments guided by our nursing strategic plan, in alignment with the Magnet model domains of:

Transformational Leadership (page 1)

Structural Empowerment (page 3)

Exemplary Professional Practice (page 9)

New Knowledge, Innovations and Improvement (page 15)

Through shared governance and patient centered care, our nurses are driving our strategic operating plan and goals forward, resulting in an exceptional patient experience.

We proudly celebrated our first Magnet re-designation anniversary in August 2020 and are simultaneously preparing for our third re-designation in 2023. Additionally, we conducted the National Database of Nursing Quality Indicators, Nurse Satisfaction survey in October 2020. The results for the roll-up of all nursing units were very positive for the eight Magnet domains. We either exceeded the benchmark or improved from the 2018 survey in all categories.

The pursuit of nursing excellence continues to be centered on the hospital's ICARE values of Innovation, Collaboration, Accountability, Respect and Excellence combined with Kristen Swanson's Caring Theory, which provides the framework of the Nursing Professional Model. Nursing at CCH practices in an environment which requires constant change and initiatives to exceed quality standards, balance tight budgets, and deal with competitive challenges while providing service excellence.

I am pleased to say that despite this very difficult year, we have seen much success through the several evidence-based processes and outcomes, as well as the new technologies that have been implemented to drive operational efficiencies. I invite you to take a few moments to read the stories and accomplishments highlighted in this report, keeping in mind they are just a few of the many meaningful moments we have created for Chester County families and our community. It is a privilege and an honor to work with more than 900 professional and engaged nurses that make CCH an exceptional organization. I hope you enjoy reflecting on, as well as celebrating, the achievements of this past year.



Thanks for all you do for CCH and the people we serve.

Sincerely,

Angela R. Coladonato

Angela R. Coladonato DNP, RN, NEA-BC

Nursing

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Transformational Leadership

Transformational leaders stimulate and inspire others to achieve extraordinary outcomes. By helping followers grow and develop, the transformational leader provides vision, inspiration, motivation and influence. The Chief Nursing Officer in a Magnet-recognized organization is a knowledgeable, transformational leader who has a strong vision and a well-articulated philosophy of nursing.

LEADING BY EXAMPLE

Nightingale Awards of Pennsylvania

In 1989, Jayne (Carson) Felgen, Chief Nursing Officer (CNO) at the former Osteopathic Hospital in Lancaster, recognized the need to promote and support nursing in Pennsylvania. With this in mind, and as an essential strategy to recruit and retain nurses and in order to meet the state's future healthcare needs, Felgen and other visionary nurse leaders were the driving force behind the establishment of the Nightingale Awards of Pennsylvania (NAP). NAP is a statewide, non-profit organization, focused on recognizing exemplary nursing practice, and granting scholarships to students pursuing degrees in nursing at all levels. A volunteer Board of Trustees, consisting of individuals who are leaders in nursing, business, industry, and other healthcare fields, has guided the organization since its inception. Through the past thirty years, NAP has provided close to 200 nursing scholarships totaling over \$330,000 and has honored over 550 Pennsylvania nurses at its annual gala.

Chester County Hospital is pleased to announce that Angela Coladonato, DNP, RN, NEA-BC, Chester County Hospital's CNO has been selected to be on the Board of Trustees for the Nightingale Awards of PA.

Chief Nursing Officer Council

Coladonato also continues to serve as the co-chair of the University of Pennsylvania Health System's (UPHS) Chief Nursing Officer Council along with James Ballinghoff, DNP, MBA, RN, NEA-BC, Chief Nursing Officer/Associate Executive Director at Penn Presbyterian Medical Center. In this leadership position, Coladonato and her co-chair develop and update the UPHS CNO Council strategic work plan with the other council members. Additionally, the CNO Council is a forum to share best practices across the UPHS system.

Assistant Dean for Clinical Practice

University of Pennsylvania School of Nursing

Coladonato continues in her role as the Assistant Dean for Clinical Practice at the University of Pennsylvania School of Nursing. In this role she works with the other Dean and Associate Deans for academic programs, research, practice and policy. She serves as a preceptor and mentor for both Master of Nursing and Doctor of Nursing Practice students as requested.

Florence Nightingale's 200th Birthday

Florence Nightingale's 200th birthday was celebrated on May 12 with socially-distanced cake in the Waldron lounge. Nightingale was born into a wealthy family, however she was intrigued by mathematics and statistics which were unheard of for a female at the time. This led to her service during the Crimean War in which she organized care for wounded soldiers. Considered the founder of modern nursing, Nightingale continues to be a highly respected scholar, best known for her evidence-based practices.

The first and most important choice a leader makes is the choice to serve, without which one's capacity to lead is severely limited.

ROBERT K. GREENLEAF



H.L. PERRY PEPPER LEADERSHIP AWARD

The H.L. Perry Pepper Award was established by the Women’s Auxiliary in 2012 to recognize the outstanding qualities of Chester County Hospital (CCH) nurses. The 2020 Award went to Kendra Senn, BSN, RN, RN-BC, from 3 Lasko. Senn is a role model and exemplifies our ICARE values every day. Senn welcomes change and embraces it. She recognized that staff needed a place to go to decompress during and following a difficult shift. As nurses, we all know staff are reluctant to take breaks even for a meal or bathroom break. The hospital did not have a relaxation or wellness room at the time, so recognizing that this had an unhealthy impact on her co-workers, Senn converted the charge nurse office to a Quiet Time/Meditation Room. The room is fondly known as the “Time Out Room” where a unit member can go for a little reflection and decompression time. Senn used her own money to buy stress management tools including essential oils, adult coloring books, beverages, and more.

The award was presented to Senn by the Women’s Auxiliary past President Marie Robinson, former Board Member and current representative of the selection committee Karen Smith, current President Sally Camela, and Vice President Lisa Finnegan.

UNIVERSITY OF PENNSYLVANIA NURSING CLINICAL EXCELLENCE AWARDS

The University of Pennsylvania Health System (UPHS) Clinical Advancement and Recognition of Excellence Program Committee (CARE) recognizes outstanding direct care nurses throughout the Health System. In 2019, several CCH nurses were nominated by their peers and managers for their clinical abilities. Winners were selected by the hospital’s Professional Development Council. The winners, along with leadership, attended the virtual UPHS CARE Awards Ceremony.



The Lillian Brunner Award for Clinical Judgment and Decision Making

was presented to Theresa Smith, BSN, RN from the Neonatal Intensive Care Unit.



The Rosalyn Watts Award for Nurse Patient/Family Relationship

was presented to Marianne Culmone, BSN, RN, from the Clinical Decision Unit.



The Helen McClelland Award for Clinical Scholarship

was presented to Katie Costantini, MSN, RN, RNC-MNN, CBC from 2 Lasko



The Dianne Lanham Award for Clinical Leadership

was presented to Kimberly Andrien, BSN, RN, RNC-NIC from the Neonatal Intensive Care Unit.



The Victoria Rich Award for Transformational Leadership

was presented to Susan Lynch, PhD, MSN, CSSM, CNOR, RNFA, Associate Director of Surgical Services.

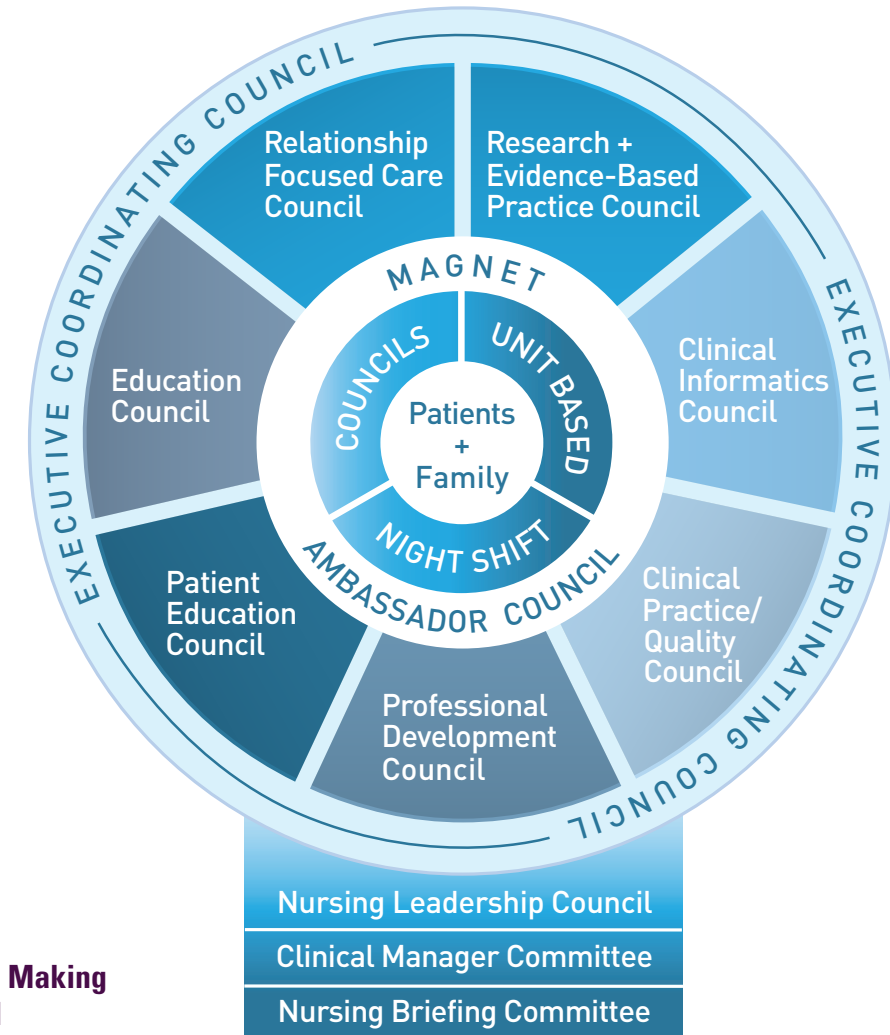


Distinguished Nurse Clinician Academy 2020

Penn Medicine System Distinguished Nurse Clinician Academy recognizes outstanding achievements of clinical nurses in all practice settings who exemplify excellence by their peers throughout the Penn Medicine System. The 2020 Chester County Hospital recipient was Kimberly Johnson, MSN, RN, RNC-NIC.

Structural Empowerment

Structural empowerment is the process in which staff have influence over their professional practice. This is organizationally supported through staff participation on committees, councils, evidence-based practice projects, research opportunities and lifelong learning. Nurses throughout the organization are involved in self-governance and decision-making structures, as well as processes that establish standards of practice and address issues of concern, in order to empower patients and positively impact their outcomes.



Shared Decision Making Councilor Model

SHARED DECISION MAKING

Shared governance gives nursing a voice in decision-making processes that impact clinical practice. These councils are the cornerstone of Chester County Hospital’s nursing foundation and challenge nurses to participate in achieving excellent patient outcomes. Through the shared governance model, each nurse is seen as a leader and valued for his/her unique contributions to excellent, patient-centered care. Governance is based on a councilor model that is centered on the ICARE values and re-evaluated at regular intervals to ensure that the councils are meeting their stated goals.

Annual Nursing Retreat

The Annual Nursing Retreat was held virtually in December this year with 86 participants. The feedback was very positive, and there were several suggestions for potential topics for next year. The informative and robust agenda topics included:

1. "I Have a Name"
2. From Loneliness to Belonging in Hard Times
3. Strategic Development
4. Nursing Documentation and Its Impact on Medical Professional Liability Litigation
5. Verbal Judo
6. Flu 1918 vs. COVID-19 Today
7. Shared Decision-Making Council Goals and the Nursing Strategic Plan
8. Patient Education Council Proposal
9. Relationship Focused Care Council Presentation

Based on the goals of the Shared Decision-Making Councils (SDMC) and the input and feedback from the participants, the nursing strategic plan for the year has been laid out. The vision and mission statement for the Department of Nursing was reviewed and accepted without revision. The Nursing vision is closely aligned with the vision of the hospital and Health System, which is to deliver quality nursing care and provide superior service excellence. The 2021 fiscal year goals for the SDMC were reviewed by the Executive Coordination Council chairs: Cathryn Millares, BSN, RN, RN-BC, and Maria Springer, BSN, RN, PCCN. Angela Coladonato, DNP, RN, NEA-BC, and Patty Paulley, MSN, RN, CEN, reviewed the Nursing Strategic Plan, as well as the strategic imperatives, action items and goals corresponding to each. Additionally, a new council was proposed, accepted and reviewed by Kathy Zopf-Herling, MSN, RN, RN-BC, and Sonya Hash, MSN, RN, NP-BC: The Patient Education Council. The group agreed this would be a valuable addition.



The DAISY Award is a national program that rewards and celebrates the extraordinary clinical skill and compassionate care given by nurses every day.

The DAISY Foundation was established in 2000 by the family of J. Patrick Barnes. During an eight-week hospitalization, his family was awed by the care and compassion his nurses provided to Barnes and his entire family. They created the DAISY Foundation to recognize extraordinary nurses everywhere who make an enormous difference in the lives of so many people by the excellent work they do every day.

The hospital is proud to be a DAISY Award hospital partner by recognizing one of its nurses with this special honor every month. DAISY Award honorees personify the hospital's remarkable patient experience. To be considered for a DAISY Award a nurse must consistently demonstrate excellence through clinical expertise, extraordinary compassionate care, and be recognized as an outstanding role model in the hospital's nursing community.

The following nurses received the DAISY Award in 2020:



Kelsey Bunting
BSN, RN



Danielle MacPherson
BSN, RN



Cecelia Coursey
RN, CMSRN



Donna Hagerty
RN, CMSRN



Christine Pia
RN, CPAN



Kimmie Aguilar
RN



Kristen Alfieri
BSN, RN, PCCN

Not Pictured:
Kristen Reilly, BSN, RN, CMSRN
Gina Vayda, RN

Volunteers Giving Back to the Community

Colin O'Neill, BSN, RN, PCCN, from Telemetry embarked on a service project in his community. He offered a walkthrough of local small businesses in East Brandywine to ensure proper COVID-19 safety measures were in place to keep both employees and customers safe and comfortable. O'Neill's goal was to ensure continued success of local businesses and share his knowledge while keeping the community safe. Positive outcomes included written education packets, positioning hand sanitizers at entrances and exits, trash receptacles with foot pedals, daily cleaning check lists and the use of face coverings.

Volunteer Charge Nurse Creates COVID-19 Sympathy Packets

Jennifer Grayson, BSN, RN, CMSRN, ONC, volunteered to be the full time charge nurse on one of Chester County Hospital's COVID-19 units shortly after the pandemic began. Although this was a challenging time in Grayson's life, she describes it as the most rewarding. End of life care overwhelmed Grayson and her co-workers as they were determined that no patient would die alone. Countless hours were spent holding patients' hands, sitting at bedsides and talking to patients since no family was allowed to visit. After reading a social media post on sympathy packets, Grayson pulled her team together to do a similar project. The packets included the patient's EKG tracing, fingerprints and a sympathy card from staff. This not only provided comfort to the families but closure for the staff.

Nursing Story Slam

Christine Parkinson, BSN, MBA, RN, from Telemetry on 4 North was chosen to present her personal story at Penn Medicine's Story Slam in February at the Annenberg Prince Theater in Philadelphia. Nurses shared their true, personal, six minute stories about their experience and insights. This year's theme was courage. Parkinson stated, "courage is the ability to do something that frightens one or gives one strength in the face of pain or grief."



DAISY Team Award

The DAISY Team Award is designed to honor collaboration by a team who identify and meet patient and/or patient family needs by going above and beyond the traditional role of nursing. The Daisy Team Award is presented annually. The 2020 Daisy Team Award was presented to the West Wing II (WW2) Team. The team granted the wishes to a young man who had recently become a new father and had struggled to find a diagnosis at other hospitals for his challenging symptoms. The WW2 staff supported the patient and his wife as he processed his diagnosis and soon after, the patient begun his chemotherapy regimen. For five months this patient had to be hospitalized every few weeks, for up to a week at a time. This would be challenging at the best of times, but the COVID-19 crisis made it even more challenging as it meant that the patient couldn't be at home with his newborn son. The staff supported this patient and he became a member of the WW2 "family." On his admission for his final round of chemo, the staff realized that he was going to miss out on the traditional celebration for completing his chemotherapy course – the "bell-ringing" ceremony. The staff worked together and reached out to resources within the hospital, including the Gift Shop, to make this a truly special day. The staff organized to have a cake present, to have small gifts for the patient and his family to make it a special day, and found a bell that they could use. Several staff members came in on their weekend off, and coordinated with the patient's wife, so that she could be present. The patient read a poem and rang the bell, creating an emotional and meaningful moment for him and his wife. This event was important for the patient and his wife to acknowledge the struggle that they had gone through over the previous months. It was also really meaningful for the WW2 staff, because it brought to light the excellent patient-focused care that they provide to patients.

Aim for success, not perfection.

Never give up your right to be wrong, because then you will lose the ability to learn new things and move forward with your life. Remember that fear always lurks behind perfectionism.

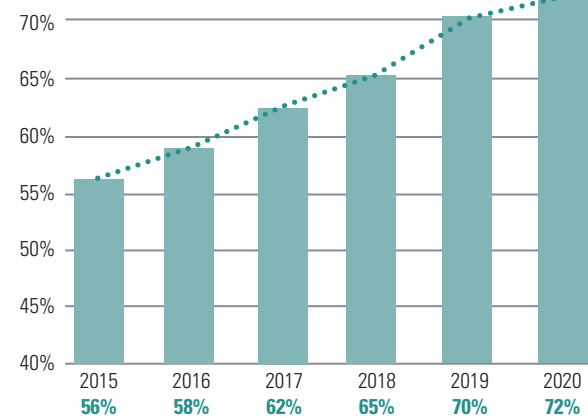
DAVID M. BURNS



RN TO BSN OR HIGHER EDUCATION

The hospital empowers nurses at all levels to build on their knowledge base to enhance practice, education, administration and theory development. The hospital supports formal nursing education by providing education assistance, nursing scholarships, Professional Recognition of Initiative, Skill and Merit (PRISM) clinical ladder points, college fairs, open houses, flexible scheduling, academic partnerships, encouragement and goal setting through the performance appraisal process. A recommendation from The Institute of Medicine Report is for hospitals to have 80% of nurses with a Baccalaureate degree in nursing (BSN) by 2020. As part of our Nursing Strategic Plan, and in an attempt to achieve this recommendation, a goal has been set to increase the percentage of BSN nurses at Chester County Hospital by 3% annually.

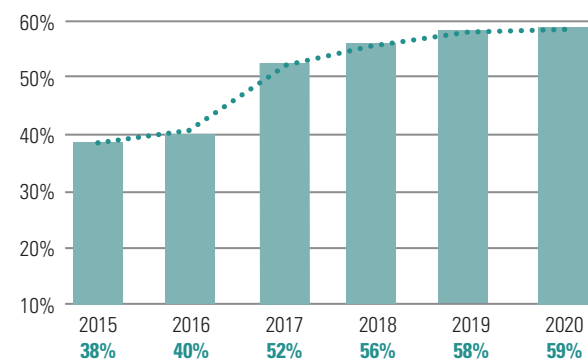
Percentage of Nurses with BSN or Higher Degree in Nursing



SPECIALTY CERTIFICATION

Obtaining professional certification supports the Professional Practice Model and allows nurses to show their ongoing commitment to their patients and to their profession. Certification of the expert knowledge they have achieved in their specialty area of practice sends a message to patients that the nurses caring for them are committed to excellence. The number of certified nurses continues to increase, which is a reflection of our commitment to enhance their knowledge, skills and abilities. This initiative is supported through onsite preparatory classes, points on the PRISM clinical ladder and certification reimbursement for the test.

Percentage of Nurses with Specialty Certification



THE WOMEN'S AUXILIARY NURSING SCHOLARSHPS

For more than 125 years the Women's Auxiliary has generously supported Chester County Hospital (CCH) through donations, fundraising events and scholarships for nurses enrolled in nursing degree programs. A total of \$3,500 is distributed equally in the fall and spring semesters to help employees at all levels achieve their nursing educational goals. All eligible staff members are required to complete the nursing Scholarship Application.

This year a CCH Foundation donor generously donated \$2,500 (\$1,250 each) to two CCH employees who have been impacted financially by the COVID-19 pandemic and are experiencing difficulty repaying student loans from a nursing or health care degree program. This donation was matched by the donor's employer.

2020 Scholarship Recipients:

- Maureen Sawicki, UC – 2 Lasko
- Nichole Coleman, BSN, RN, PCCN – 4 Lasko
- Cathryn Millares BSN, RN, RN-BC – 3 Lasko
- Melanie Dyszel BSN RN RN-NIC – Neonatal Intensive Care Unit
- Rebecca Hornberger, RN – Neonatal Intensive Care Unit
- Lisa Iozzo, BSN, RN, RN-BC – Staff Development
- Jennifer Breneman, BSN, RN, CEN – Staff Development
- Erin Meng, BSN, RN – 3 North
- Jamee Smith, RN – Intensive Care Unit
- Rachel Baskin, MSN, RN – Pediatrics
- Gail Gilbert, NA – 5 Pavilion
- Savannah Paris, NA – 5 Pavilion
- Leslie Hodgson, RN, CMSRN – West Wing II
- Lisa Lewis, BSN, RN, RNC-MNN – 2 Lasko



Exemplary Professional Practice

Exemplary Professional Practice is guided by a Professional Practice Model (PPM). The PPM, based on Kristen Swanson's Caring Theory, is the concept of relationship-focused care and the hospital's ICARE values. It supports the nurse's control over the delivery of care predicated on evidence-based practice and the environment in which care is delivered. The achievement of exemplary professional practice is grounded by a culture of safety, quality monitoring and quality improvement. Nurses collaborate with other disciplines to ensure that care is comprehensive, coordinated and monitored for effectiveness.



COVID-19 Testing Center

The COVID-19 Testing Center (CTC) originally opened as the Employee Resource Center in March 2020. The original testing staff consisted of six nurses under the direction of Kathy Hubbard, MSN, RN, CPAN, from Perioperative Services, who volunteered and were trained in testing. The nurses worked together to design patient throughput/workflow, to develop safe testing protocols, provide drive-through testing to meet the needs of patients with mobility issues, and designed a pediatric testing room and procedure for safely testing pediatric patients. The center was initially designed to provide testing for employees and limited community members. As the number of tests grew from 20-25 tests/day to over 50 tests/day, the center expanded to what is now known as the CTC. Testing now includes Chester County Hospital employees, community patients, and pre-procedural patient testing. The CTC remains open to those in need of testing. The original group of nurses worked in the CTC from March 2020 through mid-June. As these nurses returned to their departments, temporary nurses were hired and trained to re-place them. COVID tests provided by the initial core group of nurses was approximately 1000 tests from March through June, 2020.



UPHS and CCH COVID-19 Working Together

Chester County Hospital (CCH) in conjunction with the University of Pennsylvania Health System (UPHS) has been operating a COVID-19 Call Center staffed by RNs 24/7 and Penn Medicine Providers on Demand. Originally the call center was to prescreen outpatients for upcoming appointments, however it evolved to receiving incoming calls from patients/employees regarding COVID-19 or looking for test results. An additional function of the call center has been the "Watch Program" where patients get a text alert to check in with the call center on their health.

The Registered Nurse (RN) Triage Team answers 95% of the calls within 20 seconds and the average call lasts 6 minutes. RNs handle questions about test results, testing sites, return to work, reassure anxious callers and use a clinical protocol to assess the severity of illness.

Professional Recognition of Initiative, Skill, and Merit

- Chester County Hospital has a history of excellence in nursing practice. In 2010, in an effort to continue the advancement of nursing and to support frontline staff, the Professional Development Council instituted Professional Recognition of Initiative, Skill, and Merit (PRISM), a clinical ladder for nursing. The first recipients were designated in December 2011.
- Direct-care nurses undergo a stringent application and interview process that includes professional recommendations, exemplars and the development of a professional portfolio. The PRISM Clinical Ladder program makes nurses feel valued and validates that their practice is acknowledged by their leaders and peers. This program gives direct-care nurses an opportunity to develop their careers while remaining at the bedside.
- The PRISM Pinning Ceremony was held on January 29, 2020, in the Board Room. A total of 74 nurses were recognized.

GOOD CATCH AWARDS

The Good Catch Award is given to staff members who are accountable for their professional practice and are committed to quality of care. The "Good Catch Award" examines all near misses reported each month. A near miss is an unplanned event that didn't result in injury, illness or death, but had the potential to do so if it reached the patient. The lessons learned from these events are then shared with the rest of the hospital.

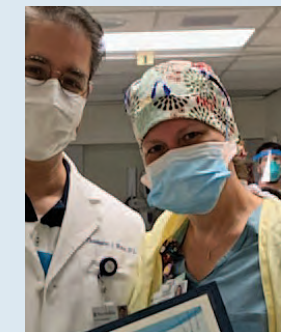
Recipients are chosen every month by a multidisciplinary committee after reviewing the events reported, analyzing the report information for each event, and identifying "good catch" events.

The winner is determined by scoring in the following areas:

- Severity of the near-miss event
- Educational value
- Impact on organizational patient safety
- Following established practice
- Timeliness of reporting the event



Kimberly Joffe, MSN, RN, CRNP



Lee Ann Becker, RN, CEN



Fran Glennon, RN



Stephanie Patterson, RN



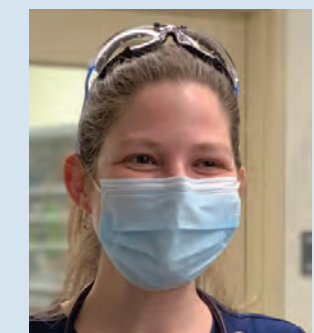
Paula Axenfeld, BSN, RN



Bonnie Baker, RN



Casey Massimini, MSN, RN, RN-BC



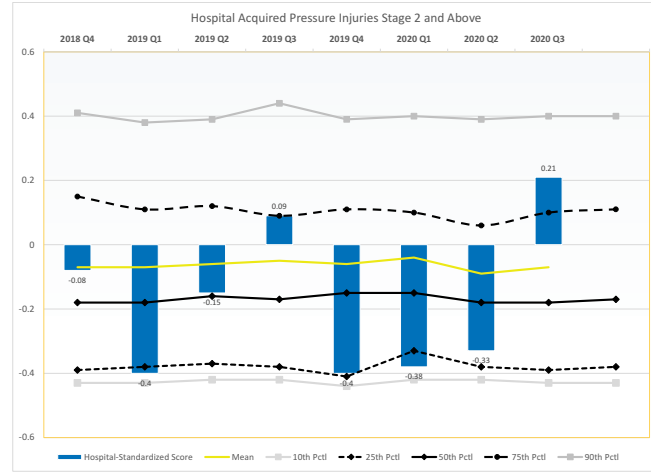
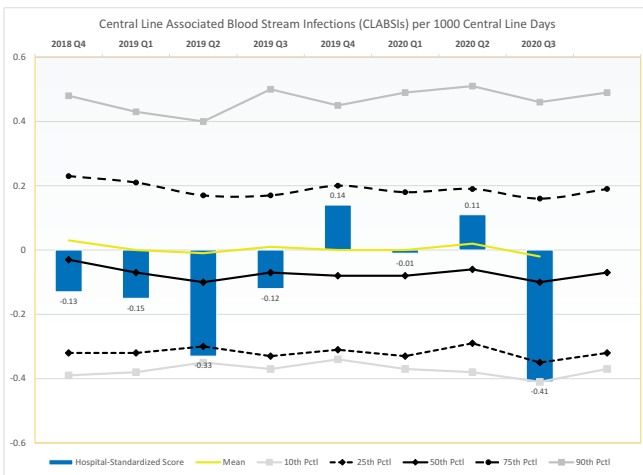
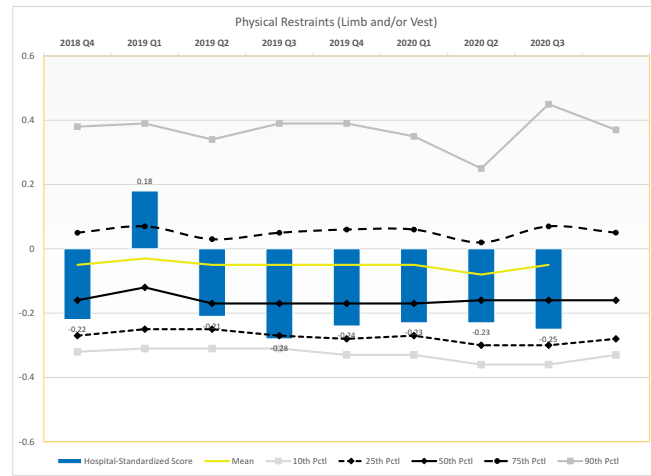
Jami Wilkins, RN

Success is almost totally dependent upon drive and persistence. The extra energy required to make another effort or try another approach is the secret to winning.

DENIS WAITLEY

NATIONAL DATABASE OF NURSING QUALITY INDICATORS (NDNQI) NURSE SENSITIVE INDICATORS

The hospital submits nurse-sensitive indicator performance data to the NDNQI for patient falls, hospital-acquired pressure ulcers, ventilator-associated events (VAE), hospital acquired infections and restraint prevalence. The data are benchmarked against the mean of hospitals with Magnet designation to evaluate the quality of nursing care. Patient Falls, Central Line Associated Blood Stream Infections, Restraints and VAE (see charts) are aggregated at the organizational level.

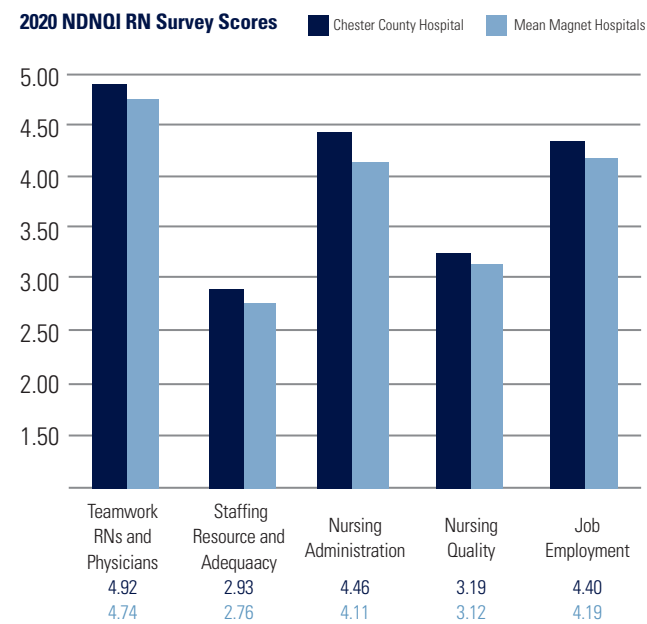


NATIONAL DATABASE OF NURSING QUALITY INDICATORS (NDNQI) NURSE SATISFACTION SURVEY

NDNQI is used by approximately 2,000 hospitals nationwide. It helps promote nursing excellence through a robust source of comparative norms in health care, as well as supports nurse retention through the RN survey tool.

NDNQI is the only national quality measurement program that enables hospitals to compare measures of nursing quality and satisfaction against national, regional and state norms for hospitals of the same type, down to the unit level.

We had a 70% participation rate which is statistically significant.





In a time of turbulence and change, it is more true than ever that knowledge is power.

JOHN F. KENNEDY

New Knowledge, Innovations and Improvements

Evidence-based practice and research are conscientiously integrated into clinical and operational processes. Nurses are educated about evidence-based practice and research, enabling them to appropriately explore the safest and best practices for their patients and practice environment, and to generate new knowledge.

Evidence-Based Practice Immersion

The Research and Evidence-Based practice Council (REC) hosted a 5-day Evidence-Based Practice (EBP) immersion with the Fuld Institute in Ohio. There were 15 participants from Chester County Hospital representing the departments of nursing, pharmacy, finance administration, critical care medicine, professional development and informatics. The other 18 participants were from the other University of Pennsylvania Health System (UPHS) hospitals.

Chief Nursing Officers developed a list of “burning questions” for the group to address to connect evidence-based decision making to quality and outcomes. The result was 33 EBP mentors who can lead the decision-making process in their entities and ensure that evidence remains the foundation health care practices.

Vizient/Nurse Residency Program

The 2020 Vizient/AACC Nurse Residency Conference was canceled due to the pandemic, however Cardiac Rehab nurse Brittany Henderson’s abstract titled, “Don’t Miss a Beat: Refer More Hearts” was presented virtually at the Pennsylvania (PA) Action Coalition Nurse Residency Collaborative in October.

Publications, Presentations and Grants

Professional Development Specialist, Lisa Iozzo, BSN, RN, RN-BC, and UPHS colleagues presented, “Mirror, Mirror on the Wall: Coordinator Reflections Tell All” at the PA Action Coalition Nurse Residency Conference in October.

Jill Doyle, MSN, RN, CEN, from Interventional Radiology published an article, titled, “Effects of Lavender on Preprocedural Anxiety in Patients Undergoing Image-Guided Biopsies” in the Journal of Radiology Nursing in September.

Angela Coladonato DNP, RN, NEA-BC, presented “Leadership: Why Emotional Intelligence Matters” as a guest lecturer for the University of Pennsylvania School of Nursing Doctorate of Nursing Practice Students in January and at the Cardiovascular (CV) Advance Practice Practitioners and CV Physician Leadership meeting in December.

Coladonato also presented “Leadership: Emotional Intelligence During Uncertain Times” to the Pennsylvania Organization of Nurse Leaders in October.

Coladonato participated in a CNO Panel Discussion on Leadership during Nurse’s Week for the Health System.

Nurse Residency Program

The Nurse Residency Program, in conjunction with the University of Pennsylvania Health System, is a 12-month program designed to support baccalaureate nursing graduates as they transition into their first professional nursing role. The program consists of a series of work and learning experiences that emphasize and develop the clinical and leadership skills necessary for the advanced beginner nurse to become a successful part of the health care team. The Nurse Residency Program participates in the Vizient/AACN Nurse Residency Program™ curriculum, which utilizes Patricia Benner’s well known theoretical framework from her book *From Novice to Expert: Excellence and Power in Clinical Nursing Practice*. The program includes an emphasis on: critical thinking, patient safety and minimizing risk, leadership, communication, evidence-based practice, patient and family centered care and professional development.

The Nurse Residency Program project focuses on the quality improvement process as part of the curriculum. The residents use the patient/population, intervention, comparison and outcomes (PICO) format to frame the project. Nurses completing the residency program in 2020 shared their evidence-based practice projects at various social distanced venues due to the pandemic.

Elizabeth Reif:

Step it Up, Save a Life!

January 2020—presented at Executive Coordinating Council

Alyssa Houston & Paula Ross:

Just Brush it! Clean Mouths Promote Healthy Bodies

May 2020—presented virtually to Nurse Residency members

Mikaila Barba:

Companionship in Labor

September 2020—presented virtually to NR members

Megan Kizun & Megan Lanzar:

Just Prep it! Preventing Alarm Fatigue One Electrode at a Time

September 2020—presented virtually to NR members

Maya Grosch, Destiny Gooden, Kelly Coughlin:

Fall Prevention in the Clinical Setting

September 2020—presented virtually to NR members

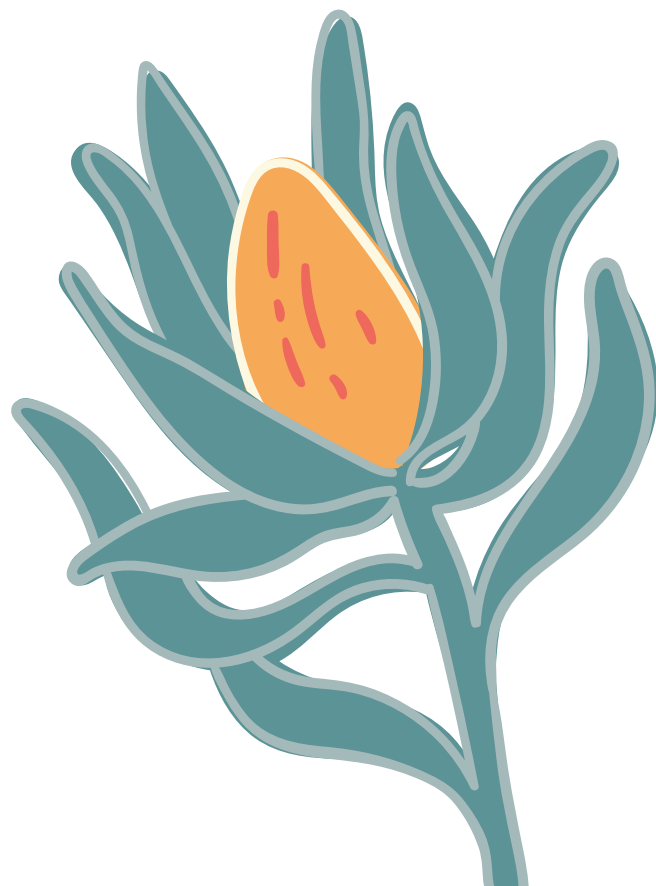
Olivia Encarnacion & Victoria Basciano:

Falling in Love with Teamwork One Call Light at a Time

November 2020—presented at Executive Coordinating Council

We are products
of our past,
but we don't
have to be
prisoners of it.

RICK WARREN



KEY	
AOCN	Advance Oncology Certified Nurse
AONCS	Advanced Oncology Clinical Nurse Specialist
BCPA	Board Certified Patient Advocate
CAPA	Certified Ambulatory Peri-Anesthesia
CBC	Certified Breastfeeding Counselor
CCCC	Certified Chest Pain Center Coordinator
CGRN	Certified Gastroenterology Registered Nurse
CCE	Certified Childbirth Educator
CCM	Certified Case Manager
CCRN	Certified Critical Care Nurse
CCRP	Certified Cardiac Rehab Professional
CCRP	Certified Clinical Research Professional
CDE	Certified Diabetes Educator
C-EFM	Certified Electronic Fetal Monitoring
CEN	Certified Emergency Nurse
CFRN	Certified Flight Registered Nurse
CHPN	Certified Hospice Palliative Nurse
CHRN	Certified Heart Failure Registered Nurse
CLC	Certified Lactation Consultant
CMSRN	Certified Medical Surgical Registered Nurse
CLNC	Certified Legal Nurse Consultant
CN-BN	Certified Nurse Breast Navigator
CNE	Certified Nurse Educator
CNML	Certified Nurse Manager Leader
CNOR	Certified Nurse Operating Room
CPAN	Certified Post Anesthesia Nurse
CPEN	Certified Pediatric Emergency Nurse
CPN	Certified Pediatric Nurse
CRNI	Certified Registered Nurse of Infusions
CRNP	Certified Registered Nurse Practitioner
CSC	Cardiac Surgery Certification
CWCN	Certified Wound Care Nurse
CWS	Certified Wound Specialist
IBCLC	International Board Certified Lactation Consultant
NE-BC	Nurse Executive Board Certified
NEA-BC	Nurse Executive Advance Board Certified
NPD-BC	Nursing Professional Development Board Certified
OCN	Oncology Certified Nurse
PCCN	Progressive Care Certified Nurse
PHRN	Pre-Hospital Registered Nurse
RCIS	Registered Cardiovascular Invasive Specialist
RN-BC	Board Certified Registered Nurse
RNC-MNN	Certified in Maternal Newborn Nursing
RNC-NIC	Certified Neonatal Intensive Care Nurse
RNC-OB	Certified Inpatient Obstetrics Nurse
SANE	Sexual Assault Nurse Examiner
SCRN	Stroke Certified Registered Nurse
WHNP-BC	Women's Health Nurse Practitioner Board Certified

GREEN FONT INDICATES MORE THAN ONE CERTIFICATION

PRISM CLINICAL LADDER NURSES

LEVEL II

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 LESLIE HODGSON, RN, CMSRN
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 CANDACE JOHNSON, BSN, RN
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 MARCELLA KUBOVSAK, RN, OCN
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Chester County Hospital Department of Nursing looks forward to the challenges and opportunities the upcoming year will bring.



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