

Trading Spaces

Exchanging Nurses in a Unique Collaboration Among Pediatric Hospitals



Jaime Powers BSN, RN, CCRN
Pediatric Intensive Care Unit
The Children's Hospital of Philadelphia

Objectives

Registered Nurse Exchange Program

- List at least two benefits of the RN Exchange Program.
- Discuss the similarities and differences in the experiences of nurses from different pediatric backgrounds and levels of professional development.



The Beginning

Two Nurses

One Vision

Shared Governance





The Journey

- Fall 2010, The Children's Hospital of Philadelphia invited to participate in The RN Exchange Program
- Invitation presented to the Shared Governance Advancing Practice/ Education Council to determine level of interest
- Program basics presented to the Shared Governance Advisory Council and Chief Nursing Officer

RN Exchange Program Guidelines

Program Goals

- To promote nursing satisfaction with a unique professional advancement opportunity while being an active participant in the quality improvement
- To Provide the opportunity for nurses to seek, learn and share nursing best practices.





Program Guidelines

- RN participant chosen based on identified criteria
- Hospitals exchange nurses in the same designated week
- RN participant will follow a pre-planned itinerary tailored to their interests
- RN participant will provide a written evaluation to their home hospital
- Details of the experience will be presented at a department level forum

Program Guidelines

Individual hospitals coordinate institution requirements

❖ Home Hospital Responsibilities

- Contact host hospital with approved RN application
- Covers the cost of travel and salary support

❖ Host Hospital Responsibilities

- Develops a tailored itinerary
- Provides lodging



Participant Requirements

- Direct care provider (minimum CN II)
- Minimum of two years professional experience at CHOP
- No current disciplinary action
- FTE status at 0.5 or greater
- Active participant in a hospital improvement process
- Performance evaluation requirements
- Manager approval



Approval Process

- Application is completed & submitted for formal manager approval
- Interview and review of application by the Shared Governance Department Chairs
- Candidates notified of acceptance via email
- Candidates not accepted are given feedback & opportunity to resubmit for future exchange



Our First Exchange

April 2011



Laura Eades RN, BSN, CPN

Vascular Access Team Nurse

Practicing nurse at Cincinnati Children's Hospital
Medical Center for 29 years



Participated in July 2011 Exchange

RN Exchange Agenda

Laura Eades RN
Cincinnati Children's Hospital Medical Center

Day 1: July 11 Monday	Day 2: July 12 Tuesday	Day 3: July 13 Wednesday	Day 4: July 14 Thursday	Day 5: July 15 Friday
<p>0800-0845 Meet with Shared Governance Chairs to discuss the week's agenda Alice Harrington (Shared Governance Program Manager) & Department Chairs</p> <p>0845-1130 Nurse Residency Presentations 11NW07B</p> <p>1130-1230 Hospital Tour Jessica McElroy (Senior Talent Strategist Human Resources)</p> <p>1230-1330 Lunch</p> <p>1330-1430 Infection Control Discussion Eva Teszner (Infection Control)</p>	<p>0730-1200 Vascular Access Team Susan Durning (Nurse Manager Sedation/Radiology/ MRI)</p> <p>1200-1300 Nursing Grand Rounds Community Nurse Advocacy Fellowship (CNAF) Presentations Stokes Auditorium</p> <p>1300-1400 Lunch</p> <p>1400-1500 CLABSI Discussion Eileen Nelson (CNIV Pediatric Intensive Care Unit)</p> <p>1500-1600 KRONOS Scheduling Eileen Ware (CNIII Pediatric Intensive Care Unit)</p>	<p>0700-1200 Shared Governance Day Department Chairs & Alice Harrington (Shared Governance Program Manager) Colket 1100B</p> <p>1200-1330 Lunch with the CNO Kathy Gorman CNO & invited guests 8NW27</p> <p>1100-1200 Lunch</p> <p>1400-1600 Shared Governance Day Department Chairs & Alice Harrington (Shared Governance Program Manager) Colket 1100B</p>	<p>0730-0830 Sedation Unit/ Distraction Techniques Kelly Mignogna (Childlife Specialist)</p> <p>0830-1100 Interventional Radiology Michelle Niewinski (CNIV Interventional Radiology)</p> <p>1100-1200 Lunch</p> <p>1200-1300 Restraint Simulation Pediatric Intensive Care Unit Donna McKlindon (CNS Mental Health)</p> <p>1300-1430 Pediatric Intensive Care Unit Continuous Quality Improvement meeting</p> <p>1730 Dinner @ Continental Midtown</p>	<p>0800-0900 Interventional Radiology Michelle Niewinski (CNIV Interventional Radiology)</p> <p>0900-1000 Access Nurse/ Complex Scheduling Michelle Lizzi (Care Coordination Counselor)</p> <p>1000-1100 Antimicrobial Stewardship Talene Metjian (Program Manager)</p> <p>1100-1200 Medication Safety Peter Brust (Nurse Manager Emergency Transport Team)</p> <p>1200-1300 Lunch</p> <p>1300-1400 Family Learning Center Linda Kocent (Manager Patient Family Education)</p> <p>1400-1430- Wrap Up</p>

Farzana Shah RN, BSN

Cardiac Intensive Care Unit

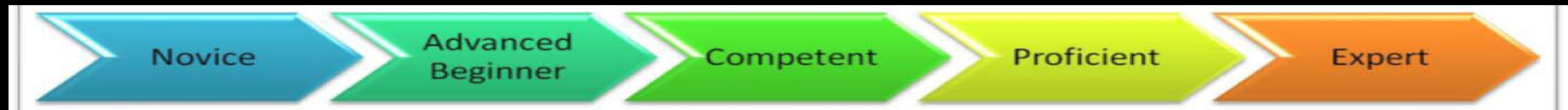
Practicing nurse at The Children's Hospital of Philadelphia for 3 years



Participated in the July 2011 Exchange

The Benner Model Revived

- Novice
- Advanced beginner
- Competent
- Proficient
- Expert

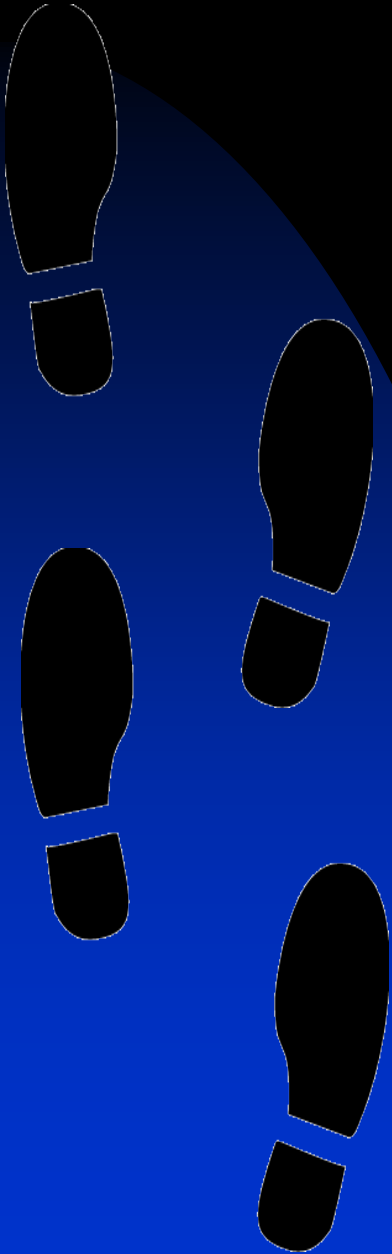


Barriers To Participation



Next Steps

- Invite other institutions and continue to enhance the program
- Follow the professional development of the participants
- Provide outcome information



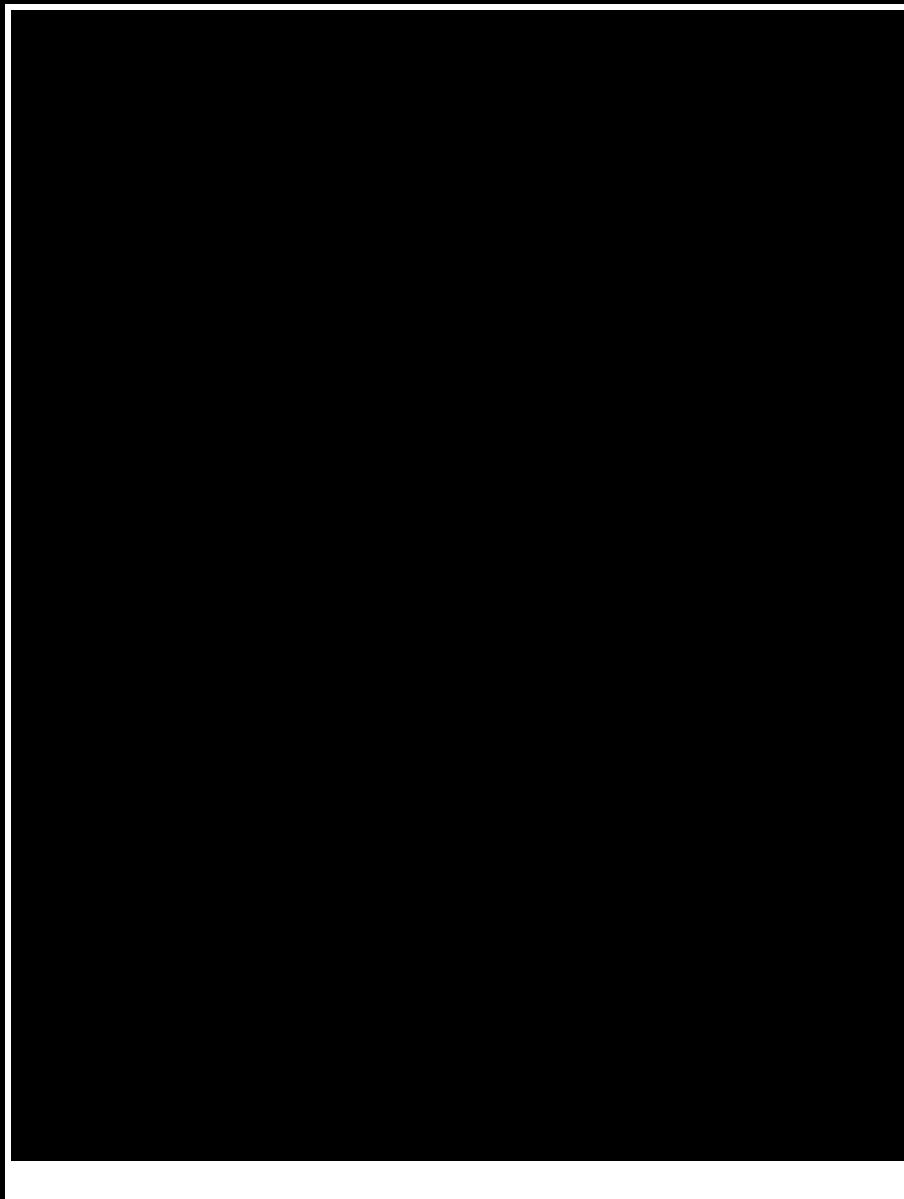
No matter where we are . . .

No matter our differences . . .

We all have one thing in common . . .



We Are Nurses & Make a Difference in the Lives of Children



Questions ?