

2022 Annual Nursing Report

Children's Healthcare of Atlanta



A Letter from the Chief Nursing Officer



I am honored to share the Children’s Healthcare of Atlanta 2022 Annual Nursing Report, showcasing the contributions our nurses make to achieve the Mission at Children’s to make kids better today and healthier tomorrow. This report highlights the extraordinary work our nurses do every day.

Reading through, you will see evidence of our nurses’ commitment to delivering patient-centered care to our patients and families, as well as their commitment to each other. Their dedication to caring is embedded in our culture of nursing excellence and commitment to superior outcomes. Our nurses are the main reason all three of our hospitals earned recognition by the American Nurses Credentialing Center.

As I reflect on the past year, I am amazed at the accomplishments of our nurses—who remain compassionate and resilient through the ever-changing healthcare landscape. We maintained our commitment to the four focus areas of our nursing strategic plan—professional practice, leadership, workforce and technology. These areas continue to serve as the roadmap for our nursing priorities and are important to retain and build our workforce for the future. A few key initiatives we achieved I’m most proud of are launching the Clinical Staffing Guiding Team and welcoming more than 200 new members at the Shared Leadership Retreat. I look forward to the incredible work they will accomplish.

As we celebrate the past year, we’re also looking ahead. Our nurses will undoubtedly explore new ways to continue to impact the health and well-being of our community and make life better for children. Our new Arthur M. Blank Hospital will expand our coverage for children in the community. Egleston and Scottish Rite will host Magnet Site Visits, while our team writes the document for the Pathway to Excellence at Hughes Spalding.

We have a bright future, and it is important to listen to the voices of our nurses. It is my honor as the Chief Nursing Officer to be the strongest advocate for our nurses. Thank you for all you do.

A handwritten signature in black ink that reads "Linda Cole". The signature is fluid and cursive.

Linda Cole, RN, MBA, BSN, FACHE, NEA-BC
Chief Nursing Officer



Contents

Children’s nurses maintain their commitment to deliver exceptional care to kids—even among workforce challenges, supply chain issues, record-setting emergency department admissions and a tridemic. This Annual Nursing Report outlines our nurses’ steadfast contributions to superior outcomes and continuous self-improvement to further strengthen our focus on what matters most—the kids.

Introduction4

With the most hospitals and neighborhood locations, we’re the largest healthcare provider for kids in Georgia—plus one of the largest pediatric clinical care providers in the country. Yet we succeed as One Children’s—a unified pediatric system that does everything possible to make anything possible for kids.

Our Nurses.....8

Caring for kids is no easy task, yet our nurses exemplify the compassionate, caring and supportive nature that is at the heart of Children’s. Whether providing clinical care or working in specialty areas, our nurses span a wide range of roles and responsibilities, all with the same goal of *making kids better today and healthier tomorrow*.

Excellence in Nursing22

The Nursing Strategic Plan is a roadmap to position nursing at Children’s as a nationally recognized program through the achievement of superior outcomes. Built upon four strategic focus areas, this roadmap guides us to achieve our Mission and maintain our core belief that kids are at the center of everything we do.

Professional Practice..... 23

Learn how nurses at Children’s provide a safe, evidence-based, interprofessional practice environment that results in the highest quality and safety outcomes.

Leadership..... 26

Discover how nurses at Children’s inspire and develop transformational leaders who serve as change agents, role models and visionaries to promote accountability and empower their teams.

Workforce 34

Find out how nurses at Children’s help attract, grow and retain a diverse nursing workforce who are resilient and adaptive to change.

Technology..... 38

See how nurses at Children’s optimize the use of technology to support care delivery, standardize nursing practice and promote innovation and efficiency to achieve quality outcomes.

A Mission That Makes a Difference

For more than 100 years, Children’s Healthcare of Atlanta has played an essential role in our community and throughout the country by working together on clinical, teaching, research and advocacy programs that provide the highest quality of care. Children’s employees are unique in how passionate we are about kids. We are proud to be problem solvers, innovators and a trusted resource for anyone in a child’s life. Our Mission, Vision, Values and Promise manifest in each of us and serve as a constant reminder that we put kids at the center of everything.

Mission

To make kids better today and healthier tomorrow

Vision

To be a unified pediatric system that does Everything Possible to make Anything Possible for kids.

Values

- Care about people
- Passionate about kids
- Dedicated to better
- Committed to self

Our Promise

People First,
Children Always.

Who We Are at Children’s

Since 1915, Children’s has made it a priority to give all kids access to the specialized care they need. We want to give every child the best chance for their lifetime. While we deliver exceptional care to kids across Georgia and beyond, we also have advanced the field of pediatrics through groundbreaking research and innovative clinical trials. As we continue to lead the way for comprehensive care, we’ll think bigger, push further and achieve more for the kids we serve.

Today, Children’s consists of:

Three hospitals



Egleston, Scottish Rite and Hughes Spalding

Eight

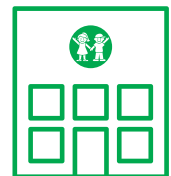
Urgent Care Centers

and facilities that offer primary care, sports medicine, rehabilitation and surgical services



Center for Advanced Pediatrics

Marcus Autism Center



21
outpatient locations
throughout
Metro Atlanta

In 2022, staff throughout our System managed:

444,180
patients
(from all 159 counties in Georgia)



249,196
EMERGENCY
DEPARTMENT VISITS

177,479
inpatient days

27,789
HOSPITAL
DISCHARGES

1,122,843
outpatient visits

21,000
primary care visits

176,113
URGENT CARE
CENTER VISITS

11,321
telemedicine visits

1,158,696
patient visits



43,844
surgical procedures
(inpatient and outpatient)



69,175
calls to the Children's
nurse advice line

EGLESTON



337,569
patient visits
330 licensed beds
87,379 inpatient days
81,987 Emergency
Department visits

HUGHES SPALDING



88,178
patient visits
24 licensed beds
1,938 inpatient days
55,982 Emergency
Department visits

SCOTTISH RITE



384,780
patient visits
319 licensed beds
88,162 inpatient days
111,227 Emergency
Department visits

Building to Better

One of the most visual reminders of our Vision can be found on the North Druid Hills campus towering over Interstate 85. While still under construction, the 19-story Arthur M. Blank Hospital has already made its mark on the Brookhaven skyline—a symbol of hope for progress in advancing pediatrics and the premier care to come.

This past May, Children’s joined more than 2,000 dedicated construction workers in celebrating a major milestone in the multiyear project: the topping out of Arthur M. Blank Hospital. This signified that the structure had reached its highest point and marked the midpoint of the project—which is on track for completion in fall 2024.



While the construction crews work tirelessly on the building, many Children’s nursing leaders and staff continue to play a key role in planning for Arthur M. Blank Hospital. They dedicate time in addition to their day-to-day roles to work on the big and small transition tasks in partnership with our Hospital Planning Team.

From deciding on technology and participating in interdisciplinary tabletops for workflow finalization and staff training plans to mapping out the transition to the new campus, many nurses join employees throughout our System to ensure we are well prepared when Arthur M. Blank Hospital is complete.

“Our nurses have been integral in helping us plan for today, with an eye toward what healthcare will look like for the next 50 years,” said Chief Nursing Officer Linda Cole RN, MBA, BSN, FACHE, NEA-BC. “We couldn’t accomplish this without them.”



Arthur M. Blank Hospital 2022 Highlights

1. In May, we **activated our eight Transition Committees** with **172 members** spanning clinical and nonclinical areas. Nearly all Transition Committees involve nurse participation and feedback to ensure plans, processes and improvements are completed with staff and patient care in mind.
2. We completed **39 departmental tabletops and three interdisciplinary tabletops in 2022**. By involving frontline nursing staff, tabletops help provide an opportunity to review, ask questions and provide suggestions regarding the building, equipment and technology that they will be operating once we officially move into Arthur M. Blank.
3. In August, we kicked off the Arthur M. Blank Ambassador Program with **182 ambassador leads**, consisting of nurses, clinical staff and providers across all departments, to ensure communication to frontline staff regarding the move to Arthur M. Blank.

Our Vision for a Unified System

While the new campus is a great physical reminder of the advancement in nursing to come, it’s only part of the story. While many efforts are focused on the transition to Arthur M. Blank Hospital, our Vision of becoming a unified system that does everything possible to make anything possible for kids requires every Children’s campus to be appropriately equipped and staffed to deliver the pediatric care of the future for years to come.



Our Nurses

Professional Nursing Practice

The professional practice model (PPM) is a framework that serves as a guide for defining, overseeing and evaluating professional nursing practice to ensure and support the advancement of the nursing profession at Children’s. The PPM, also referred to as our practice framework, represents nurses’ professional identity through eight components that describe how nurses at Children’s practice, collaborate, communicate and develop professionally to provide patient-centered care of the highest quality—collectively, it defines what it means to be a Children’s nurse.



By nature of the profession, nurses are committed to lifelong learning—at Children’s, we believe professional growth is a partnership and that developing our nurses is essential to passing our profession on to the future. In 2022, our nurses were able to take advantage of opportunities to grow themselves professionally to exceed targets for clinical nurse certification rates and academic levels, with the system seeing an increase of 5% in nurses who hold master’s degrees.

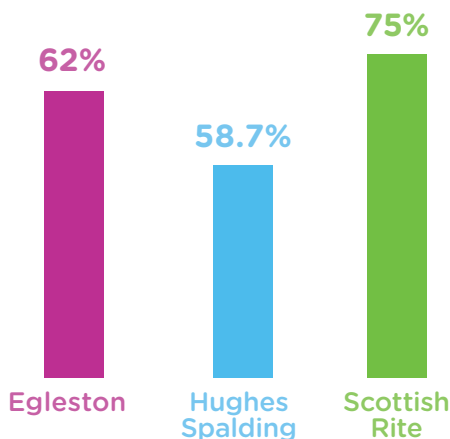
3,894
Children’s nurses

362 advanced practice
registered nurses

8.84 average years
of service

811 nurses hired

Clinical Nurse Certification Rate



2022 Clinical Nurse Advancements by Level

49 nurses advanced
to Clinical Nurse 3

18 nurses advanced
to Clinical Nurse 4

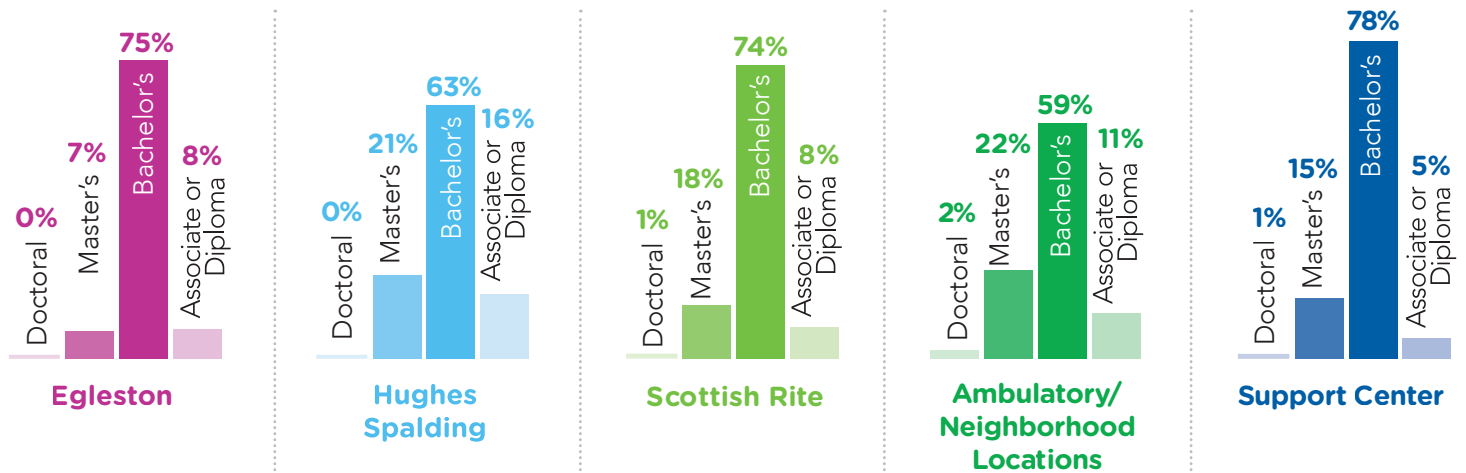
2022 Clinical Nurse Advancements by Level

67 nurses advanced in 2022

- **32** at Egleston
- **1** at Hughes Spalding
- **33** at Scottish Rite
- **1** at Center for Advanced Pediatrics and Neighborhood Locations



Highest Nursing Degree by Campus



Percentages have been rounded to the nearest whole for the purposes of this report.

Magnet Recognition

The **American Nurses Credentialing Center's (ANCC) Magnet Recognition Program®** recognizes healthcare organizations for quality patient care, nursing excellence and innovations in professional nursing practice.



Egleston and Scottish Rite Redesignation

In 2022, Egleston and Scottish Rite completed the writing phase of their redesignation journeys, documenting more than 180 examples of nursing excellence across both campuses. Egleston submitted its Magnet document to the ANCC in October 2022.

In February 2023, Scottish Rite submitted its redesignation documentation, with both campuses preparing for their respective on-site appraisals by the ANCC.

Awards and Recognition

At Children’s, our nurses consistently demonstrate excellence in nursing practice, patient and family experience, and their dedication to the Children’s Values. We admire their extraordinary attention to detail and the compassionate care they provide patients and staff. Through a variety of celebrations and awards, we aim to recognize their hard work and achievements—both personal and professional—every chance we get.

AJC Celebrating Nursing Excellence Awards

Each year, the Atlanta Journal-Constitution (AJC) asks the Atlanta community to share stories of nurses who have gone above and beyond the call of duty to feature in the AJC Celebrating Nursing Excellence Awards. This year, more than 50 nominations were submitted from colleagues, supervisors, patients and families.

Nominees were invited to attend a luncheon in May, organized by the AJC, to celebrate the bravery, kindness and perseverance of these nurses.



2022 AJC Celebrating Nursing Excellence Award Nominees
above: Kiley Schumann, Mackenzie Mealer, top left: Lexie Coransanti, Carmella Powell,
top right: Kristen Kight-Mayner, Meghan Boop and Joy Cook

Children's is proud to celebrate our 55 nominees!

2022 AJC Celebrating Nursing Excellence Award Nominees

NAME/CREDENTIALS	ROLE	CAMPUS
Abby Patrick, BSN, RN	Clinical Nurse	Egleston
Ashley Richards, BSN, RN	Clinical Nurse	Egleston
Cindy Henderson, MSN, RN, NE-BC, CPPS	Director, Critical Care	Egleston / Scottish Rite
Curt Kraus, BSN, RN	Clinical Nurse	Egleston
Debbie Smith, BS, RN, CPN	Clinical Resource and Education Nurse	Egleston
Felicia Wendel, BSN, RN	Clinical Nurse	Egleston
Gabrielle Miller, BSN, RN	Clinical Nurse	Egleston
Heather Dodgen, BSN, RN, CPN, CCRN	Clinical Nurse	Urgent Care
James Ludemann, MSN, RN, CPHON, OCN	Patient Teaching Coordinator	Scottish Rite
Jennifer Aksoy, BSN, RN	Clinical Nurse Coordinator	Egleston
Jennifer Collier, BSN, RN, CCRN	Clinical Nurse	Egleston
Jennifer Pitt, RN	Clinical Nurse	Scottish Rite
Joy Cook, BSN, RN, CPN	Clinical Nurse	Center for Advanced Pediatrics
Karen Wilson, BSN, RN, CPON	Clinical Nurse	Medical Office Building
Karina Clarke, BSN, RN	Clinical Nurse	Support
Kiley Schumann, BSN, RN, CPN, CWON	Wound Ostomy Continence Nurse	Egleston
Kimberly Ryan, BSN, RN, CPEN	Clinical Nurse	Scottish Rite
Kristen Kight-Mayner, MSN, RN, CPN	Pathway to Excellence Program Manager	Center for Advanced Pediatrics
Laura Price, BSN, RN, CCRN	Research Nurse	Egleston
Lexie Corasaniti, BSN, RN, RNC-NIC	Clinical Nurse	Scottish Rite
Liesl Crane, BSN, RN, CPN	Assistant Manager Nursing	Egleston
Linda Powell, RN, RNC-NIC	Clinical Nurse	Scottish Rite
Lisa Lamorta, BSN, RN, CPN	Clinical Nurse	Egleston
Mackenzie Mealer, RN	Clinical Nurse	Scottish Rite
Maddie Hester, BSN, RN	Clinical Nurse	Scottish Rite
Mae Carr, RN, CPN	Clinical Resource and Education Nurse	Egleston
Manisha Bhakta, BSN, RN, CPN	Clinical Resource and Education Nurse	Egleston
Marcella Fredericks, CPN, APHON	Clinical Nurse	Egleston
Marissa Rebello, M.Ed, RN, RNC-NIC	Assistant Manager Nursing	Scottish Rite
Megan Deal, MSN, RN, CPN	Manager, Clinical Operations	Center for Advanced Pediatrics
Megan Johnson, BSN, RN, CPN	Clinical Nurse	Egleston
Megan Sepanski, RN, BSN, CCRN	Assistant Manager Nursing	Egleston
Menika Marshall, BSN, RN, CPN	Clinical Nurse	Egleston
Michelle Thornton, RN, CPN, TNCC	Assistant Manager Nursing	Egleston
Nicole Chen-Donegal, BSN, RN	Clinical Nurse	Scottish Rite
Pat Ward, BSN, RN, CPN	Clinical Resource and Education Nurse	Egleston
Patrycja Mahdavi, BSN, RN, CCRN	Clinical Nurse	Egleston
Rebecca Ogrin, BSN, RN, CPN	Clinical Nurse	Support
Regan Puckett, BSN, RN	Clinical Nurse	Egleston

2022 AJC Celebrating Nursing Excellence Award Nominees, Continued

NAME/CREDENTIALS	JOB TITLE	CAMPUS
Riley Flack, BSN, RN, CPN	Clinical Nurse	Egleston
Ryan Sullivan, RN, CPN, CCRN	Clinical Nurse	Support
Sarah Herold, RN, CPN	Clinical Nurse	Scottish Rite
Savannah Willis, RN	Clinical Nurse	Scottish Rite
Shawna Burwell, BSN, RN, CPN	Assistant Manager Nursing	Scottish Rite
Sydney Mitchell, BSN, RN	Clinical Nurse	Egleston
Tatiya Maddox, BSN, RN, CPEN	Clinical Nurse	Hughes Spalding
Tiffany Green, BSN, RN, CNOR	Assistant Manager Nursing	Egleston
Vicki Haug, BSN, RN, CPN	Patient Teaching Coordinator	Egleston

March of Dimes Heroes in Action

Each year, the March of Dimes recognizes nurses throughout Georgia for their compassion for patients, leadership in quality and patient safety, and commitment to being a role model in the healthcare setting. Among the 560 nominations that came in from across the state, we are proud to announce one of Children’s own nurses as the winner for the Pediatric category at the March of Dimes Heroes in Action Awards Ceremony. This category recognizes nurses specializing in the care of children working in Pediatric Intensive Care Units (PICUs), general pediatric units, pediatric clinics and pediatric rehabilitation.

2022 March of Dimes Winner

Pediatric Category

Rashon Jefferson, MSITHN-LPN

*Support Center, Clinical Informaticist
Town Center Urgent Care, Licensed Practical Nurse*

Since her start as a nurse in 2011 in the emergency department, Rashon has always been dedicated to helping our patients. Even after she made the switch to her new role as Inpatient Clinical Informaticist on the Epic Inpatient team, she still works as a nurse PRN at Town Center Urgent Care on the weekends.

When Rashon endured surgery and treatment for thyroid cancer, she never stopped caring for patients. She said she didn’t want to let her team down, but her husband thinks otherwise.

“I believe it was her way of showing how strong she was. She worked nonstop through the pandemic and still does,” he said.

Rashon is always willing to pick up extra shifts because helping people is just who she is! She’s a hero to so many patients and team members, and truly deserves this recognition.



2022 March of Dimes Award winner Rashon Jefferson

Hope and Will Award

Each month, the Hope and Will Award is presented to Children’s employees who go beyond the call of duty by demonstrating outstanding customer service, exemplary attitude and spirit, exceptional skills and a strong commitment to Children’s.

Brandi Allgood, BSN, RN, CPN, RN Patient Flow Coordinator, Support Center



2022 Hope and Will Award winner Brandi Allgood

It was a typical day in the Transfer Center, where Brandi covers the physician phone line to help ensure that patients are transferred to the right Children’s campus to meet their care needs—until she received a call from Georgia Poison Control about a three year old who had swallowed two button batteries.

Button battery accidents are very dangerous. If swallowed, they can become lodged in a child’s throat and release dangerous chemicals that require immediate care. Knowing the situation could quickly turn critical, Brandi advised Poison Control to reroute the patient—who was heading to Hughes Spalding with her grandmother—to Egleston or Scottish Rite in case more intensive care became necessary.

Poison Control could not reach the grandmother, so Brandi—knowing time was of the essence—went above and beyond to contact the patient’s family. But when she finally reached the girl’s father, he was hesitant to bring his child to the hospital. As someone who is truly *Dedicated to Better*, Brandi was determined not to give up. So, she calmly, but firmly, explained the dangers of swallowing a button battery and why it was so important that he bring his daughter to a hospital right away.

Thanks to Brandi’s persistence and careful explanation, the father agreed to bring his daughter to the Emergency Department at Egleston—and she was able to receive the care she needed urgently.

“Because we are a physician-based service, Transfer Center nurses rarely, if ever, speak with parents,” Brandi’s nominator said. “By going out of her way to get in touch with this parent, Brandi may have saved that little girl’s life—or at least saved her from very serious harm.”

Cait Condon, BSN, RN, Clinical Nurse, Egleston



2022 Hope and Will Award winner Cait Condon

As a nurse, Cait knows how to act quickly in stressful situations. But she never imagined she would have to put those skills into action when a man began expressing symptoms of cardiac arrest on a flight home last September. Despite having limited experience with cardiac or adult patients, minimal resources and the stress of being mid-flight, Cait was able to recall her nursing school training and, with help from a gynecologist who was also on board, treat the man’s symptoms as best she could with what they had on hand.

Thanks to Cait’s compassion for others and trust in her expertise, the man’s heart was still beating when the plane landed in Atlanta.

Hope and Will Award

**Linda Steinhauer, MSN, RN, CCRN,
Clinical Nurse, Egleston**



2022 Hope and Will Award winner Linda Steinhauer

For our clinical teams, staying up to date on the latest education and trainings in their area is critical because it ensures they remain equipped to provide the best care for kids.

With more than a decade of experience as a CICU nurse, Linda understands the challenges her team faces in balancing their bedside duties with education requirements. She also knows how quickly our CICU has grown throughout the last few years, placing more and more pressure on the team's educators as they juggle onboarding new employees with supporting annual competencies for their tenured teammates.

Determined to set her co-workers up for success, Linda made it her mission to revitalize her unit's educational resources.

First, Linda reinstated the Education Council—a formerly active group made up of nurses, respiratory therapists, consultant intensivists, surgeons and more—to facilitate the adoption of new processes and streamline education in the CICU by providing resources and support for their team. Linda then helped the Council create a bimonthly educational newsletter, which features scenario-based articles written by members of the Council on topics relevant to their unit.

“Everyone in our unit thinks so highly of Linda,” her nominator said. “Not only is she one of the sharpest nurses on our unit, but her interest in education has been an incredible benefit to our unit during such a stressful time.”

Beyond her efforts around training, Linda is known for going above and beyond for her team, taking overtime shifts and often leading clinical students. She is a shining example of what it means to live out our Values—especially *Dedicated to Better*. And her “can-do” attitude and emphasis on education have helped the CICU become a highly productive team.

“I’m so incredibly thankful for Linda,” her nominator said. “Her dedication to better and bandwidth for cardiac education have truly been a game changer for our employees and patients.”

2022 DAISY Awards

The family of Patrick Barnes created the international DAISY Award for Extraordinary Nurses in his memory to recognize and thank nurses, the often “unsung heroes,” for the gifts they give their patients and families every day. Nurses at Children’s are nominated for the DAISY Award in recognition of their commitment to the highest standards of nursing excellence and for making a significant difference in the lives of the patients and families they serve.

2022 DAISY Award Winners

NAME	ROLE	CAMPUS
Dana Morris, BSN, RN, CCRN	Clinical Nurse	Scottish Rite
Jordan Wilson, BSN, RN	Clinical Nurse	Egleston
Laurie Wilson, RN	Clinical Nurse	Scottish Rite
Mallory Lotz, BSN, RN, CPN	Clinical Nurse	Egleston
Nicole Chen-Donegal, BSN, RN	Clinical Nurse	Scottish Rite
Sage Zielinski, BSN, RN, CPN	Clinical Nurse	Egleston
Taylor Auringer, BSN, RN	Clinical Nurse	Scottish Rite
Tiffany Green, BSN, RN, CNOR	Assistant Manager Nursing	Egleston

Taylor Auringer, Clinical Nurse, Scottish Rite

Taylor is known for providing her patient families with a special touch of care and warmth.

“My son was the first patient that Taylor took care of as a Children’s nurse,” said the patient parent who nominated her. “She was always so gentle and kind. Her smile made my son smile.”

According to her nominator, Taylor had a special bond with her baby: “Once she told me that she had changed his diaper, and he did not wake up. I was shocked because no one could change his diaper at night without waking him up.”

Time after time, Taylor demonstrated how to *Care About People* throughout the family’s long stays in the hospital. And even through the family’s darkest days—when they lost their son—Taylor was there for them, making a lasting impact on his parents.

“Taylor, I hope this award always reminds you about your first-ever patient and how much you have done for us,” her nominator said. “We love you!”



Taylor Auringer receiving her DAISY Award.

2022 Team DAISY Winners

Team DAISY Awards honor the collaboration of two or more people—led by a nurse—who go above and beyond the traditional nursing role to identify and meet patient and/or patient family needs. Employees throughout the System nominate groups for this award; then campus leaders and the Shared Leadership Nurse Engagement Councils vote on the winners.

TEAM	TEAM LEAD	TEAM MEMBERS	CAMPUS
Team Egleston Floating Preceptors	Mary Frances Bushey, BSN RN CPN	Pat Ward, BSN, RN, CPN Rebekah Gifford, BSN, RN, CPN Mae Carr, RN, CPN Deborah Smith, BS, CPN Manisha Bhakta, BSN, RN, CPN Christie Lev, BSN, RN, CPN	Egleston
Team Scottish Rite Inpatient Rehab	Sarah Jernigan, RN, BSN	Erin Richardson, MS, OTR/L Kristen Lee, PT, DPT	Scottish Rite
Team CPG Vaccine Clinic	Amanda Batlle, MSN, RN, CPNP-PC, NPD-BC	Alicia Evans, BSN, RN, CPN Carie Watt, BSN, RN, MHA, NE-BC Shannon Dunlap; BSN, RN-BC Julie Turner, BSN, RN, CPN, NE-BC	CAP/Ambulatory

Team DAISY Awards

Team DAISY Awards honor the collaboration of two or more people—led by a nurse—who go above and beyond the traditional nursing role to identify and meet patient and/or patient family needs. Employees throughout the System nominate groups for this award, then campus leaders and the Shared Leadership Nurse Engagement Councils vote on the winners.

Scottish Rite Inpatient Rehab Unit

Sarah Jernigan, Erin Richardson, Kristen Lee

Exemplifying *Care about People*, this team from the Scottish Rite Rehab Unit went above and beyond to care for a patient with complex medical needs. After learning the patient would soon be transferred to a different hospital, this disciplinary team came together to create a “How to Care for Me” binder—complete with detailed instructions related to the patient’s nursing, occupational therapy and physical therapy needs.

Collectively, the team spent hours organizing and compiling notes to meticulously explain their daily tasks and other specifics related to the patient’s care. To help make the transition as easy as possible, they also included details about the patient’s likes and dislikes. Through their thoughtful efforts, the team helped ensure future caregivers would have a head start in understanding the patient and his care needs.



Scottish Rite Inpatient Rehab Unit Team DAISY Award winners

Egleston Floating Preceptors

Mary Frances Bushey, Pat Ward, Rebekah Gifford, Mae Carr, Deborah Smith, Manisha Bhakta, Christie Lev

This Floating Preceptors team exudes passion for our patients and expertise in clinical care. *Dedicated to Better*, they compassionately and expertly support nursing teams while also actively thinking of ways to prepare the next generation of nurses and medical teams. And members of the team can often be found zooming between multiple units to support fellow employees on the night shift, advocating for pain-free procedures and evidence-based practices, de-escalating intense situations and providing a big-picture perspective for teams throughout Egleston.

With detailed care and endless compassion for others, they help increase confidence among the many teams they support. Their kindness, selflessness and love for their patients, patient families and co-workers shine true as they demonstrate daily what it means to be One Children's.



Egleston Floating Preceptors Team DAISY Award winners



CPG Vaccine Clinic Team DAISY Award winners

CPG Vaccine Clinic, The Support Center

Amanda Batlle, Alicia Evans, Carie Watt, Shannon Dunlap, Julie Turner

Embodying what it means to be *Dedicated to Better*, this group of educators and leaders from the Children's Physician Group (CPG) collaborated with the Centers for Disease Control and Prevention and the Vaccines for Children program to implement COVID-19 vaccines at the Center for Advanced Pediatrics.

Despite the many challenges and obstacles of working with outside organizations, the team worked diligently to ensure that vaccines would be readily available for our most vulnerable patients. Thinking beyond their badges, they also implemented a new process to improve vaccine distribution—establishing a standard location where multiple clinics could come and collect vaccines for their patients. Throughout the project, the team kept patient safety at the forefront of their efforts. And as a result, they were able to ease the anxiety of many families with chronically ill children by enabling them to receive vaccines.

DAISY Leader Awards

The DAISY Nurse Leader Award recognizes a nurse in a leadership role who serves as an extraordinary role model and an advocate for his or her team and promotes and enhances the image of nursing within the organization, the community and the nursing profession.

NAME	ROLE	CAMPUS
Cassie Prochaska, MSN, RN, CPN	Assistant Manager, Nursing	Center for Advanced Pediatrics
Laura Jones, BSN, RN, NE-BC	Director, Emergency Services	System
Sara Carpenter, MSN, RN, NPD-BC	Manager, Clinical Learning	Support Center

Laura Jones, Vice President, Emergency Services, Scottish Rite

Laura is a role model leader and inspiration to others. In difficult times, she exudes positivity and goes above and beyond to advocate for our Children’s Emergency Departments (ED). No matter what is thrown her way, Laura is courageous, strategic and innovative in her efforts to find resolutions. *Dedicated to Better*, she helps ensure our ED teams maintain the highest standards of quality patient care and works to support their efforts by creating additional patient care spaces, providing oversight for surge tents and testing sites, and advocating for additional resources.

Laura also deeply *Cares about People*. She is a compassionate leader who is accessible, available and responsive to the needs of her team. Tirelessly devoted, Laura can often found rounding in our EDs, attending huddles and checking in with her teams. She is truly selfless and an inspirational leader to everyone who works alongside her.



Laura Jones, DAISY Leader Award winner



Sara Carpenter, DAISY Leader Award winner

Sara Carpenter, Manager, Clinical Learning, The Support Center

Sara exemplifies what it means to be a DAISY leader. She consistently thinks about how to do the most good for the most people. And she follows through on her commitments. According to her team, Sara’s honesty and transparency set her apart—as do her tenacity when advocating for others and her tireless efforts when serving as a champion for change.

Because Sara is *Dedicated to Better*, educators and employees throughout the System often seek her out to learn from her wealth of knowledge and brainstorm new ideas. Sara helps ensure patient safety and quality remain top of mind for her team—and she is currently looking into the way educators and staffing challenges impact the quality of care that patients receive. A strong proponent of our Children’s Promise, Sara allows people to be themselves and takes all feedback seriously, providing a shining example of *People First, Children Always* for the educators and employees under her leadership.

Cassie Prochaska, Assistant Manager, Nursing, CPG Outreach Clinics, Children's at Town Center

Despite juggling schedules with multiple locations, staff members and specialties, Cassie works tirelessly to create a supportive and engaging environment for her team. She puts *People First*, going above and beyond to motivate and inspire those around her. And through her efforts, she helps create a positive and upbeat environment for everyone she works with, including our patient and families.

When our Ambulatory Shared Leadership Engagement Council was seeking ways to engage staff, Cassie's department was the first place they looked for inspiration. Cassie encourages her team to celebrate one another, using a "positivity board"—a board in their break room they fill with colorful notes, words of encouragement and compliments. She also leads her team in bonding activities such as a "30 Days of Kindness" challenge and group fitness classes. Through these and other efforts, Cassie instills a culture of welcoming and belonging in her department and invests in the personal growth of her staff.



Cassie Prochaska, DAISY Leader Award winner

Research

In 2022, Children's nurses went above and beyond with their contributions to research and evidence-based practice (EBP) in the pediatric community completing and contributing to eight EBP workshops, more than 30 publications and 50-plus presentations in the United States, Canada, the Netherlands, United Arab Emirates and Czech Republic. Additionally, nurses at Children's are leading nationally, with **Brandy Williamson, BSN, RN, CPN**, being appointed to the Board of Directors for the American Academy of Ambulatory Care Nursing and **Christina Calamaro, PhD, PPCNP-BC, FNP-BC**, being inducted as a Fellow of the American Academy of Nurse Practitioners.

Highlights of 2022's accomplishments include:

Publications

- **Bots in Online Research. December 2022**

Journal of Pediatric Health Care

Author(s): **Patricia Lawrence, PhD, CPNP-AC; Christina Calamaro, PhD, PPCNP-BC; Regena Spratling, PhD, CPNP-BC**

- **Variability in qualifications for principal investigator status in research studies by nurses: A call for clarification. December 2022**

Journal of Pediatric Nursing

Author(s): **Christina Calamaro, PhD, PPCNP-BC; Margaret Gettis, DNP-CPNP-BC; Brandi Middour-Oxler, DNP-CPNP-BC**

- **Music Therapy Program Development for Pediatric Patients in a Medical Facility Awaiting Behavioral/Mental Health Placement. October 2022**

Music Therapy Perspectives

Author(s): **Margaret Gettis, DNP-CPNP-BC**

- **Effects of gabapentin on emergence delirium in pediatric tonsillectomy/adenoidectomy patients: A retrospective chart review. 2022**

American Association of Nurse Anesthesiology Journal

Author(s): **Margaret Gettis, DNP-CPNP-BC**

- **What Is the Lived Experience of Mothers of Premature Infants in a Level IV NICU? May 2022**

British Journal of Occupational Therapy

Author(s): **Jennifer Nelson, PhD, OTR/L, BCP, CNT**

- **Acquiring the Skills needed to communicate what is in our teams' heart: Love, compassion and partnership: Qualitative analysis of intact multidisciplinary teams' experience of relationship-centered communication. May 2022**

Journal of Patient Experience

Author(s): **Brandi Middour-Oxler, DNP-CPNP-BC**

- **Assessment of menstrual health and bleeding symptoms in adolescent girls and young women with Sickle Cell Disease. 2022**

Blood

Author(s): **Kelly Tickle, DNP, CPNP-BC**

- **Interest in fertility status assessment among young adult survivors of childhood cancer. 2022**
Cancer Medicine
Author(s): **Brooke Cherven, PhD, MPH, RN, CPON; Megan Pruett, MSN, CPNP-BC**
- **Nutritional Support: Enteral Nutrition Pathway for Children Undergoing Hematopoietic Stem Cell Transplantation. December 2022**
Clinical Journal Oncology Nursing
Author(s): **Temima Oratz, VSN, RN, EBP-BC; Caitlin Bate, BSN, RN; Elise Bryson, PA-C; Chelsie Justice, BSN, RN; Brooke Cherven, PhD, MPH, RN, CPON**
- **Reasons for refusal of the human papillomavirus vaccine among young cancer survivors. November 2022**
Cancer
Author(s): **Brooke Cherven, PhD, MPH, RN, CPON**
- **The evolution of fertility preservation care models in a large pediatric cancer and blood disorders center. 2022**
Pediatric Blood and Cancer
Author(s): **Brooke Cherven, PhD, MPH, RN, CPON; Megan Pruett, MSN, CPNP-BC; James Ludemann, MSN, RN**
- **Coagulopathy and related complications following sclerotherapy of congenital venous malformations. May 2022**
Pediatric Blood and Cancer
Author(s): **Rachel Swerdlin, DNP, APRN, CPNP-PC**
- **Diminished Ovarian Reserve After Heavy Metal Chemotherapy in Adolescent Cancer Survivors. July 2022**
Podium Presentation. International Symposium on Late Complications After Childhood Cancer – Ut recht, The Netherlands
Author(s): **Brooke Cherven, PhD, MPH, RN, CPON; Megan Pruett, MSN, CPNP-BC**
- **Initiation of a Buprenorphine Program for Targeted Adolescent Patients with Sickle Cell and Chronic Pain. May 2022**
Podium Presentation. Global Conference for Sickle Cell Disease
Author(s): **Robin Pitts, MSN, FNP-BC**
- **Quality of life and outcome improvement in adolescents with bleeding disorders receiving medical management for heavy menstrual bleeding. August 2022**
Podium Presentation. National Hemophilia Foundation Annual Conference – Houston, TX
Author(s): **Kelly Tickle, MSN, CPNP-BC**
- **Overview of women: Why are we discussing carriers and rare bleeding disorders. September 2022**
Virtual Presentation. International Conference on Hemophilia and Rare Bleeding Disorders – Abu Dhabi, UAE
Author(s): **Kelly Tickle, MSN, CPNP-BC**
- **Enhancing Language Environments of Infants in the Neonatal Intensive Care Unit: An Interdisciplinary Approach. June 2022**
Podium Presentation. 2022 Southeastern Pediatric Research Conference – Atlanta, GA
Author(s): **Jennifer Nelson, PhD, OTR-L**
- **Hemangiomas: Past, Present and Future. March 2022**
Podium Presentation. National Association of Pediatric Nurse Practitioners Annual Conference – Dallas, TX
Author(s): **Rachel Swerdlin, DNP, APRN, CPNP-PC**
- **A Novel Simulation to Prepare Caregivers of Children Diagnosed with Congenital Heart Defect. August 2022**
Podium Presentation. CHOP Cardiology 2022: The New Normal — Transformation in Pediatric and Congenital Heart Care – Huntington Beach, CA
Author(s): **Kathy Murphy, MSN, CPNP-BC; Leslie Brunson, MSN, RN; Laura Castillo, BSN, RN; Kendall Haney, MSN, RN; Brittany McKemie, BSN, RN; Kathryn Morgan, BSN, RN; Ashley Pierson, BSN, RN; Christina Calamaro, PhD, PPCNP-BC; Nneka Alexander, PhD**

Presentations

- **Optimizing Simulation-based Education: The Hub-and-Spoke Model. October 2022**
Poster Presentation. ANCC National Magnet Conference – Philadelphia, PA
Author(s): **Caitlin Webster, MSN, RN, CPHON; Nicole Edwards, BSN, RN, CCRN; Megan DiFiore, MSN, RN, CNL**
- **Sclerotherapy Impact on Quality of Life in Patients with Low-Flow Vascular Malformation. May 2022**
Poster Presentation. International Society of the Study of Vascular Anomalies – Vancouver, BC
Author(s): **Rachel Swerdlin, DNP, APRN, CPNP-PC**
- **How to Design and Re-Design a Fertility Preservation Program: Navigation and Care Models Evolution. May 2022**
Podium Presentation. Oncofertility Consortium – Pittsburgh, PA
Author(s): **James Ludemann, MSN, RN**

- **Interdisciplinary Approach to Developing a Neuroprotective Education Course on the Cardiac Acute Care Unit. August 2022**
Podium Presentation. *CHOP Cardiology 2022: The New Normal — Transformation in Pediatric and Congenital Heart Care – Huntington Beach, CA*
Author(s): **Cathy Loibl, BSN, RN**
- **Nursing Care of an LVAD + Oxygenator Patient: A Bedside Sketch Promotes Conversation and Collaborative Care. August 2022**
Podium Presentation. *CHOP Cardiology 2022: The New Normal — Transformation in Pediatric and Congenital Heart Care – Huntington Beach, CA*
Author(s): **Linda Steinhauer, BSN, RN**
- **Using Dedicated Nurse Supervisors for New Nurses: The Impact on First Year Retention. August 2022**
Podium Presentation. *CHOP Cardiology 2022: The New Normal — Transformation in Pediatric and Congenital Heart Care – Huntington Beach, CA*
Author(s): **Katie Gibson, MSN, RN**
- **Intentional Rounding to Improve Sternal Wound Outcomes in Children. December 2022**
Poster Presentation. *The Pediatric Cardiac Intensive Care Society Annual Conference – Miami, FL*
Author(s): **Kathy Murphy, MSN, CPNP-BC**
- **Enhancing Language Environments of Infants in the Neonatal Intensive Care Unit: An Interdisciplinary Approach. May 2022**
Poster Presentation. *NICU IMPRINT Conference – Southeastern Pediatric Research Conference, Atlanta, GA*
Author(s): **Jennifer Nelson, PhD, OTR-L, BCP, CNP; Susan Brasher, PhD, CPNP**
- **Compassionate use of narsoplimab to treat transplant associated thrombotic microangiopathy in a pediatric patient with multi-organ failure. April 2022**
Poster Presentation. *European Bone Marrow Transplantation – Prague, Czech Republic*
Author(s): **Elise Bryson, PA-C; Laura Deeb, MSN, CPNP-AC**
- **Quality of life and outcome improvement in adolescents with bleeding disorders receiving medical management for heavy menstrual bleeding. May 2022**
Poster Presentation. *World Federation of Hemophilia Poster Presentation – Montreal, Canada*
Author(s): **Kelly Tickle, MSN, CPNP-BC**

- **Assessment of Menstrual Health and Bleeding Symptoms in Adolescent Girls and Young Women with Sickle Cell Disease. December 2022**
Poster Presentation. *64th ASH Annual Meeting and Exposition – New Orleans, LA*
Author(s): **Kelly Tickle, MSN, CPNP-BC**



- **Hospital-based Pediatrics Community of Practice Selected for Conversations That Matter. April 2022**
Poster Presentation. *Annual AOTA Conference – San Antonio, TX*
Author(s): **Amanda Granberg, OTR-L, BCP**
- **Implementation of a Formal Education Program for Caregivers and Youth with SCI. February 2022**
Collaborative Effort to Build an EBP Repository. February 2022
Podium Presentation. *Children’s Healthcare of Atlanta Nursing and Allied Health Research and EBP Symposium – Atlanta, GA*
Author(s): **Margaret Gettis, DNP-CPNP-BC**
- **Pediatric Fracture Care: Mending the Break Through a Systems Approach. May 2022**
Poster Presentation. *AAACN Conference – Las Vegas, NV*
Author(s): **Brandy Williamson, BSN, RN, CPN; Lindsay Labrot, MS, MBA; Roderick Newbold, ROT; Jason Boyce, BSN, RN**

Excellence in Nursing

Building nursing excellence through professional practice, leadership, workforce and technology.

The Nursing Strategic Plan is a roadmap to position nursing at Children's as a nationally preeminent workforce through the achievement of superior outcomes.

Built upon four strategic focus areas that ladder back to our System strategy, this roadmap guides us to achieve our Mission to make kids better today and healthier tomorrow.

With clinical nurses' feedback top of mind, nursing leaders carefully crafted the 2020-2022 Nursing Strategic Plan, centered on these four focus areas:



Professional Practice

Provide a safe, evidence-based interprofessional practice environment that results in superior quality and safety outcomes.



Leadership

Inspire and develop transformational leaders who serve as change agents, role models and visionaries to promote accountability and empower their teams.



Workforce

Attract, grow and retain a diverse and flexible nursing workforce who are resilient and adaptive to change.



Technology

Optimize use of technology to support care delivery, standardize nursing practice, and promote innovation and efficiency to achieve quality outcomes.

Professional Practice: Provide a safe, evidence-based, interprofessional practice environment that results in superior quality and safety outcomes.



Arthur M. Blank Hospital—A Seat at the Tabletop

With two years of work ahead of us before opening the new Arthur M. Blank Hospital, many of our patient care teams at Children’s are highly involved in providing valuable input and feedback that inform decisions. When frontline nurses are involved, they have an opportunity to review, ask questions and provide suggestions regarding the building, equipment and technology that they will be operating once we officially move into the new building.

“Our nurses provide hands-on care to our patients every day, so it is important to contribute ideas and perspective from their experience doing bedside care. They know best how much space is needed to get the patient out of bed to a wheelchair, where a bedside monitor should be positioned and what types of equipment have the greatest functionality.”

—Anneka Hitch, RN, BSN, CPN,
Manager of Clinical Operations, PACU & Day Surgery

A key exercise in the planning process involves tabletop exercises, discussion-based sessions where a facilitator guides participants through scenarios focusing on something new or different than current processes. More than 150 Children’s nurses dedicated time to participate in department-specific tabletop discussions in 2022.

Our nurses also joined other clinicians and stakeholders in October by participating in the first interdisciplinary sessions, a similar tabletop format that covers a topic impacting multiple departments within the facility. The “Entry to Unit” discussion included topics like determining the process for visitors accessing patient care departments, escalation processes and reviewing wayfinding signage. The “Emergency Codes” sessions covered plans for medical emergency and nonmedical codes. This included determining how teams will be notified of an emergency code, outlining the travel paths for the emergency department and inpatient response teams, and discussing potential plans for a “quiet hospital” concept in responding to nonmedical codes like fires or active threats.

Through participation in tabletops, various simulations, serving as department ambassadors or being part of a transition planning committee, our nurses provided their expertise in ensuring Children’s can continue to carry out the best possible care at Arthur M. Blank Hospital.



Center for Advanced Pediatrics Education Series

The Center for Advanced Pediatrics Clinical Education Series is a monthly offering to provide education to ambulatory staff. In 2019, a staff learning needs assessment identified that staff were unsatisfied with interdivisional education across clinics and desired more comprehensive education. A workgroup, including nurses **Amanda Batlle, MSN, RN, CPNP-PC**, and **Jackie Peterson, BSN, RN, CPN, NPJ-BC**, was formed to solve the education gap. As a result, Children’s implemented the education series.

Content experts present monthly on outpatient specialty topics based on environmental scanning across clinic specialties and in alignment with ambulatory system priorities. Continuing nursing education credit is offered, and each topic is recorded and available on Careforce for future reference. In 2022, the education series was able to bring the following topics to staff at the Center for Advanced Pediatrics:

TOPIC	PRESENTER
Introduction to Research and Evidence-Based Practice	Margaret Gettis, DNP, CPNP, BC
Children’s Camps	Catherine Shields, CCLS
How Katie Beckett Medicaid Waiver Can Help Patient Families with Overwhelming Medical Expenses	Donna Bailey, MSW, LMSW
Bioethics in the Outpatient World	Kathryn Mannen, BSN, RN, CCRN
Patient Experience—Our Routine is Their Extreme	Heather Porter, Claire Doughtie
Peer Support Program in the Outpatient Setting	Jamie Hunn, LCSW
MyChart 101	Noureen Haji
Health Law Partnership (HeLP): Understanding Medical-Legal Partnerships That Address Social Determinants of Health	Dr. Robert Pettignano, MD, FAAP, FCCM, MBA, and Nicole Song
Flu and Other Current Trends in Childhood Vaccinations/ Current Trends with Communicable Diseases	Dr. Andrea Shane, MD, MPH, MSc
School Nurse Program	Leigh Ann Williams, EdS
Trach, Suction, Vents. Oh My!	Caroline Ivie, PA-C
Research at CAP	Cheryl Stone, RN, MDiv, CCRP



Participants are highly engaged during the presentations and report a better understanding of interprofessional education. Staff feedback after attending the educational offerings included:



Staff have submitted future topic requests to increase knowledge and to better care for ambulatory patients with complex medical needs. The workgroup also plans to incorporate the education recordings into an ambulatory onboarding curriculum.

Sepsis Initiative

In 2021, Children’s embarked on a mission to improve sepsis recognition and treatment, specifically in the Emergency Department (ED). Pediatric sepsis ranks among the leading causes of morbidity and mortality in children worldwide, and it can be especially challenging to recognize in the ED.

After a year of planning, creating new Epic capabilities, training nurses and physicians, and performing simulations, our pilot Sepsis BPA and huddle program at Scottish Rite went live January 2022, under the direction of **Rebekah Carter, RN, BSN, CPEN**. Once a BPA is fired in the patient’s chart, a huddle with the patient’s physician, charge nurse, bedside nurse, PCT/EMT and others takes place in 15 minutes or less to assess for sepsis and place immediate orders. These evidence-based interventions have the potential to decrease patient mortalities in critically septic children by 25 percent.

Completing huddles in an ED with 57 beds, four trauma bays, an unpredictable patient workload, record-breaking census and the worst nationwide nursing shortage in history seemed insurmountable. However, the Scottish Rite ED team stayed focused on the goal of improving patient outcomes and preventing pediatric death from sepsis.

After 45 weeks of trials, the Scottish Rite ED huddled on 90 percent of all patients who fired a BPA, exceeding their goal by 10 percent. During one week with an extreme census, the ED saw more than 2,000 patients and had 30 Sepsis BPAs fire, all while managing a surge tent, standing-room-only waiting area, six-hour wait times, staff shortages and utilization of float nurses from inpatient areas. Despite it all, the team astonishingly managed to complete 27 of 30 huddles.

The team’s dedication and perseverance have significantly improved the patient’s time to first bolus—decreasing from 56 minutes to 38 minutes. A special thank you to **Rebekah Carter, RN, BSN, CPEN, Stephanie Talley, BSN, RN, TCRN, Morgan Blond, BSN, RN, CPEN, Michelle Clark, BSN, RN, CPN, Mary Beth Gleeson, MSN, RN, CPN, CRRN, NE-BC, Thuy Bui, MD, John Cheng, MD**, and the entire Scottish Rite ED nursing and physician staff for making this dream a reality! The team exceeded everyone’s expectations by completing an incredible 550-plus sepsis huddles in 2022.

Leadership: Inspire and develop transformational leaders who serve as change agents, role models and visionaries to promote accountability and empower teams.

Shared Leadership

What is Shared Leadership?

Shared Leadership is the shared governance system at Children’s. It was first implemented in 1984 and has evolved through periodic evaluations to better meet the needs of Children’s nurses and reflect the changes over time in pediatric healthcare. In 2016, it was formally named Shared Leadership after an interprofessional team redesigned the structure using the Donabedian framework, which comprises structure, process and outcome components. Now, nurses and interprofessional partners are formally organized to participate in decision-making that impacts clinical practice standards, quality improvement, professional development and research. Shared Leadership is implemented throughout Children’s to engage nurses at all levels in professional nursing.

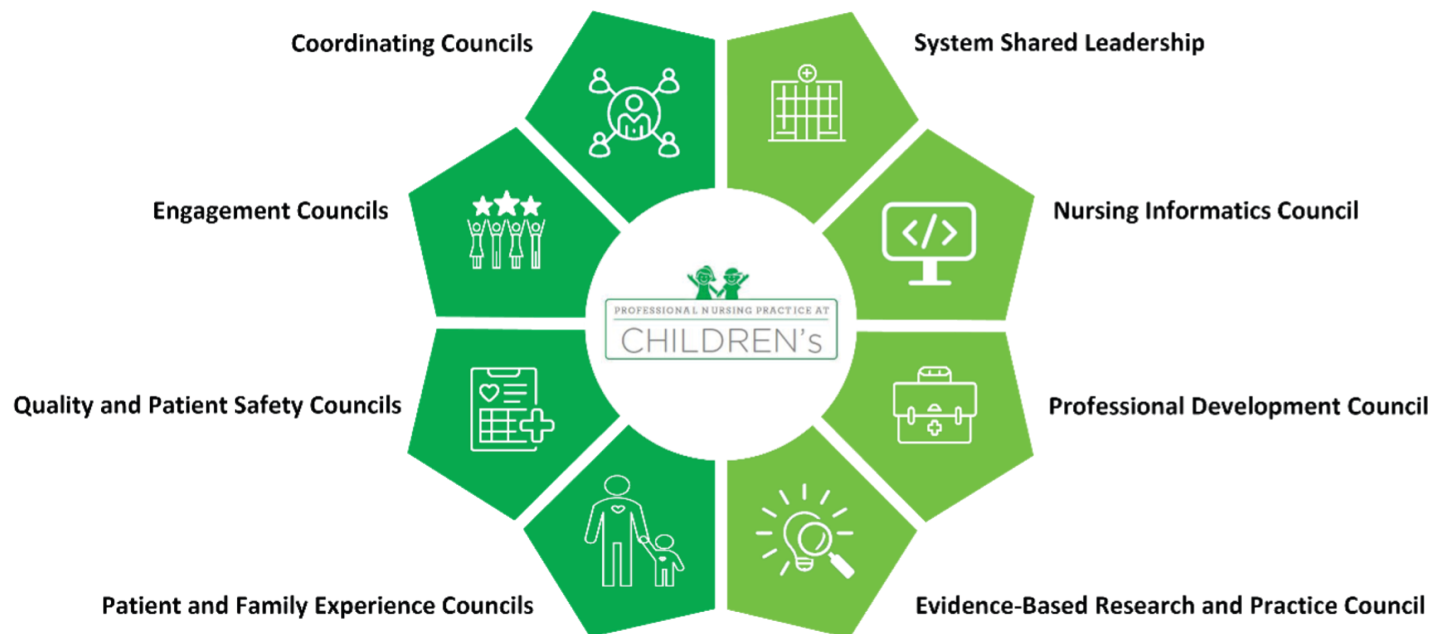
The purpose of Shared Leadership is to support the Children’s Mission, Vision, Values and strategic plan by engaging and empowering clinical staff committed to achieving clinical excellence and demonstrating superior outcomes through the delivery of superior patient care for our patients and families.

The Shared Leadership structure requires fluid, flexible processes supportive of clinical excellence at the point of care (e.g., practice setting). Successful Shared Leadership requires processes that encourage staff members to provide input to all councils and hold them accountable for following professional nursing practice standards.

SHARED LEADERSHIP

CAMPUS COUNCIL

SYSTEM COUNCIL



There are 13 councils within Shared Leadership.

- Three system councils: Evidence-based Practice and Research Council, Professional Development Council and the new Nursing Informatics Council.
- Egleston and Scottish Rite both have four campus councils: Coordinating Council, Nurse Engagement Council, Quality and Patient Safety Council and Patient Family Experience Council.
- Hughes Spalding and Ambulatory have Shared Leadership Councils that work as a team to cover all the campus councils, as well as provide system level representation.



Colette Bernstein presenting at the 2022 Shared Leadership retreat.

New Term and Program Expansions

To kick off the new Shared Leadership term (starting in January 2023), we held a retreat in September 2022. To allow Shared Leadership members a chance to unwind from the stress of the hospital, the retreat was held in North Georgia at Yonah Mountain Vineyard and Winery. More than 200 nurses and interprofessional members attended the retreat, which included a nurse leader round table discussion with **Linda Cole, RN, MBA, FACHE**, Chief Nursing and Hospital Operations Officer, **Angela Vangarelli, MSN, RN, CPN, NE-BC**, Vice President of Nursing at Scottish Rite, and **Michelle Tillis, MBA, BSN, RN**, Vice President of IS&T and Nursing Informatics.



Shared Leadership members participating in resiliency activities offered by Strong4Life.



Ambulatory Shared Leadership members discussing goals for their council in the coming year.

Resilience activities were built into the day so members could take a mental break with yoga, meditation or a walk through the vineyard. Shared Leadership Councils held breakout sessions to work on team building and set goals for 2023. The day ended with a chance to network and meet other coworkers from all over Children's with a happy hour overlooking the beautiful North Georgia mountains.

As a result of the retreat, Shared Leadership councils made several exciting changes that launched at the end of 2022. Key initiatives include:

- A Nursing Informatics Council, led by **Melanie Bankston, RN, BSN, CPN, 4 South Clinical Nurse/Assistant Nurse Manager**, and **Melissa Popkin, BSN, RN, Senior Clinical Informaticist**, will focus on technology impacting the bedside.
- Shared Leadership expanded the number of interprofessional members and elected ancillary partners to chair positions including PT and Radiology technologists.
- All councils reevaluated their goals and furthered partnerships with teams throughout the System, including HR, Recruiting, Ethics, Interpreting and Patient Experience, to name a few.

Action Requests

Action Request provides a formal structure and process for clinical staff from all levels to:

- Share innovative practice ideas
- Request a change in an existing practice
- Introduce a new practice that is based on current evidence
- Communicate issues and/or concerns that warrant action and/or change

Staff submit Action Requests through the Action Request portal. Shared Leadership Chairs determine whether it is within scope and work with key stakeholders throughout the hospital to implement the change. Some Action Request wins include:

- **Adding Motrin and Tylenol into vending machines for parents.**

- Submitted by **Clinical Nurse Amber Imam, BSN, RN, CPN**, 4 South Scottish Rite: The 4 South team identified that parents with headaches on the weekends had to leave the hospital to get Tylenol or Advil because our gift shop was closed. Amber's team identified that these medications were available in the Emergency Department vending machine and requested for the medication to be distributed in vending machines throughout the hospital for easier access to parents. The Action Request was routed to the Patient Family Experience Council, who worked with the Patient Family Experience teams to get medications added to the machines.

- **Family Accessible Interpreting iPads**

- Submitted by **Clinical Nurse Britney Eyster, RN, BSN, CPN, CPHON**, 4 South Scottish Rite: Brit identified that the request for interpreters outweighed the number of interpreters/interpreting iPads available.
- In order to better keep up with the needs of their patient population, Brit submitted an Action Request asking to increase the number of interpreters available throughout the hospital. Shared Leadership recognized that adding more staff would be challenging but unused iPads could possibly be repurposed. Shared Leadership forwarded the request to IS&T and was able to get 12 iPads restructured to be interpreting iPads!

Charge Nurse Program

Our nurses in The Center for Advanced Pediatrics and across our neighborhood clinics face medical and mental health emergencies, complex social support needs, patient transfers to higher-acuity care and escalating disruptive caregivers, among other challenges, while trying to provide the highest-quality of care. As complexities in outpatient environments rise, preparation and readiness are more important than ever.

Through feedback gathered in rounding and other forums, the voice of nurses, providers and staff in Children's Physician Group (CPG) were heard, advocating for greater resources in a changing environment. Having experienced the value of charge nursing in the inpatient environment, **Brandy Williamson, BSN, RN, CPN**, and **Carie Watt, RN, BSN, MHA, NE-BC**, sought to promote and develop a formalized charge nursing structure to support the clinics in CPG. With help from **Brittney Frye, BSN, RN, CPN**, and the CPG Education and Quality Team, a CPG-specific charge nurse curriculum was developed in the second quarter of 2022. Capturing valuable content from Clinical Learning's system charge nurse training, while focusing on the specialized needs of ambulatory care, the CPG Charge Nurse curriculum incorporates skills and topics including services typically provided by patient representatives, risk and social work, DiSC review, leadership and communication styles, disruptive caregivers and workplace violence response in the outpatient clinics, as well as emergency management outside of the hospital setting. Considering staffing challenges in CPG and the System, departments were also provided a three-tiered "Good, better and best" framework for initiating and growing the charge nursing role in their clinics.

During the third and fourth quarter of 2022, 24 Registered Nurses and Licensed Practical Nurses in CPG attended training and began using their new skills in their home clinics.

NAME	ROLE	CAMPUS
Amy Bohler, BSN, RN	Clinical Nurse	CPG Endocrinology
Brittany Teal, BSN, RN, CPN	Clinical Nurse	Judson Hawk Clinic
Callan Knowles, BSN, RN	Clinical Nurse	CPG Endocrinology
Caroline Matricciani, BSN, RN	Clinical Nurse	CPG Endocrinology
Elizabeth Diaz, BSN, RN	Clinical Nurse	CPG Endocrinology
Jacqueline Steele, LPN	Licensed Practical Nurse	CPG Nephrology
Jeannie Bowen, BSN, RN, CPN	Clinical Nurse	CPG Endocrinology
Joy Cook, BSN, RN, CPN	Clinical Nurse	CPG Pulmonology
Katelin Kelly, BSN, RN, CPN	Clinical Nurse	CPG Pulmonology
Kathy Johnson, LPN	Licensed Practical Nurse	CPG Craniofacial
Kayla Parr, LPN	Licensed Practical Nurse	Judson Hawk Clinic
Kelly Caudell, LPN	Licensed Practical Nurse	Judson Hawk Clinic
Lakeisha Terry, RN, CPN	Clinical Nurse	CPG Nephrology
Madalyn Pearce, LPN	Licensed Practical Nurse	CPG Allergy
Maggie Wilkes, BSN, RN, CPN	Clinical Nurse	CPG Craniofacial
Martha Matthiessen, BSN, RN, CMGT-BS	Clinical Nurse	CPG Pulmonology
Megan House, BSN, RN, CPN	Clinical Nurse	CPG Cystic Fibrosis
Megan Sasena, BSN, RN	Clinical Nurse	Judson Hawk Clinic
Nancy Morris, LPN	Licensed Practical Nurse	Judson Hawk Clinic
Shanna Wooten, LPN	Licensed Practical Nurse	CPG Endocrinology
Sylvia Williams-Baffoe, BSN, RN	Clinical Nurse	Judson Hawk Clinic
Tanya Moore, LPN	Licensed Practical Nurse	CPG Allergy
Vernon Griffith, LPN	Licensed Practical Nurse	CPG Nephrology

Feedback from participants has been positive, describing the class as “excellent,” “motivational” and “informative.” Survey data demonstrates an increase in both knowledge and confidence for nurses enrolled in the class. Quarterly offerings will continue in 2023.



Nursing Leader Spotlight

At Children's, we value leadership at *all* levels. Our nurses, regardless of their role, are leading themselves, their patients and their families through one of the most stressful experience in their lives.

**Melanie Bankston, RN, BSN, CPN,
Assistant Nurse Manager**

*"Leadership is inspiring others through your words
and actions, to achieve their fullest potential."*

Melanie Bankston, RN, BSN, CPN, suffered from chronic ear infections as a child, resulting in numerous surgeries at Children's. During this time, she remembers her nurses always treating her like family, and it made a significant impact on her life. The incredible love and support she felt from her day surgery nurses led to her calling as a nurse, wanting to grow up to be just like them.

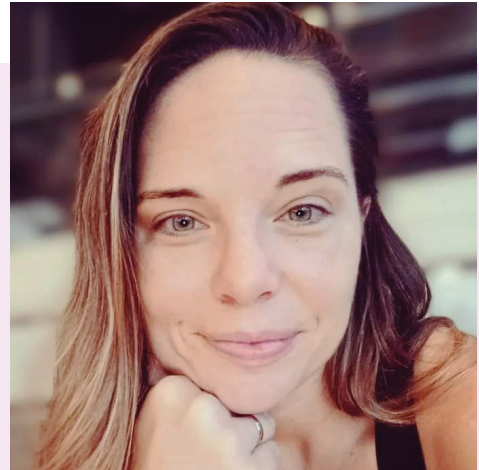
Melanie started at Scottish Rite as a nursing practicum student and was eventually hired as a novice nurse in 2006 on the neurosurgical floor of the general patient care unit (PCA 1). She decided to transfer to 2 South and then 4 South, Scottish Rite's surgical units, to gain new experience and grow in her nursing profession. She started participating in the 4 South Shared Leadership Council as the Quality Chair for the unit. Melanie continued to develop as a leader and took on an even larger role within Shared Leadership as a Chair on the Quality and Patient Safety (QPS) campus council. She began to lead campus meetings, worked on larger projects and played a significant role in the extremely successful Joint Commission Survey in fall 2022. Her involvement in Shared Leadership led to her ability to advance to a CN 4.

Melanie recognizes that she's grown as a leader over the years, "As an introvert, I never thought I'd feel confident talking in front of a group of people, much less leading a council," she said. "One of the projects I'm most proud of is working with the QPS Council to revise the Code Purple Policy to create a safer environment for the staff at Children's."

Melanie's manager, Diane Nelson, recognized her dedication to patients and passion for quality care and promoted her to Assistant Nurse Manager in November 2022. Melanie is excited about the future. In January, she stepped into the new role of Nursing Informatics Council Co-Chair and became a member of the Evidence-Based Practice and Research Council. She is grateful for her dynamic nursing career.

"The opportunity to put a smile on a patient's face is what brings me back after a hard day. It's the best feeling in the world."

Melanie looks forward to the future of nursing, and specifically the way evidence-based practice will shape nursing care: "I am excited to see nurses empowered to lead the way in healthcare reform."



Shari Baker, Director, Patient Care Services

“Leadership in 2022 requires compassion and empathy for others more than ever. We are in a different environment since COVID-19. So much has changed, and everybody has a new sense of self-awareness. While this self-awareness is important, we must not forget to be considerate of others. Our empathy lets others know they are heard and valued and not dismissed.”

Shari Baker began working at Children’s as a staff nurse in 2003. Her peers and leaders quickly recognized that she had an innate talent to lead. Although she was not immediately convinced of her calling, she instinctively advocated for her patients, staff and department, and was proactive in making sure the department’s needs were met. Eventually, she accepted the call to lead and progressed from Clinical Operations Manager to Director of Patient Care Services at Hughes Spalding. Shari is motivated by the joy she finds in getting things done, helping the staff and patients win, and inspiring others by explaining things in a way that allows them to put the picture together.



Shari credits her leadership skill set and drive to several people, including her high school teacher, Mrs. Priestly, and Hughes Spalding VP of Operations Julia Jones. Shari remembers Mrs. Priestly as a woman of action and few words who believed in her, nourished her soul and encouraged her to do more. Julia’s ability to motivate and encourage has been at the forefront of Shari’s continuing growth as a leader. Additionally, her childhood experiences as the only girl raised in a household with her father and two brothers in Savannah expedited Shari’s maturity and leadership prowess.

Shari does not take her role in leadership lightly. She understands her job is to make sure that operational and strategic decisions align each department and the hospital with the Mission and goals of the organization. She does this by embracing the Mission, keeping people first and using the Children’s Vision and Values to guide her. Shari strives to build trust and inspire staff by being present for her staff, staying in touch, listening and encouraging creative thinking. She also models the qualities of a good leader: one who is compassionate, personable, humorous, able to strategize, assess and respond to situations effectively, and consider stakeholders. Shari recognizes that good leaders can be available to others and meet deliverables only when they prioritize their self-care journey; this is something she reminds herself of daily.





**Erica Towery, MSN, RN, CPN,
Clinical Operations Manager**

“For me, a good leader must love the work they do and lead with passion and optimism to bring hope to others. Leadership can be challenging, but maintaining respect for others is so important and how we can achieve so much together.”

From a young age, Erica Towery was always interested in pursuing a career in nursing. She admired the care, compassion and intimate relationships nurses form with patients and their families. As a high school student, Erica witnessed the tremendous role nurses play when her brother was involved in a serious car accident requiring rehabilitation at Scottish Rite’s Comprehensive Rehabilitation Unit (CRU). Although her visiting time with him was limited due to her age, her family’s experience at Scottish Rite cemented her decision to become a nurse and led her to select pediatrics as a specialty.

Erica was hired to Egleston’s 4 West/TICU units as a new graduate nurse and quickly began mentoring, precepting and charging. The Children’s Mission, “To make kids better today and healthier tomorrow,” is truly where Erica finds her purpose, and she practices this daily by advocating and providing resources for her staff who care for patients. Erica has been at Children’s for close to 18 years and served in various leadership roles at Egleston. In each role, Erica strove to grow her people and found joy watching staff find their passion and providing them the support to move to the next level.

It was this dedication to others that led her team to nominate her for Children’s inaugural DAISY Leader Award in 2019. Winning the award was one of her most memorable achievements at Children’s.

Although she spent several years as an Assistant Nurse Manager, Erica never had a primary goal to move further in leadership until a key influential leader, **Bonnie Miller, MBA, BSN, RN, CNML**, saw her potential and encouraged Erica to pursue the Administrative Resource Nurse position for 4WE. Bonnie knew Erica would gain operational and business acumen in the role, and it would position her for further growth in leadership roles. Her support and informal mentorship during her first leadership years were pivotal to growing Erica into a well-rounded leader. Erica sees the advantage and value of strong professional mentors at Children’s.

“Without the guidance and support of leaders at Children’s, I would not be where I am today.”

Now in her first year as a clinical operations manager, Erica has gained operational and people management knowledge from the guidance provided by her direct leader, Abby Fallis, MSN, RN, CPN, Director, General Patient Care Services. Erica says that Abby’s abilities to bring people together, redirect conversations and build safe spaces for employees to process emotions and feelings are all qualities of an exceptional leader and provide a blueprint for her to follow as she leads her staff.

As a leader, Erica finds it is important to remain open to continually learning and acknowledging when things aren’t perfect, but continue to think positively, even during difficult situations.

“The passionate care we provide to these patients and families combined with the beautiful team (both staff and leaders) that surrounds me brings such a profound purpose—generating a true love for this career and this organization.”

Cindy Henderson, MSN, RN, NE-BC, CPPS, Director, Critical Care

“Women can aspire to be great leaders of organizations.”

Cindy Henderson, MSN, RN, NE-BC, CPPS, started her nursing career at Children’s in 1988, on the third floor at Scottish Rite. Leadership came naturally to Cindy. In her first two years, she quickly progressed from Charge Nurse to House Supervisor and then Manager of day surgery. Her ability to manage led her to Director of The Clinic (now known as the Judson Hawk Clinic) and then Director of Ambulatory Services. When Scottish Rite Hospital reorganized by service lines, Cindy became the Director of Hematology/Oncology before returning to House Supervisor while raising her family. She came back to Children’s in 2010 as Linda Cole’s project consultant. In 2015, Cindy became the Director of Critical Care at Scottish Rite. Following the One Children’s strategy, Cindy took on Egleston PICU in 2019.

Cindy was influenced early on in her career by Jackie Bennet, who was the VP of Nursing Services at the time. She was kind to everyone regardless of their position. She treated everyone with grace and respect. It was through Jackie’s leadership style, Cindy saw that women can aspire to be great leaders of organizations.

With an extensive history of inpatient and ambulatory hospital operations, Cindy has experience in a variety of nursing leadership roles. She is a servant leader who enjoys mentoring and working with others to achieve organizational results. Her top priority is providing optimal patient care while also taking care of our nurses and staff. She has improved quality and patient safety by integrating academic and nonacademic PICUs, and co-leads as a Subject Matter Expert for Children’s Hospitals Solutions for Patient Safety Pressure Injury workgroup, which focuses on reducing pressure injury harm through 145+ member international network. She has helped to decrease the System pressure injury (PI) rate significantly below national benchmarks from 0.124 to 0.043 over five years as the System Leader for PI Hospital Acquired Conditions.

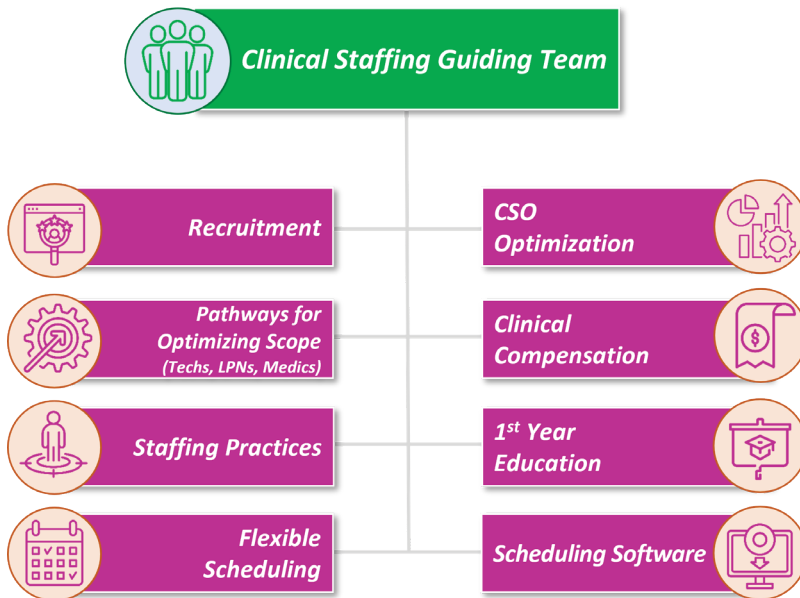


As a Director, Cindy has taken her nursing leader role as the ultimate voice of the bedside nurse. She advocates for nurses, serves as a mentor on various leadership teams, and provides growth opportunities and succession planning.



Workforce: Attract, grow and retain a diverse and flexible nursing workforce who are resilient and adaptive to change.

Rapid changes in the workforce related to generational change and the lasting effects of the COVID-19 pandemic created staffing shortages, an experience-complexity gap, and a need for staffing flexibility among nurses nationwide, including at Children’s. To get ahead of this problem, nursing leaders at Children’s recognized the need to relate to our nurses in new ways to help retain and optimize scheduling for our staff. This resulted in the creation of the Clinical Staffing Guiding Team (CSGT) in December 2021. Led by **Heather Miller, MSN, RN, NE-BC**, the team was originally broken down into eight subcommittees, all working to prioritize and launch initiatives in 2022 to address these issues.



First Year Education Workgroup

As part of the CSGT, the First Year Education Workgroup, led by **Caroline Rooke, BSN, RN, CPHON, CNML**, assessed the entire first-year experience for new nurses and identified two key problems to address: there are not enough preceptors to precept, and experience at the bedside is decreasing. To further complicate the decrease of experience, patient complexity and acuity were increasing. The group determined that interventions should be explored to address new graduate learning within an increasing experience-complexity gap, which is widely illustrated in the literature and nursing advisory boards. The team also explored interventions to optimize limited preceptor resources and meet demands in orientation. The Tiered Skills Acquisition Model (TSAM), an evidence-based learning model validated within the literature, addressed many of

the key drivers of the experience-complexity gap. Finding a solution to the resource limitations of preceptors proved to be a bit more elusive. The workgroup considered the clinical instructor model used by our academic partners; however, the concept of the Onboarding Specialist was prototyped. The Onboarding Specialist supports the growth and development of nurses who want to precept and develop skills and competencies in new nurses. The prototype also identified potential workload decrease for the nurses who would host the new nurses each shift. The host nurses would model time management, prioritization and critical thinking to the new nurse, but would not have the workload of teaching, ensuring competency or providing feedback. The Onboarding Specialist would assume responsibility for the competencies, feedback and teaching.

Throughout 2022, this role was piloted in two GPC departments at Egleston, 5WE and 4WE. Led by **Angie Wessels, BSN, RN, CPN, Jenna Daughtrey, BSN, RN, CPN, Megan Chong, BSN, RN, CPN, and Sarah Graham, BSN, RN, CPN**, and with the support of nursing leaders **Abby Fallis, MSN, RN, NE-BC, CPEN, Lisa Hensley, BSN, RN, CPN, NE-BC** and **Erica Towery, MSN, RN, CPN**, these departments engaged in an “act and adjust” implementation of the Onboarding Specialist. Scheduling, staffing, training and modeling were all created according to predictions and then adjusted to reality. These pilot departments found that the Onboarding Specialist contributed to a decreased workload in precepting for bedside nurses. They also contributed to a more effective and efficient onboarding experience for the new graduate nurses. Because of these initial successes in the pilots, the Campus Education Coordinators are now partnering with each department to facilitate planning for continued phasing into the rest of the inpatient areas. Each conversation continues to reflect creation through prediction and adjustment to realities. This phasing in and building of a new approach to precepting positions the nursing profession well for increased onboarding needs, the upcoming nursing shortage and the continued experience-complexity gap.

PodTalks

It's been a busy year of podcasting for Children's. Two podcasts launched in 2022, including PodTalks, Children's first nursing podcast focused on highlighting employees' experiences and sharing stories and perspectives while spreading positivity. **Colette Bernstein, RN, BSN, CPN**, and **Melanie Beaty, MSN, RN, NE-BC**, once dreamed of highlighting stories of Children's employees to share perspective and learn from one another. In 2021, they recognized that burnout among nursing staff was high and wanted to create a platform that allowed open, honest conversation. The hope was that this podcast could create a space for employees to share stories, spread positivity and help people understand each other's struggles.



The dream became a reality in June 2022, when the first episode was recorded in the Ryan Seacrest Studio at Egleston. It was evident during the first recording and throughout future recordings that when you bring Children's nurses together to share their stories, magic happens. From laughter to tears, PodTalks created a space for our nurses to come together and highlight what we all know but can often forget—we love what we do here at Children's.

Episodes recorded and released in 2022 included our nurses discussing topics involving our professional work and what we stand for:

TOPIC	PARTICIPANTS	DATE
Nursing Throughout: Beyond the Bedside	Kat Riedel, BSN, RN, CCRN, C-NPT, CFRN Caitlyn Mueller, BSN, RN, CPN Amanda Grindle, MSN, RN, CNL, CPN, CCRN	June 2022
Nursing Workforce: The Challenges and the International Solution	Laura Bass, MSN, RN, CPHON, NPD-BC Beverly Alvarez, MSN, RN, CPN Destiny Lashoto, MSN, RN, CRRN, CPN Kimi Culberson, BSN, RN, NPD-BC, CPN Leslie Brunson, MS, BSN, RN	August 2022
Celebrating APP Week	Anna Lange, MSN, RN, CPNP-PC, APHON Kelsey Pocock, MSN, RN, PMHNP-BC Kayla Mays, MSN, RN, PMHNP-BC Nicole Coolidge, MSN, RN, CPN, CPNP-AC	September 2022
Celebrating National Coming Out Day	Chris Fritzen, PA Tim Tapp Chelsea Marion, MD, FAAP	October 2022
Thankful for Children's: Anniversary Celebrations	Juliet Veal, CLS Kimberly Brentum, BSN, RN Teresa Sheffer, RN Michele Harris	November 2022

In 2023, we plan to focus on how nurses can develop themselves professionally, spotlighting members of the Black Employees & Allies Connecting Our Networks (BEACON) and Working Mother's United ERGs as well as highlighting members from Shared Leadership and hearing from international nurses who have made long journeys to join the Children's family. PodTalks is available on Careforce and soon to be on Apple and Spotify.

International Nurses Program

During the summer of 2021, at the height of the pandemic, Children’s partnered with three international nursing agencies to help address the shortage of nursing staff. **Gina Dobrasz, MS, RN**, Clinical Operations Consultant, developed Children’s first formal International Nursing Program and partnered with Clinical Learning to help with the successful onboarding and transition into American practice. This program’s goal is to enrich the lives of global professional nurses by providing life-changing opportunities here at our hospitals while also supporting them in their American dream.

Last year, we shared that Children’s hired 35 nurses from overseas and two started with us. Children’s is proud to say that by the end of 2022, we have successfully hired more than 60 international nurses and onboarded almost 30 who are delivering high-quality care at the bedside! These nurses not only bring years of clinical experience, but they bring life experience as well. Many of these nurses were Charge Nurses and/or Clinical Preceptors where they previously worked, and they bring a unique knowledge and skill set to our units.

NAME/CREDENTIALS	COUNTRY OF ORIGIN	CAMPUS
Abigail Singleton, BSN, RN	Jamaica	Egleston
Adel Dawood, BSN, RN	Lebanon	Scottish Rite
Ani Saranuku, RN	Philippines	Scottish Rite
Asheel Jean-Antoine, RN	St. Lucia	Egleston
Bernadeth Ross Rome, BSN, RN	Philippines	Scottish Rite
Chanchal Suwal, BSN, RN	Nepal	Egleston
Elizabeth Wong, BSN, RN	Canada	Scottish Rite
Janice Vagilia, BSN, RN	Philippines	Egleston
Jenny Pilapil, BSN, RN	Philippines	Egleston
Jhinbirdg Earl De Guzman, BSN, RN	Philippines	Scottish Rite
Joanna Unisan, BSN, RN	Philippines	Scottish Rite
Johana Catague, BSN, RN	Philippines	Egleston
Joosy Thampan, BSN, RN	Philippines	Egleston
Kristy Patel, BSN, RN	Canada	Scottish Rite
Lourdes Benitez, MSN, RN	Philippines	Egleston
Maria Leonara Santos, BSN, RN	Philippines	Hughes Spalding
Melbourne Bano, BSN, RN	Philippines	Scottish Rite
MJ Llanderal, BSN, RN	Philippines	Scottish Rite
Nikki Fortuna, BSN, RN	Philippines	Egleston
Rocylene Postrado, BSN, RN	Philippines	Scottish Rite
Rosella Laguna, BSN, RN	Saudi Arabia	Scottish Rite
Sajina Varghese, BSN, RN	India	Egleston
Sheena Alcomendas, BSN, RN	Philippines	Scottish Rite
Vyrna Benedicto, BSN, RN	Philippines	Scottish Rite
Weemia Bolotaolo, BSN, RN	Philippines	Egleston
Zcharmaine Maniego, BSN, RN	Philippines	Scottish Rite

According to the American Nurses Association (ANA), more than 500,000 seasoned RNs are anticipated to retire by the end of 2022 and the U.S. Bureau of Labor Statistics is projecting the need for 1.1 million new RNs for expansion and replacement of retirees. Gina is continuing to recruit about 40 more international nurses and has since expanded the program to recruit and onboard Medical Technologists. Thus far, we have hired more than 10 Medical Technologists to work in our labs, as well as our tissue and blood banks, and are interviewing and recruiting more. Gina states, "We have so much to learn from these amazing people, and I love the diversity they bring to our organization."

Gina is partnering with Clinical Learning, Shared Leadership and the Career Center to create a Mentor Program and Support Group for our current international nurses. This group created an International RN Ambassador program, in which we take existing Children's nurses who either grew up overseas, practiced nursing overseas, overseas, or came to the United States to work in nursing, and partner them with our new international nurses.

"Children's has a lot of amazing nurses from overseas who have been at Children's for years! Many have reached out saying they want to be involved in supporting these newer nurses, so we are going to do just that," Gina says.

Yamina (Mina) Khelifauoi, BSN, RN, born and raised in Algeria, is excited and proud to be an International RN Ambassador "to provide support and mentorship for these new nurses coming to America."



Technology: Optimize use of technology to support care delivery, standardize nursing practice, and promote innovation and efficiency to achieve quality outcomes.

At Children’s, our IS&T team understands the importance of the work our nurses execute day in and day out and make it their mission to collaborate to ensure they are helping to make that work a bit easier and better through technology.

Improving Ease of Use and Access

During 2022, we focused on several initiatives around improving ease of use and access to key technologies for our nursing team. Our Epic Spring Release brought the ability to improve the use of Rover with the enablement of Barcode + PIN login. As a result of this feature, we have seen an increase in mobile usage for medication administrations and flowsheet documentation, which gives our nurses valuable minutes back at the bedside versus behind a computer. Additionally, embedding U-perform/Learning into Epic makes it easier for our clinical team members to access key learnings or tip sheets for new features and workflows. Lastly, we have invested in improving API, our staff scheduling tool. We know staffing continues to be a challenge and we want to make it as easy as possible for our team members to sign up for shifts, trade shifts and easily receive notifications for critical needs. The last quarter of this year brought the pilot of Mobile API to selected units on the Egleston campus with the intent to go live for the rest of the organization in the first quarter of 2023.

Improving Safety and Quality of Care

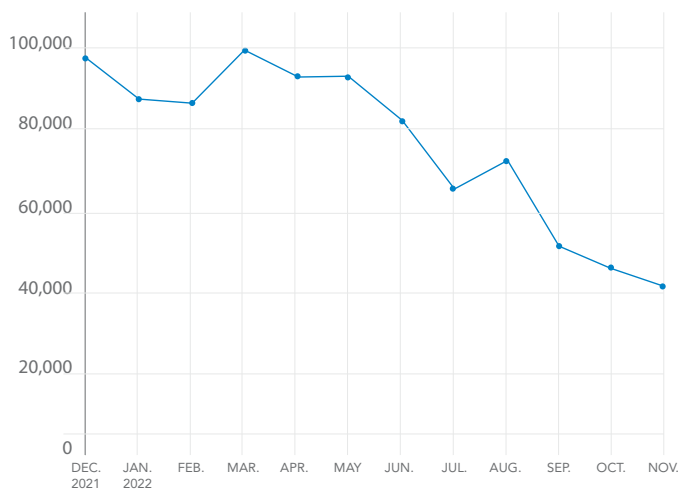
Other initiatives focused on helping our nursing team members improve the quality and safety of care for our kids. With the implementation of Epic’s Grand Central module in February, we were able to improve visibility into patient movement and reduced time spent in two applications. Additionally, the IS&T team focused efforts around specific enhancements regarding behavioral mental health precaution orders, blood hub, automatic sepsis identification in the Scottish Rite ED and care plan status in the brain, which each positively impacted patient safety and quality of care.

Over this past year, we halved our interruptive nursing alerts, reducing 113 hours of nursing time spent per month! A concerted effort has been made to make alert language clearer to help ensure that alerts are actionable and noninterruptive where possible. Not only does this mean time given back to patient care, but the alerts firing are more meaningful to our nursing team and help combat against alert fatigue.

Total Interruptive Nurse BPAs

Total Interruptive Nursing Best Practice Alerts

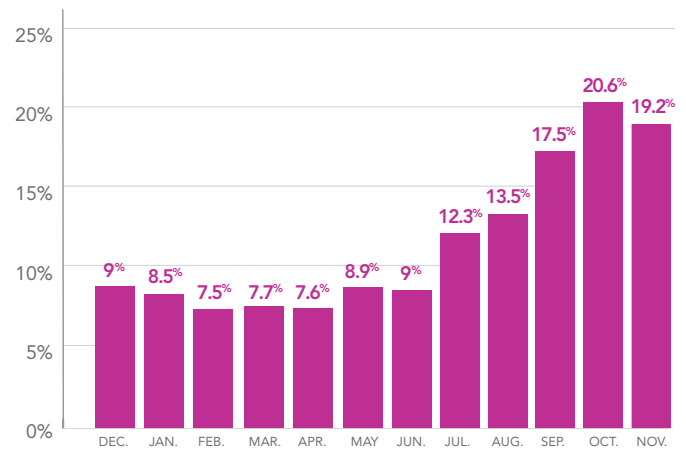
Between 12/1/2021 and 11/30/2022 by month



Action Taken on Nursing Alerts

Interruptive Nursing BPAs with % Action Taken

Between 12/1/2021 and 11/30/2022 by month





Nursing Informatics Council

Finally, we created the Nursing Informatics Council, a system-based council that is part of the Shared Leadership structure. This council's intent is to provide a venue for our frontline nurses to help shape and guide the future of information-based patient care through technology-based innovation. The Nursing Informatics Council will officially launch in January of 2023 and set the roadmap for technology and nursing for years to come. The future of nursing is bright for Children's, and the sky is the limit!



The contributions our nurses make to Children's are immeasurable. This snapshot of their tremendous achievements highlights their efforts—big and small—to help Children's achieve our Mission to make kids better today and healthier tomorrow.

Children's nurses, we

THANK YOU

for your resiliency, providing the highest quality of care and being a part of the Children's family.



Children'sSM
Healthcare of Atlanta