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Patient Care News: September 2005

St. Cloud Hospital

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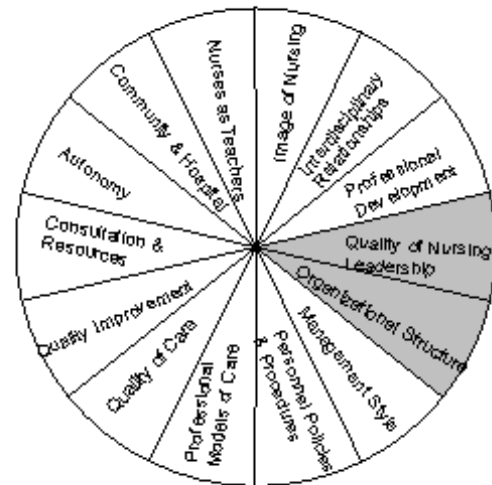


Force #1 – Quality of Nursing Leadership

Definition: Nursing leaders are seen as knowledgeable, strong, and willing to take risks. They follow an expressed philosophy in the day-to-day operations and have a strong sense of advocacy and support on behalf of Nursing.

We are looking for examples and stories about:

- How nursing leadership advocated for you
- How you were involved in the budget process
- A patient care decision that was made based on data
- How you based an action plan on nurse satisfaction data
- Stories with photos and/or newspaper articles on your community involvement (nursing and volunteer).



Force #1 – Force Leader



Jane Blee
Care Center Director
Parent, Child, Women's Center
Phone Extension: 57103

Force #2 – Organizational Structure

Definition: Department or Unit decision-making is dynamic and responsive to change. There is nursing representation on hospital-wide and unit committees with Linda Chmielewski as our Chief Nursing Officer serving at the executive level of the hospital.

We are looking for examples and stories about:

- Who is a part of decision-making in your areas?
- How does your Shared Leadership Model operate?
- Do you have representation from all job titles?
- Where are you making changes or trialing new ideas?
- How did you come to this decision for your unit or department?
- Our councils/committees are a part of the “building blocks” of our organization. Do they have a high level of nursing representation?

Example: Med/Onc Satisfaction Council has representatives from our 3 units who are RN's, LPN's, PCA's & HUC's. They review both the patient and employee satisfaction surveys and looks for trends across the units then develop action plans.

“Please send me stories about how your area is a “Nursing Magnet in decision-making.”

Force #2 – Force Leader



Teri Houle
Care Center Director
Medical/Oncology
Phone Extension: 53400



Important Dates for You to Keep In Mind For The Upcoming Holiday Schedules

Believe it or not, it's getting to be that time of the year again. Summer has barely come to a close and the Thanksgiving, Christmas and New Years holiday schedules are fast approaching. We will need to vary from our original holiday schedule posting dates to accommodate units that are currently trialing on-line self-scheduling in our ANSOS Scheduling System. The scheduling parameters set up for staff to enter their schedules on-line do not allow for us to adjust or alter the timeframes in order to post schedules early. We wanted to allow you adequate time to look at your calendars to make requests regarding the holidays so please keep in mind the following dates:

Schedule Dates	Requests Due	Schedule Posted
October 23-November 19	Monday, September 12	Monday, October 10
November 20- December 17 (Thanksgiving November 24)	Monday, October 10	Monday, November 7
December 18- January 14 (Christmas and New Years)	Monday, November 7	Monday, December 5
January 15-February 11, 2006	Monday, December 5	January 2, 2006

If it is your turn to work the Christmas holiday, you will be scheduled to work both Christmas Eve and Christmas Day. If it is your turn to work the New Years holiday, you will be scheduled to work both New Year's Eve and New Year's Day. Please keep this in mind when making schedule requests. (Please refer to your unit specific guidelines for exceptions.)

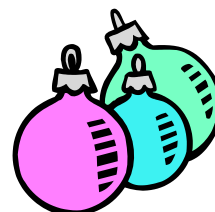
First Choice Vacation Planners

First Choice Vacation Planners for schedule dates starting February 12, 2006 through February 10, 2007 will be posted on the units **Monday, October 10**. The process will remain the same.

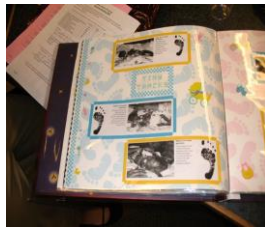
- Planners will remain on the units for four weeks. Select your first choice vacation by marking the time on the planner **and** filling out a blue request form. **Remember a completed form must be sent to your Scheduler for your request to be considered.**
- Planners will be picked up **Monday, November 7**.
- You will be notified by **Monday, December 5**, if your first choice has been approved or denied.
- You may begin submitting additional vacation requests starting **Tuesday, December 6**.

If you have questions regarding these dates, please contact your unit scheduler for more information. Please refer to your unit specific guidelines for additional information regarding scheduling of holidays.

Terri Krause, Coordinator
Staffing/Scheduling/Secretarial Services
Patient Care Support



Developing Skill and Experience: 2005 Student Nurse Summer Intern Program



Shaundra Keske: Children's Center Student Nurse Intern updated the units NICU album as part of her student project.

Twenty-five Nursing Students between their Junior and Senior year of college participated in the 2005 Student Nurse Summer Intern Program. Paired with experienced RN preceptors, the students gained knowledge and skill in 19 different patient care areas from early June to the middle of August.

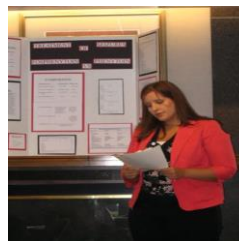
"I was able to meet all of my goals. I was able to care for four mom/baby pairs, prioritize needs, complete many discharges, perform various technical skills (changing IV fluids, SQ shots, putting in/taking out foleys), become more knowledgeable about medications used on the unit. I have also become more efficient with my assessment" were comments made by FBC Student Nurse Intern: Heather Christoffer. While Tracy Henderson: Center for Surgical Care Student Nurse Intern, stated: "I gained confidence with technical skills and clinical assessments. My time management and organizational skills have improved. "

The Student Nurse Intern Program has been in existence at Saint Cloud Hospital for 20 years. Intern Coordinator: Pam Rickbeil credits the strength of the RN preceptors, such as Ann Ohmann (Med II) and Greg Wahlstrand (CCNS) for the program success. Working side by side, starting at 5:00 am and 30 miles from home, preceptor Joan Johnson (KDU) taught Student Intern Heidi Edelbrock the intricacies of dialysis shunt access and the how to connect and disconnect a patient to the dialysis machine. PACU Interns: Sara Voss and Michelle Naegeli learned at the side of experienced PACU RN's how and when to extubate a patient following surgery and how different sedating medications contributed to the ease or difficulty in the extubation process.

But, most of all, students stated they learned to talk to patients and families, assess patients for real and potential health problems and gain

confidence in teaching and the importance of team work.

Students from eight colleges and universities participated in the Saint Cloud Hospital Student Nurse Summer Intern Program. Students from Winona State, Minnesota State University, Mankato, The College of Saint Benedict and St. Scholastica, The University of Wisconsin: Eau Claire, North Hennepin Community College, Anoka Ramsey Community College and Saint Cloud State University participated in the eleven week program.



Crystal Humbert: ETC Student Nurse Summer Intern presented her findings on seizure disorders common to the ETC.

The program began on June 6, 2005 with General Orientation for those new to the Saint Cloud Hospital. The Student Nurse Intern Orientation began the following day, June 7th. Students worked an average of 72 – 80 hours per pay period through August 19, 2005 when the program came to its conclusion. Eleven weeks is ample time to observe and evaluate a student's abilities and how they overcome adversity, it's a great recruitment and evaluation tool for future Graduate Registered Nurses. It also gives students an opportunity to observe and experience the values of Saint Cloud Hospital and decide if Saint Cloud Hospital is where they'd like to work following graduation.

When the students were asked what they wish the Intern experience would have included answers such as "the program was a super learning experience! I would recommend it for every nursing student" and "I wish the intern program could be longer" are statements that reflect the interest and pleasure the students had in working with experienced RN preceptors. This fall, 25 students will return to school with much learned and much excitement for Summer 2006 when they will be seek licensure as Registered Nurses and the ability to work with patients and families for the rest of their careers.

*Pamela Rickbeil RN, MS, APRN, BC
Education Department*

Educational and Professional Development Programs

October, 2005

- 10th/14th Emergency Nurse Pediatric Course (ENPC), Conference Center
- 14th Basic Life Support Instructor Renewal Course, Conference Center
- 28th Orthopedic Conference

November, 2005

- 1st/2nd Fetal Heart Monitoring, Fireside
- 9th/10th ONS Cancer Chemotherapy Course, Fireside
- 11th Basic Life Support Instructor Renewal Course, Conference Center

For more details, call the Education Department at Ext. 55642.

Clinical Ladder

Congratulations to the following individuals for achieving and/or maintaining their Level IV and Level III Clinical Ladder status!

Level IV

Henderson, Kathleen, RN OR

- Fire Safety in the Operating Room Module
- Member of ROE Committee
- CNOR National Nursing Certification
- Participated in OR Open House
- Taught Fire Safety at Surgery Ed Day

Level III

Hankel, Natalie, RN Surgical

- National Pediatric Certification
- Planning Committee for Pediatric Workshop
- Member of Patient Care Council
- Preceptor

Reichard, Julie, RN Children's Center

- Neonatal Intensive Care National Nursing Certification
- Taught NICU Level III Classes
- Taught PICU Equipment Class
- PCW Ed Day Planning Committee Member

Robak, Judi, RN Surgical

- Nursing Process Core Group Leader
- Member of PI/Nurse Practice Committee
- Preceptor
- Member of S.C.R.U.B.S. Committee

Chapa, Renee, RN Imaging

- Developed Radiology Review Newsletter
- IVC Filter Poster
- Member of ARNA
- Clinical Ladder Committee Member

Andrick, Amy, RN Surgical

- Member of PI/Nurse Practice Committee
- Preceptor
- Member of S.C.R.U.B.S. Committee
- Developed Restraints Poster

