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Mary Leyk

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Using Core Competencies to Help Staff Remain Proficient
Mary Leyk MSN, RN-BC, ONC
St. Cloud Hospital, St. Cloud, Minnesota

Problem
Implement a competency program that engages staff compared to usual computer-based training modules

Objective: Design a multi-modal competency program for bedside nursing staff.

Plan
• Annual Needs Assessment
• Utilize unit-based ROE (Research Orientation Education) Committee to assist with development and completion by staff
• Develop quarterly topics with adequate time for completion
• Topics based on Orthopaedic Nursing Core Competencies and Core Curriculum for Orthopaedic Nursing
• Use multiple teaching delivery methods to enhance the learning process (Benner, Kiel)
• Utilize Leadership member for Performance Improvement trends

Team Members
Mary Leyk, RN – Bone & Joint Center Educator
ROE Chair
Angie Moscho, RN – Bone & Joint Center Director
Crystal Ahner, PCA
Megan Botz, RN
Danielle Botzek, RN
Lisa Hall, RN
Nicci Kulaf, RN
Jessica Rekowski, LPN
ad-hoc members:
Sadie Sezzo, RN
Gina Anderson-Malam, RN – Total Joint Specialist
Kellen Sohre, RN – Orthopedic Trauma Specialist

Quarter ONE
Traction – low volume-high risk
• Poster presentation – scenario/handout to complete

Quarter TWO
Mobility – increased falls noted in recent quarters
• Demonstration – three identified patient movements: lateral transfer, micro-turn/micro-shift, bed to chair transfer

Quarter THREE
Pain – implementing new Pain Protocol to streamline medication use
• Exemplar – patient story describing pain management using non-medication intervention using defined criteria

Quarter FOUR
Palliative Care – highly requested need from staff
• Puzzle – crossword puzzle with clues for various aspects of Palliative Care

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References