



2022 NURSING ANNUAL REPORT

Leading the Way in Pediatric Nursing



[Download the 2022 Report](#)

MESSAGE FROM TAMMY



Welcome to the Children's HealthSM 2022 *Nursing Annual Report!*

On behalf of Children's Health nurses, I invite you to celebrate the many ways our extraordinary 2,318 registered nurses (RNs) are leading the way in pediatric nursing and achieving nursing excellence.

I'm both proud and inspired by the many accomplishments that have earned us Magnet Recognition[®], our profession's most prestigious honor, continuously since 2009. In this year's report, you will see that Children's Health consistently exemplifies the Magnet components of transformational leadership, structural empowerment, exemplary professional practice, new knowledge and innovation. These pillars provide the framework from which we boldly offer next-generation nursing care at Children's Health.

In preparation for the future, we are building new staffing models that enhance our nurses' quality of life, retain exceptional pediatric nurses and attract new talent from new nurses to experienced nurses from our community and beyond. These groundbreaking programs promote optimal nursing care delivery and our ability to provide exceptional nursing care with dedicated pediatric nurses committed to making life better for children.

Thanks to nurse-led improvements, you'll find details about a clinical nurse-led mentorship initiative that significantly reduced RN turnover, innovations in our nationally recognized and accredited nurse residency program, the launch of Nursing Grand Rounds to disseminate internal knowledge and innovation.

Building on our momentum, we continue to evolve and advance nursing science by developing new ways to care for children, improve patient outcomes for vulnerable patients and promote resilience among our nursing workforce. More than ever, the exceptional work of our nurses is being recognized nationally across multiple pediatric specialties.

As we look forward to creating the future of nursing, please join me in honoring our nurses, the heart of Children's Health who advance nursing excellence every year, every day, for every child and family we are honored to serve.

With great pride and optimism,

A handwritten signature in white ink that reads "Tammy". The signature is fluid and cursive, with a large loop at the end.

Tammy R. Webb, Ph.D.(c), MSN, RN, NE-BC
Children's Health Executive Vice President and Chief Nurse Executive

2022 NURSING BY THE NUMBERS



2,318
nurses



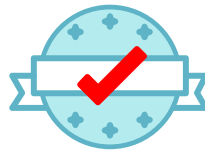
134
departments



12y **8y**
average nurse average nurse
leader tenure tenure



4.13
overall RN
satisfaction score



42%
certified nurses
(nurses with specialty
certification)



96%
of direct-care nurses have
BSN or higher degrees



326
Clinical Nurse
Achievement Program
(CNAP) participants



40
national publications,
presentations and posters



14
nursing research
studies



3
Magnet recognitions



620
nominations for
DAISY Award



50
nursing awards

TRANSFORMATIONAL LEADERSHIP



Nurse leaders envision the future, identify the current and anticipated trends in health care, and advance nursing excellence in alignment with strategic priorities.

Children's Health nurse leaders identify current and anticipated trends in health care and advance nursing excellence by solving problems, fixing broken systems and empowering staff. Guided by the mission and vision of Children's Health, our nurses lead and empower clinical decision-making across the organization.

Our nursing strategic plan cascades from the system's organizational strategy to focus on five areas:

- **Promote** and advance the role of the nurse
- **Prepare** the future nursing workforce
- **Transform** nursing practice
- **Advance** professional nursing excellence
- **Foster** a culture of clinical inquiry

In 2022, we continued to build our nursing leadership team so we can focus on strengthening engagement, improving retention and developing our nurses for the long-term health of their career and the children under our care.

From a foundation of collaboration, our nurse leaders achieved phenomenal results on key projects, such as:

- Launch of weekend shifts for nurses who want to care for their families while continuing their career
- Succession planning for nurses working in acute care services
- Expanding community education about pediatric nursing challenges

Nursing Leads the Way with an Innovative Staffing Model

Nursing leadership is addressing workforce challenges faced not only by Children’s Health but also health care organizations nationwide. Our new staffing model, weekend-only positions, is designed to enhance work-life balance and provide flexibility for our current team members, support our efforts to recruit new staff to address current volumes and prepare for future growth.

In 2022, a team led by nursing leadership gathered input during listening sessions with nurses and input from the CNO Advisory Cabinet. Nurses expressed their desire to have more predictable and flexible schedules during the week with fewer weekend hours required. Some nurses expressed a desire to work weekends only, to prioritize weekdays for their own education or child and elder care.

A nearly year-long planning and implementation process came to fruition with the opening of applications for weekend-only positions in several inpatient departments on both Children’s Health campuses. Positions available for weekend-end only work include nurses, respiratory care practitioners, patient care technicians and surgical services team members.

Incentives are provided, including a maximum of 24 hours on shift between Friday night and Monday morning. In addition to competitive pay and differentials, these nurses and other team members receive a premium and full benefits based on eligibility. This program supports work-life quality for those who want to work fewer weekends and those who want more time off during the week, resulting in improved nurse retention, satisfaction and wellbeing.



Future-Proofing Nursing Leadership in Acute Care

Foresight and initiative combined to expand an existing Children's Health leadership development program to include nurses with high potential. This is a crucial part of our succession planning for nurse managers, particularly in acute care.

The Leadership Academy at Children's Health provides up-and-coming leaders an opportunity to:

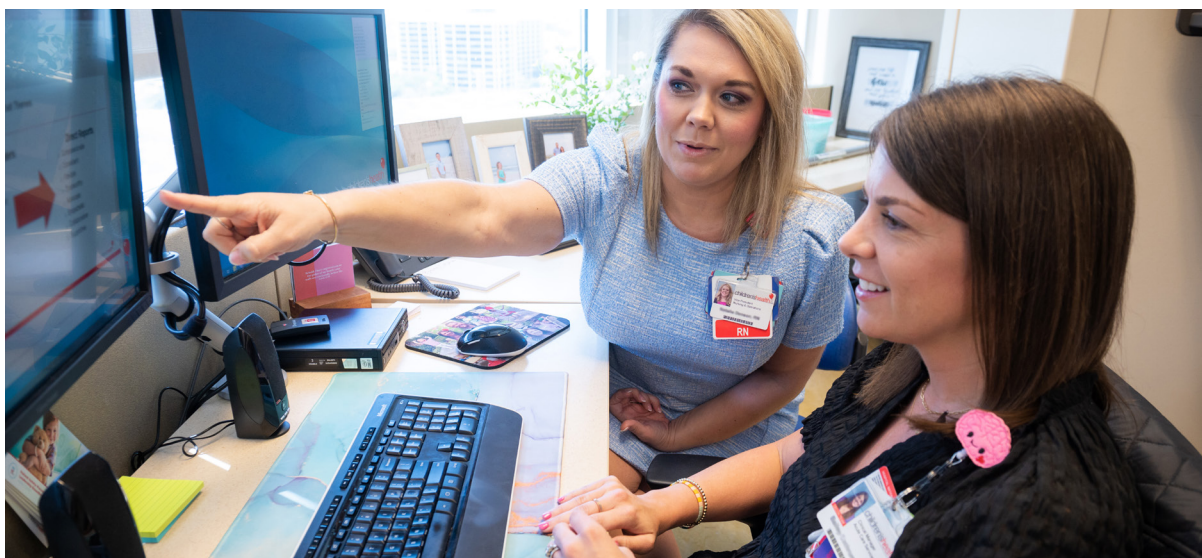
- **Lead** in the organization
- **Collaborate** with others across the system
- **Learn** from executive leaders
- **Complete** projects that align with the organization's strategic priorities

The program includes monthly classes, an assigned strategic priority project and partnership with a formal Leadership Academy mentor. The mentor offers support, guidance and professional development opportunities.

Based on the success of the Leadership Academy, the director of Acute Care Services (ACS), saw the need to expand ways to grow new team leaders for future clinical manager roles. In just one example of additional professional growth advancing throughout the nursing department, one supervisor assessed a clinical nurse team leader for her learning and leadership potential and identified her as a strong candidate to become a clinical manager.

This nurse's career goals included getting a master's degree in nursing administration and advancement in nursing leadership. She told her supervisor that her short-term career goal was to advance to clinical manager, while her long-term aspiration was to advance to a nurse director role and beyond. This nurse went on to earn her master's degree in nursing while also completing the Leadership Academy program. In 2022, she was promoted to a clinical manager position in ACS. Expanding the Leadership Academy to clinical nurses proved so successful that the organization has expanded succession planning activities to support even more future growth of nurse leaders.

In fact, ACS restructuring fosters leadership development of clinical managers as Children's Health prepares to expand both its hospitals. Rather than continuing the former structure of multiple units assigned to one clinical manager, ACS expanded coverage for each unit to be assigned one manager. With the support and guidance of a full-time nurse leader, the new structure allows managers in ACS and Clinical Resource Team (CRT) to support the clinical teams through coaching, real-time feedback, monthly rounding and performance evaluations.



Growing Our Own Clinical Nurse Specialist Advanced Practice Registered Nurses

The Emergency Department used the hospital's clinical nurse specialist (CNS) Grow Your Own program to fill its gaps in CNS applicants. In addition to the formalized curriculum of a graduate school of nursing for the CNS role, we developed organizational core competencies that Grow Your Own CNS team members follow for standardization of education and onboarding within the organization.

This is a unique, independent job description we created with a clearly defined scope of practice that aligns with the scope of an RN and not the scope of an advanced practice registered nurse (APRN). However, this role does focus the RN on aspects of the CNS role and trains them for the transition to CNS practice after completion of the formal education program and licensure by the Texas Board of Nursing, which is required at three years of hire into the advanced clinical nurse (ACN) role.

The ACN role serves as an expert clinician, educator, consultant, driver of evidence-based practice and change agent. The ACN is empowered to implement quality improvement initiatives using the organizational quality methodology, evidence-based practice and professional practice models to demonstrate nursing quality and safety outcomes. This nurse is involved in policy development, evaluation and interpretation of regulatory requirements, family-centered care and evaluation of quality metrics such as hospital-acquired conditions and nurse-sensitive indicators.

The CNS Grow Your Own program has created an ongoing succession plan for future CNS needs and replacements.



High Patient Volumes Drive Innovation

Two nursing directors helped educate the community with a December 2022 interview carried by KERA-Radio, a National Public Radio affiliate.

They discussed the year’s challenges and joys in an interview broadcast throughout North Texas. They explained that large numbers of new families moving into the area impacted patient volumes at Children’s Health more than COVID-19. A population boom kept the Dallas and Plano campuses at full capacity month after month, just as the mask mandate was taken away and respiratory viruses surged.

Nursing teams systemwide rose to the challenge of more patients and new challenges, such as RSV in the summertime.

Another obstacle: remembering to take time for self-care so you can stay in touch with your passion for nursing. The directors talked about the role of self-care in feeding a nurse’s ability to face high volumes while avoiding burnout.



Photo used with permission of KERA News.



Nursing is hard work. But there is that capacity to have fun, as well. The most rewarding thing is when our team members are celebrated. They’re giving amazing patient care, and they’ve created a space where the patient and family feel safe, supported and well taken care of.

- Sunni Yates, MADR, BSN, RN, CCRN-K



In their radio interview, these two nurse leaders educated the public about their commitment to the mission of Children’s Health – to make life better for children – as well as how they are leading their teams to provide the best patient care possible.

[▶ Listen now](#)

WANT TO MAKE **A DIFFERENCE**
FOR CHILDREN?

Nursing Jobs

STRUCTURAL EMPOWERMENT



Nurses across the system engage in shared decision-making to influence evidence-based practice, drive quality improvement and promote collaboration through interprofessional teamwork. Nurses develop strong partnerships in the community and serve as advocates in support of the mission to make life better for children. Nurses promote a lifelong learning culture through academic progression, professional development and engagement in the professional nursing community.

A culture of lifelong learning permeates the nursing team at Children's Health. It begins with new graduate nurses joining a year-long nurse residency program and continues with a mentoring program and specialty-focused coaching. Throughout their careers, nurses are encouraged to participate in shared decision-making about patient care processes and procedures using evidence-based practice to drive quality improvements.

Our nurses serve as advocates to make life better for children by partnering with families every day. Each nurse is dedicated to empowering and engaging innovative and supportive programs that advance nursing excellence. In 2022, examples of our work included:

- Expanding a **mentorship program** to reduce RN turnover
- Showcasing internal excellence through **Nursing Grand Rounds**
- Successfully renewing accreditation for the RN Residency program through the **Commission on Collegiate Nursing Education**
- Greater attendance at **national nursing conferences** and sharing learnings throughout the year
- Recognition as an **American Nurses Credentialing Center (ANCC)-Accredited** Provider Unit to support continuing nursing education
- **Children's Health System of Texas Nursing Conference** focused on education community and school nurses

Reducing RN Turnover by Increasing Personal Connections

A variety of initiatives helped reduce turnover rates among RNs recently, but one of the most successful and effective has been a formal mentorship program created and led by clinical nurses after graduating from the RN residency.

The program began with an evidence-based practice project focusing on 25 new graduate nurses who worked in a float pool known as the Clinical Resource Team (CRT). CRT nurses are trained to provide care in multiple high-acuity units, maintaining competency in more than 10 specialties. These training expectations and increased dynamic work environments contributed to lower-than-normal retention rates in 2020.

Evidence-based practice (EBP) shows that standardized mentorship programs offer valuable, confidential peer support. At Children's Health, the IOWA model of EBP is used to guide RN residents through the EBP process as they take projects from problem identification to best practice solution. Over two years, this cohort of CRT RN residents built an evidence-based mentorship program to include clear guidelines, compatibility questionnaires for mentor matching, formal relationship contracts and a post RN satisfaction survey.

Post surveys identified areas for improvement, assessed RN job satisfaction and highlighted low mentor participation, a problem also found in the literature. The RN residents used this feedback to recruit more mentors, incentivize participation through the Clinical Nurse Achievement Program, collaborate with unit educators and garner support from the CRT Shared Governance Unit Council.

By 2022, retention improved dramatically among the original 25 CRT RN residents. Mentees reported higher job satisfaction with no intention to leave CRT, and 50% became mentors themselves. Surveys showed that mentor-mentee communication nurtured a sense of belonging and camaraderie.

Due to overwhelming success, one of the CRT nurses is now attending the Texas Christian University Evidence-Based Practice fellowship program with a goal of further developing the mentorship program. The CRT nurses are also presenting a professional poster at the Society of Pediatric Nurses national conference and presenting the program at Nursing Grand Rounds in 2023.



Nursing Grand Rounds: Showcasing In-House Expertise

Nursing Grand Rounds were re-imagined beginning Nurses Week 2022, providing a joyous occasion to return to post-pandemic, in-person learning and networking. Great effort went into building a live program that staff could attend in person or virtually. Recording each session means nurses who are interested in a topic but unable to attend can listen later as their schedule allows. These recordings have proven invaluable in strengthening professional practice awareness across multiple shifts and campuses, as well as among other care partners.

Nursing Grand Rounds are held quarterly and provide attendees with continuing nursing education units (CNEs). Featured topics include:

- Adopting evidence-based practices
- Reducing patient monitor alarm fatigue

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“Nursing Grand Rounds showcase the exceptional work our nurses are producing to improve patient outcomes and advance research and scholarship independent of our physician colleagues and in collaboration with them.”

- Lori Batchelor, Ph.D., MHA, RN, CPN, NEA-BC, Program Director, Academic Nursing Education

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Attendance has been robust, with 130 to 150 attendees at each live session (in person and virtual) with many more viewing the recording later. Surveys show almost all attendees say a session changed their clinical practice for the better. Nursing Grand Rounds also help nurses build confidence in their presentation skills in front of a friendly audience with their colleagues before presenting at national conferences.



Building Nursing Careers from Day One

In 2022, Children's Health successfully renewed its RN Residency program accreditation by the Commission on Collegiate Nursing Education (CCNE). Since 2017, all new nurse graduates enter our one-year residency program to help them successfully transition from nursing school to the realities of working bedside. The program includes classroom learning, implementation of an evidence-based project and high-fidelity simulations.

The residency program's goals include:

- **Creating** a supportive culture of clinical inquiry
- **Helping** new nurses discover the type of nurse they want to be
- **Instilling** a questioning attitude and speaking up for safety
- **Teaching** them they have a valuable voice and input into patient care
- **Outlining** possible career paths for their future



Reaccreditation was an 18-month process of documenting the program, its processes and its outcomes. After a three-day on-site visit, CCNE awarded Children's Health with accreditation for another five years.

Currently, about 120 nurse graduates go through the program per year. In 2023, the plan is to increase recruitment so that a diverse pool of 300 RNs a year are trained to support system growth and prepare the future nursing workforce. The residency program also serves as an important recruiting and retention tool for the hospital due to the rigor of the training and the supportive environment created for new nurses.



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“I really enjoyed having reflection and being able to talk about how we were feeling. Knowing that I was not alone, and that my stress and anxiety was normal, made it so much easier to transition from a student to a nurse.”

- Anonymous Feedback from a
2022 RN Residency Graduate

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Clinical Nurses Disseminating Knowledge

A team of six Children's Health nurses attended and presented at the Society of Pediatric Nurses (SPN) Conference in April 2022. One podium presentation and three professional posters focused on Children's Health nursing efforts on:

- **Supporting** a culture of clinical inquiry through shared governance
- **Improving** patient safety by predicting early deterioration in the pediatric pulmonary population
- **Precepting** in the pandemic era of reduced clinical preparation, for the new graduate nurses
- **Implementing** an innovative protection program for high-risk suicidal patients

Some of the key takeaways for the nurses who gathered at the conference inspired them to meet monthly over the following year to take action. This team then turned the knowledge they compiled into podcasts, posters, presentations and performance improvement opportunities to educate the nursing staff about:

- Human trafficking importance for nurse recognition and safe response
- Best practices to manage patient monitor alarms and reduce alarm fatigue
- Orienting using tiered nursing skill acquisition
- Evidence-based techniques for managing hospitalized children with autism spectrum disorder

This group worked from May to September 2022 to plan and facilitate the "Human Trafficking and Your Role: Recognize, Respond and Report Victims of Human Trafficking for the Health Care Professional" Conference held Oct. 7 at the Dallas campus. They worked with Reclaim 611, a nonprofit organization that empowers front-line professionals to help end human trafficking. This powerful presentation was well-attended and made a tremendous impact on clinical staff.

Due to increased mentoring of clinical nurses by this SPN group, Children's Health is sending an even larger group of nurses to the 2023 SPN conference to present three podium presentations and 10 professional posters.



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“The knowledge we gained and the connections we made during the SPN Conference ignited our desire to expand upon and share the great knowledge Children's Health nurses are contributing every day.”

**- Misty Daugherty, BSN, RN,
CPN, Program Director, Nursing
Professional Governance**

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CHILDREN'S HEALTH IS THE
BEST PLACE FOR NURSES.

Nursing Jobs

EXEMPLARY PROFESSIONAL PRACTICE

Nurses exemplify the professional practice model, which demonstrates how nurses practice, collaborate, communicate and advance professionally to provide the highest level of exceptional quality and patient- and family-centered care.

Every day, nurses at Children's Health expand and nurture their role with patients, families, the community and team members. They demonstrate their commitment to professional nursing by applying new evidence to drive innovative best practices that improve their workplace and enhance children's lives. In 2022, our nurses applied new knowledge by:

- Launching an RN clinical coach model to advance cardiac clinical nursing care
- Reducing pressure injuries in the pediatric intensive care unit
- Standardizing evidence-based prevention techniques for central line-associated bloodstream infections (CLABSIs) in the cancer center
- Reducing incidents of workplace violence through consultation of clinical nurse experts



Reducing HAPIs in PICU Patients

Guidelines call for pediatric intensive care unit (PICU) patients to be turned every two hours. However, critically ill and unstable patients can respond poorly to being repositioned. The organization saw rates of serious hospital-acquired pressure injuries (HAPIs) increasing and sought to understand why. Personal observation by a senior nurse and surveys indicated nurses and doctors sometimes avoided or delayed turning routines due to fears of clinical deterioration in an unstable patient. An interdisciplinary team of nurses, doctors, physical and occupational therapists, and wound care specialists conducted a literature review.



“There is lots of pressure on nurses to decrease pressure injuries, but not much in the literature specific to high-risk pediatric patients. Our interdepartmental team is changing that.”

- Ginger Young, MSN, APRN, PCNS-BC, Clinical Nurse Specialist, PICU



The HAPI team developed a clinical practice guideline based on their combined expertise and evidence adapted from the literature on adult patients. A short trial allowed the guidelines to be fine-tuned after PICU nurse feedback before full-scale adoption. The nurses now feel empowered to discuss medically unstable patients during daily rounds, suggesting strategies to decrease HAPIs proactively.

All PICU staff are trained in the new guidelines and partner on safe, smaller repositioning techniques rather than full turns when a patient is unstable. A video was created to demonstrate various methods and tools nurses and physical therapists can use for smaller repositioning.



Coaching to Enhance Proactive Thinking and Advance Clinical Care

Research shows that surgical mortality for inpatients in pediatric cardiac care is significantly impacted when more than 20% of nursing staff have less than two years of experience. As our overall RN experience level began to decrease in the Cardiac Intensive Care Unit (CICU), nurse leaders developed a new clinical coach model to advance new nurse competency and critical thinking skills.

The model's goals:

- Accelerate newer nurses' clinical reasoning and decision-making
- Retain highly skilled, expert nurses at the bedside

Coached staff quickly began to see the personalized, in-depth training gave them a deeper understanding of complex patient anatomy and physiology, allowing them to anticipate clinical changes and respond quickly. After the traditional, intense, nurse residency orientation to CICU, graduate nurses are paired with a coach for one shift every three months for their first three years.



“Our inpatients are sicker and more fragile than ever before. Proactive coaching accelerates how quickly new nurses recognize the subtle signs of patient deterioration. It’s also a great source of pride for our experienced nurses to help them on this journey.”

– Andrea Torzone, MSN, ARNP, CPNP, PCNS, Clinical Nurse Specialist, CICU



Coaches plan their shifts in advance, shaping the day according to nurse need and patient acuity. Coaches also focus on junior preceptors and nurses new to high-risk modalities, such as ventricular assist devices and renal replacement therapy. Surveys reveal an increase in nurse-reported preparedness to effectively care for patients and increased confidence at the bedside. Turnover has been significantly reduced, and experienced nurses appreciate a chance to advance in their career without moving away from direct patient care. This innovative coach program is being spread to the other critical care areas.



Best-in-Class CLABSI Prevention

Approximately 80% of Children’s Health oncology and stem cell transplant patients have an indwelling central line. Central lines allow the clinical team to obtain the necessary lab work to evaluate a child’s condition and to safely and effectively infuse medications, such as chemotherapy.

Every time a central line is accessed, there’s an opportunity to prevent or introduce an infection risk. For the last three years, the central line-associated bloodstream infection (CLABSI) rate for the Pauline Allen Gill Center for Cancer and Blood Disorders outperformed the national average by 50%.

These outstanding results are the product of a multi-year effort by the nursing team to build tools, checklists and processes for accountable behaviors that minimize CLABSI infections



During 2021 and 2022, this team added regular observations by a dedicated central line nurse to validate competency for all nurses, including new graduates and temporary agency nurses.

The dedicated central line nurse conducts clinical surveillance rounds on patients, provides real-time coaching to team members on central line management and unique dressings, and performs audits to ensure CLABSI best practice adherence. This dedicated nursing resource also educates families on ways to reduce infection risks.



“We hypothesized that everyone was following protocols and using the CLABSI bundle accurately and correctly, given our results. This year we verified that evidence-based nursing interventions are making the difference.”

– Susan McCollom, ND, RN, CPHON, BMT-CN, Clinical Manager, Hematology-Oncology



Reducing Workplace Violence and Improving Patient Safety

Like all pediatric hospitals in the United States, Children’s Health nurses experienced higher rates of abuse, assaults and harassment from patients in 2021. A lack of child and adolescent mental health care was exacerbated during the COVID-19 pandemic, leaving lasting effects on our youth. On top of this, our nurses were seeing more inpatients with increased behavioral health concerns in conjunction with comorbidities, such as asthma, diabetes or cystic fibrosis.

Nursing staff feedback revealed that current methods of patient management were not effective enough to address this growing population of patients.

Children’s Health surveyed nurses about their top concerns in caring for patients with mental health needs, then tailored a rapid response to address those concerns using our Professional Practice Model for Nursing.

First, a new role, psychiatric resource nurse, was created and filled from the existing psychiatry teams. They provide real-time, in-person support and training upon a nurse's request for a consult. They also connect medical patients and clinical nurses with the Behavioral Emergency Response Team (BERT) and coach nurses new to the complex charting of behavioral issues.

Literature shows that adverse childhood experiences can negatively affect how pediatric patients respond to stress and hospitalization. These expert psychiatric RNs focus on de-escalating a patient's behavior through real-time demonstration of evidence-based best practices in intervention strategies and techniques.

This new role was overwhelmingly successful, decreasing the nurse assault rate (including patient hitting, punching, slapping, biting and kicking) from 2021 to 2022. Nurses report feeling more confident in de-escalating strategies and greater knowledge of in-house and community resources available for their patients and themselves.



WE ARE GROWING IN
DALLAS AND PLANO.

Nursing Jobs

NEW KNOWLEDGE, INNOVATION AND IMPROVEMENTS



Nurses contribute new knowledge, innovation and improvements to patient care, the organization and the nursing profession. Nurses explore the best evidence, nurse science and best practices to embed into nursing practice to achieve the highest level of quality and safety outcomes. Nurses create innovative approaches to achieving health equity and to improving the quality of life for the children and families served.

Children's Health nurse leaders transform pediatric nursing practice every day. They strive to innovate so that robust structures and processes transform into knowledge that drives us toward a better future for children.

A culture of clinical inquiry means our nurses listen to our families and colleagues and employ a vast array of resources to evaluate and redesign evidence-based practices. Our unanswered questions turn into robust nursing research studies and evidence-based practice projects that enhance the lives of our patients and their loved ones.

Among the many nursing initiatives and programs that thrive at Children's Health, some of our highlights from 2022 include:

- A project to **expedite administering antibiotics to vulnerable cancer and sickle cell** patients who present in the Emergency Department with bacterial infections
- New **minimal stimulation guidelines** for children with brain injuries
- Creation of **respite rooms for nurses** that allow for quick stress breaks
- **Free parking for families** that relieves a common worry, especially for long-term stays

Faster Antibiotics Delivery to Emergency Department Patients Helps Save Lives

Bacterial infections and neutropenia with fever can be life-threatening in sickle cell and cancer patients arriving to the Emergency Department (ED). Administering IV antibiotics within 60 minutes is a national quality indicator that improves survival and patient outcomes.

A nurse team leader recruited several clinical nurse colleagues to lead a task force to remove barriers to achieve the national best practice standard.

A large team worked collaboratively, including charge nurses, physicians, pharmacists, technicians and paramedics to identify opportunities to improve the nursing workflow. In just six months' time, administration of antibiotics within 60 minutes improved by 200%.

The nurse-led task force's improvements included:

- Providing additional training for ED nurses to improve their comfort with and knowledge of using ports for quick antibiotic delivery
- Identifying specialized infusion rooms
- Moving patients straight from registration into an exam room for immediate triage and care, saving valuable minutes



"We arranged for ED nurses to practice accessing ports by using mannequins in the oncology clinic to speed antibiotic administration. Preventing sepsis produces better outcomes, shorter hospital stays and, most important, it saves lives."

- Virginia Elizondo, BSN, RN, Emergency Department Team Leader



Building Research Expertise to Enhance Minimal Stimulation Guidelines

Two team leaders on the pediatric/trauma intensive care unit (ICU) are working to improve patient care through the development and launch of a research project. Novice researchers when they started, the two quickly became advocates in a rarely studied but crucial area of intensive care for pediatric brain injury. Their work with neurologically fragile patients will benefit patients at Children's Health, as well as patients and nursing practice everywhere.



These nurses are experienced in pediatric trauma, so they understood that decreasing stimulation by dimming lights or reducing noise helped certain patients. They knew

patients with traumatic brain injuries, strokes and brain tumors who undergo invasive treatment and monitoring are neurologically fragile. Too much stimulation can lead to further tissue damage and seizures.

These clinical nurses set out to standardize guidelines for minimal stimulation, starting with a definition for the common but undefined phrase. Researching the literature, they did not find true delineations. Together, they identified Children's Health intensive care nurses who had used minimal stimulation methods and gathered input from 13 peers via questionnaires, interviews and focus groups.

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“The nurses who volunteered are great representatives of our ICU. Some have special expertise, are veteran nurses, have master's degrees and serve on house-wide committees enhancing nursing practice.”

- Shelley Burcie, BSN, RN, a researcher in the minimal stimulation study

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Then, the nurses analyzed data applying qualitative research methods to identify recurring themes. Their data revealed a definition of minimal stimulation that advances nursing practice and standardizes care provided in the ICU. Both nurses credit the evidence-based practice team at Children's Health with helping them become adept researchers.

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“One of our greatest benefits is our department leadership. They continue to advocate and encourage us as we grow our skills in evidence-based practice by providing us with time and resources.”

- Angelica Morris, BSN, RN, a researcher in the minimal stimulation study

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Creating Calm: Decreasing Perceived Stress with Respite Rooms

Stress is an unavoidable part of the health care profession, and the pediatric pulmonary unit at Children's Health is no exception. Research showed staff reported higher stress levels due to the chronic, high-acuity patients in their care and an inability to decompress. Evidence shows that unrelenting stress leads to compassion fatigue, burnout, job dissatisfaction and medical errors. However, restorative areas help renew staff members' focus and circumvent burnout.

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“Our nurses felt like they never had a moment to themselves and didn't ever have a way to disconnect. The literature guided us to respite rooms like this one.”

- Chelsea Reynolds, MSN, RN, CPN, NE-BC, Senior Project Advisor

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To test the value of respite rooms, one empowered nurse found an unused consult room on the floor and had it painted a calming sea blue. New furnishings included a recliner for quick naps, gentle lighting, yoga and meditation posters, a yoga mat, a sound machine and a desk stocked with coloring pages, colors and origami paper. A sign on the door lets others know when the room is in use.

Staff were encouraged to use the room as needed in 15-minute increments through an email and a single mention in a department meeting. A confidential, two-question survey asked users to rate their levels of perceived stress before and after using the room. In the first three weeks, 44 nurses and technicians self-reported stress levels dropped from a mean of 6.55 before using the room to 2.7 after the break.

The pulmonary respite room remains in use with continued success, and other departments are adapting this model to add respite rooms across the hospital.



Relieving Family Financial Burdens Where Possible with Free Parking

Unanimous feedback from our Family Advisory Board told us parking was too expensive and a significant financial burden, especially for families with long-term stays. Some families told us they often skip meals while in the hospital to afford parking or missed clinic appointments due to parking expenses. Family advisors strongly recommended Children's Health find a way to reduce this one area of stress to relieve a significant burden and improve their patient experience.

While nurse leaders across the hospital initially led the effort, a change of this magnitude required interprofessional discussions with patient experience, security and marketing teams. Thanks to the involvement of several key departments, parking amenities became a reality in September 2022.

Families now self-park and bring their parking ticket inside to be validated. In addition, electric vehicle charging is free, and valet parking is affordable.

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“Our family advisors set out a goal for our organization, and we took their feedback seriously. Our families in need helped us rally across many departments to drive meaningful change that makes life better for our community.”

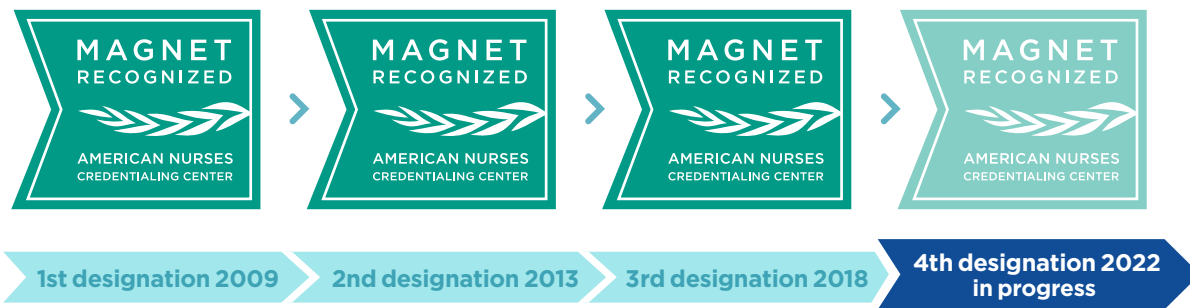
- Brennan Lewis, DNP, APRN, PCNS-BC, NEA-BC, Vice President, Nursing Excellence

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JOIN OUR PEDIATRIC
NURSE SUPERSTARS.

Nursing Jobs



ACHIEVEMENTS

ORGANIZATIONAL AND DEPARTMENT RECOGNITION

- Named a 2022 Valued Partner Award by West Coast University for supporting the education of future health care professionals
- The Children's Health Nurse Residency Program earned a Commission on Collegiate Nursing Education (CCNE) accreditation for six years
- Children's Medical Center Dallas was verified as a Level I Trauma Center for four years by the Texas Department of State Health Services
- Children's Medical Center Plano was verified as a Level IV Trauma Center for four years by the Texas Department of State Health Services
- Children's Medical Center Dallas ranked in 10 out of 10 specialties in the *U.S. News & World Report* 2022-2023 Best Children's Hospitals survey for the 12th year
- Recognized as one of the 150 Top Places to Work in Healthcare by Becker's Hospital Review for 10 consecutive years
- Named among the best places to work in Dallas-Fort Worth by *The Dallas Morning News* and *Dallas Business Journal*
- Certified as a gold status Safe-Sleep Hospital. Children's Health is one of only five hospitals in Texas with this certification

INDIVIDUAL RECOGNITION

- Lori Batchelor, Ph.D., MHA, RN, CPN, NEA-BC, Texas Woman's University (Internal) Grant Award for Innovation in Education: Application of a Generalizable Joint Competency-Based Education in Nursing and Healthcare Administration
- Deborah Echtenkamp, MSN, APRN, CPON, FAPHON: Fellow of the Association of Pediatric Hematology/Oncology Nurses (FAPHON)
- Ruth Anne Herring, MSN, APRN, CPNP-AC/PC: The Dr. Nancy E. Kline Mentoring Award, APHON
- Lindsey Patton, MSN, APRN, PCNS-BC: Appointed to the IRB board at UT Southwestern
- Chelsea Reynolds, MSN, RN, CPN, NE-BC: Top-nine EBP Poster, second place overall EBP Poster and Abstract Bronze third place, TCU Evidence-Based Practice Fellowship 2021-22
- Zara Sajwani-Merchant, Ph.D., MSN, BSN, RN, AS: Co-Chair of Research in Clinical Setting Group of Southern Nursing Research Society
- Susan Webber, MSN, RN, CPN, CEN, CPEN, TCRN: Carol Rutenberg Telephone Triage Research/EBP Project Award from the American Academy of Ambulatory Care Nursing

TCU EBP FELLOWSHIP 2022 GRADUATES

- Chelsea Reynolds, MSN, RN, CPN, NE-BC
- Chelsea Sproul, BSN, RN
- Amy Wilson, BSN, RN, LP, CPEN

AWARDS

2022 DFW GREAT 100 NURSES

DFW Great 100 Nurses celebrates nurses who are nominated by their peers for being role models, leaders, community servants and compassionate caregivers.

- Brennan Lewis, DNP, APRN, PCNS-BC, NEA-BC

D MAGAZINE EXCELLENCE IN NURSING AWARD

The *D Magazine* annual Excellence in Nursing Award recognizes nurses who have bettered patients' and family's lives, their community or profession through skill and spirit.

- Michelle Alberty, BSN, RN
- Christa Combs, CPN, CCM, BSN, RN
- Hayden Dutton, MSN, RN, CPN
- Jeanne Gaines, MSN, RN, CPN, RNC-NIC
- Alexandra Gonzalez, BSN, RN
- Toni Haynes, BSN, RN
- Keri Hurst, BSN, RN
- Candice Johnson, BSN, MBA, RN, NE-BC
- Barb Madison, BSN, ACM RN, ACM
- Dale Martin, BSN, RN
- Kim McCarthy, MS, RN, NE-BC
- Susan McCollom, ND, RN, CPHON, BMT-CN
- Tiffany Montgomery, MSN, RN, NPD-BC
- Diana Montoya, NPD-BC, CPN
- Marshall Stephenson, BSN, MBA, RN, CPN, CCRN-K

MAY SMITH NURSING EXCELLENCE

Named for our hospital founder, the May Smith Nursing Excellence Award honors those who exemplify nursing characteristics outlined in the Children's Health Professional Practice Model.

- Blanca Cruz Escalante, BSN, RN, AE-C, Beyond the Bedside
- Sylvia Davis, CPN BSN, RN, CPN, Clinical Judgment
- Rose-Anne Dela Cruz, BSN, RN, CPN, Collaboration
- Shelby Eckles, MSN, RN, CPHON, BMT-CN, Transformational Nurse Leader
- Heaven Harvey, Patient Care Tech, True Collaboration (Non-Nursing Award)
- Claire Roberts, BSN, RN, CPN, Advocacy/Moral Agency
- Kristin Rollins, BSN, RN, CPEN, Systems Thinking
- Isamar Serrano, BSN, RN, CPEN, Caring Practices
- Ayehubirhan Shenkute, BSN, RN, CPN, CRRN, Facilitation of Learning
- Samantha Schryver, BSN, RN, CPN, Response to Diversity
- Kylie Thomas, BSN, RN, CCRN, Clinical Inquiry



THE DAISY AWARD FOR EXTRAORDINARY NURSES

The DAISY Award honors those who provide extraordinary, compassionate patient care, clinical skill and leadership. In 2022, 620 nurses were nominated by patients, family members and other health care professionals, and 16 won for exemplary work.

- Christopher Angeletti, BSN, RN
- Luciano Ayala, BSN, RN
- Lakisha Bennett, BSN, RN
- Joseph Cantu, MSN, RN
- Connie Choudhury, BSN, RN, CPN
- Wendell Entia, BSN, RN
- Myesha Jones, BSN, RN
- Adrienne Land, BSN, RN
- Sandra McCullar, BSN, RN, CPN
- Kaitlyn McLaurin, BSN, RN
- Cornelius Metili, BSN, RN, PMH-BC
- Alaa Osman, BSN, RN
- Zachary Pollard, BSN, RN
- Christina Reyna, BSN, RN, CPN
- Suzanne Smith, BSN, RN
- Cristina Torres, BSN, RN, CPN

PATIENT SAFETY CHAMPIONS

Patient Safety Champions are specially selected and recognized quarterly for their role in preventing a safety event from reaching a patient. These team members are committed to patient safety by embracing the Yes to Safety, No Exceptions error prevention strategies.

- Rosalyn Battaglia, ADN, RN
- Caitlyn Lozinak, BSN, RN, CPHON
- Kasse Parkinson, MSN, RN, CNOR
- Jordan Streetman, BSN, RN, CPN

PUBLICATIONS

Alexandria Birely, MSN, APRN, ACCNS-P. HeartWatch: Implementing a Pediatric Heart Center Program to Prevent Cardiac Arrests Outside the ICU. *Pediatr Qual Saf.* 2022 Dec 7;7(6):e617. doi: 10.1097/pq9.0000000000000617. PMID: 36518152; PMCID: PMC9742107.

Diana Cardwell, MSN, APRN, PCNS-BC. Standardizing Care to Improve Outcomes in Pediatric End-stage Kidney Disease (SCOPE) Investigators. The cost of hospitalizations for treatment of hemodialysis catheter-associated bloodstream infections in children: a retrospective cohort study. *Pediatr Nephrol.* 2022 Nov 3. doi: 10.1007/s00467-022-05764-2. Epub ahead of print. PMID: 36329285.

Laura Hatton, BSN, RN, CCRN, JD. ELSO. Guidelines for Adult and Pediatric Extracorporeal Membrane Oxygenation Circuits. *ASAIO J.* 2022 Feb 1;68(2):133-152. doi: 10.1097/MAT.0000000000001630.

Gretchen Hirschey, BSN, RN, CPHON. My Most Memorable Case: A Journey with One of My Own. APHON Quarterly National Newsletter: APHON Counts Writing Award. <https://aphon.org/membership/awards/aphon-counts-awards>.

Ann Johnson, Ph.D., APRN, CPNP-PC; Bonita Conley, MS, APRN, PNP-PC; Sharon Koruthu, MSN, APRN, PNP-AC/PC; Ashley Smith, MSN, APRN, FNP-C. Pediatric Pre-anesthesia Anxiety and Factors of Family Satisfaction. *J Perianesth Nurs.* 2022 Dec 15:S1089-9472(22)00255-6. doi: 10.1016/j.jopan.2022.06.006. Epub ahead of print. PMID: 36528451.

Ellen Swartwout, Ph.D., RN, NEA-BC, FAAN, FNAP; Edward Hass, Ph.D.; Patricia Deyo, MSN, RN; Ashley El-Zein, MPH, BSN, RN; Brennan Lewis, DNP, APRN, PCNS-BC, NEA-BC; Suma Rao-Gupta, MPH, MBA. The Design and Testing of the Psychometric Properties of the Adolescent Capacity to Engage Index Instrument to Measure an Adolescent's Capacity to Engage in Healthcare. *J Nurs Meas.* 2022 Oct 3:JNM-2021-0065.R1. doi: 10.1891/JNM-2021-0065. Epub ahead of print. PMID: 36192123.

Tiffany Montgomery, MSN, RN, NPD-BC; Tammy Webb, Ph.D.(c), MSN, RN, NE-BC; Erika Grimes, MSN, RN, NPD-BC; Allan Akinradewo, MBA, PHR; Lindsey Patton, MSN, APRN, PCNS-BC. Diversity Practices for Hiring the New Graduate Nurse. *J Nurs Adm.* 2022 Apr 1;52(4):228-233. doi: 10.1097/NNA.0000000000001136. PMID: 35348488.

Lindsey Patton, MSN, APRN, PCNS-BC; Mayra Garcia, DNP, APRN, PCNS-BC, EBP-C; Ginger Young, MSN, APRN, PCNS-BC; Casey Bradfield, MSN, RN, NEA-BC; Ann Gosdin, MS, APRN, CNS, CPNP-BC; Peng Chen, MPH, CPH, BS; Tammy Webb, Ph.D.(c), MSN, RN, NE-BC; Jerithea Tidwell, Ph.D., APRN, PNP-BC, PCNS-BC. Exploring nurse beliefs and perceived readiness for system wide integration of evidence-based practice in a large pediatric health care system. *J Pediatr Nurs.* 2022 Mar-Apr;63:46-51. doi: 10.1016/j.pedn.2021.12.018. Epub 2021 Dec 31. PMID: 34979382.

Diana Singer, MSN, RN, CCRN-K, CNE, C-TAGME; Carol Howe, Ph.D., RN, CDCES, FAAN; Brennan Lewis, DNP, APRN, PCNS-BC, NEA-BC; Teresa Wagner, DrPH, CPH, RDN/LD, CHWI; Danielle Walker, Ph.D., RN, CNE. A Psychometric Analysis of the Health-Literate Health Care Organization-10 Item Questionnaire. *Health Lit Res Pract.* 2022 Apr;6(2):e137-e141. doi: 10.3928/24748307-20220518-01. Epub 2022 Jun 6. PMID: 35680124; PMCID: PMC9179038.

Rebecca Brooks, MSN, APRN, RNC-NIC, PCNS-B; Candice Bailey, BSN, RN. Accidental Tracheostomy Decannulations in Children-A Prospective Cohort Study of Inpatients. *Laryngoscope.* 2023 Apr;133(4):963-969. doi: 10.1002/lary.30250. Epub 2022 Jun 17. PMID: 35712851.

Ginger Young, MSN, APRN, PCNS-BC. Pain Reduction Emergency Protocol: A Prospective Study Evaluating Impact of a Nurse-Initiated Protocol on Pain Management and Parental Satisfaction. *Pediatric Emergency Care* 38(1):p e157-e164, January 2022. doi: 10.1097/PEC.0000000000002193.

NATIONAL PRESENTATIONS AND POSTERS

Lori Batchelor, Ph.D., MHA, RN, CPN, NEA-BC. Presentation, Texas Nurses Association District 4 at Clements University Hospital: Who is the New Nurse? Part I: Graduate Nurse Transition to Practice.

Elaine Beardsley, MSN, ACCNS-P, CPEN. Presentation, Dallas Independent School District, Back to School Conference: Self-Care Promotion in School Nurses.

Janna Beg, BSN, RN, CPN; Jill Hanks, BSN, RN, CPN; Tera Holland, BSN, RN, CPN. Poster, Society of Pediatric Nurses 32nd Annual Conference: The Safety Wizard: Implementing an Innovative Protection Program for High-Risk Suicidal Patients.

Lakisha Bennett, BSN, RN. Poster, Foundation for Sickle Cell Disease Research Symposium: Transcranial Doppler Screening in Children with Sickle Cell Anemia: Review of Best Practice.

Rebecca Brooks, MSN, APRN, RNC-NIC, PCNS-BC; Candice Bailey, BSN, RN; Ashley Sewell, BSN, RN. Presentation, National Association of Neonatal Nursing 38th Annual Conference: Keep Calm.... It's Just a Trach in the NICU-A Comprehensive Tracheostomy Program.

Jen Brown, MS, BSN, RN. Presentation, CareFlight ECU Conference: Engaging Pediatric Patients in Crisis.

Diana Cardwell, MSN, APRN, PCNS-BC; Tami Turrubiarte, MSN, RN, CPN. Poster, Annual Dialysis Conference. Hotel Hemodialysis: A Review of an Inclement Weather Disaster Plan During Winter Storm Uri.

Diana Cardwell, MSN, APRN, PCNS-BC. Presentation, Children's Hospital Association Conference: Standardizing Care to Improve Outcomes in Pediatric ESKD (SCOPE).

Michelle Creech, MA, BSN, RN, NOD-BC. Presentation, Elevate AMTC Conference: Resiliency in the Transport Environment - Connecting to Resilience Factors in the Pediatric Critical Care Transport Environment.

Michelle Creech, MA, BSN, RN, NOD-BC; Elaine Beardsley, MSN, ACCNS-P, CPEN; Jessalynn Colbert, RN. Presentation, AMTC 2022 Elevated Conference: Stop the Chaos - Improving Team Dynamics and Regulatory Requirements Through Innovative Program Design.

Kristin Cummins, DNP, RN, CPHQ. Presentation, IHI National Patient Safety Congress: Quality Improvement Dyad-Led Harm Huddles: Equipping Leaders to Decrease Harm.

Kristin Cummins, DNP, RN, CPHQ. Presentation, Configo Health Pediatric Benchmarking Summit: Succeeding in Analytics by Changing Culture Quickly.

Misty Daugherty, BSN, RN, CPHQ. Presentation, Society of Pediatric Nurses 32nd Annual Conference: Supporting a Culture of Clinical Inquiry through Shared Governance.

Mayra Garcia, DNP, APRN, PCNS-BC, EBP-C. Presentation, National Association of Hispanic Nurses Conference: A Chat with Evidence Based Practice & Research Committee.

Jill Hanks, BSN, RN, CPN. Presentation, Behavioral Health Summit: A Population in Crisis: Implementing an Innovative Protection Program for High-Risk Suicidal Patients.

Carol Howe, Ph.D., RN, CDCES, FAAN; Brennan Lewis, DNP, APRN, PCNS-BC, NEA-BC; Emily Wikman, BSN, RN; Shelby Edmondson, MA. Poster, Health Literacy Annual Research Conference: Assessing Fidelity of Health Literacy CARE Practices using AHRQ Communication Observation, Self-Assessment, and Patient Feedback Forms.

Carol Howe, Ph.D., RN, CDCES, FAAN; Brennan Lewis, DNP, APRN, PCNS-BC, NEA-BC; Shelby Edmondson, MA. Poster, Institute for Healthcare Advancement Conference: Communicate to CARE: A mixed-methods study to implement health literacy practices in a pediatric ENT clinic.

Virginia Koepsell, MBA, MSN, NPD-BC, CPHON. Poster, Association of Pediatric Hematology Oncology Nurses Annual Conference: Multidisciplinary Efforts in Redesigning the Ongoing Competency Process of a Pediatric Health System.

Whitney Lewis, BSN, RN, CPN; Jerithea Tidwell, Ph.D., APRN, PNP-BC, PCNS-BC; Sushmita Yallapragada, M.D., MSCI, FAAP; Charmaine Shaw, BSN, RN, RNC-NIC; Rebecca Palmer, MSN, RN, CPHQ. Presentation, Children's Hospital Neonatal Consortium Annual Symposium: Reach out and Touch Someone: Creating Communication Networks Within a Level IV NICU To Improve Patient Care Delivery.

Amy Linton, BSN, RN, CPON; Cindi Winkle, BSN, RN, CPON. Poster, Association of Pediatric Hematology Oncology Nurses Conference: A Process Improvement Project to Reduce Patient and Family Wait Times for Procedures Using Sedation or Anesthesia in an Outpatient Setting.

Tiffany Montgomery, MSN, RN, NPD-BC. Presentation, Vizient/AACN National Conference: Diversity Hiring Practices for New Graduate Nurses.

Tiffany Montgomery, MSN, RN, NPD-BC. Poster, Vizient/AACN National Conference: Decreasing Orientation Time and Cost with a Capstone Feeder Program into the Nurse Residency Program.

Tiffany Montgomery, MSN, RN, NPD-BC; Erika Grimes, MSN, RN, NPD-BC; Jenny Harshman, MSN, RN, NPD-BC, CPN, CCRN-K. Presentation, ANPD National Webinar: Impacting Nursing Workforce Diversity through an ADN Apprenticeship.

Rebecca Palmer, MSN, RN, CPHQ; Jerithea Tidwell, Ph.D., APRN, PNP-BC, PCNS-BC; Sushmita Yallapragada, M.D., MSCI, FAAP; Kymeone Lanehart, MSN, RNC-NIIC; Deb Jensen, RN; Courtney Campbell, MSN, APRN, NNP-BC, C-NPT. Children's Hospital Neonatal Consortium Annual Symposium: Managing Sepsis in a Level IV NICU: Collaborating and engaging multidisciplinary teamwork and discussion for early identification and Interventions.

Rebecca Palmer, MSN, RN, CPHQ; Kymeone Lanehart, MSN, RNC-NIIC; Jerithea Tidwell, Ph.D., APRN, PNP-BC, PCNS-BC. Presentation, Children's Hospital Neonatal Consortium Annual Symposium 4: Improving the Peripheral IV Infiltrations and Extravasations (PIVIE) Rate Within a Level IV NICU: Interventions and Line Management for Early Identification.

Rebecca Palmer, MSN, RN, CPHQ; Jerithea Tidwell, Ph.D., APRN, PNP-BC, PCNS-BC, FCNSI; Jeanne Gaines, MSN, RN, CPN, RNC-NIC; Whitney Lewis, BSN, RN, CPN; Charmaine Shaw, BSN, RN, RNC-NIC; Sushmita Yallapragada, M.D., MSCI, FAAP; Courtney Campbell, MSN, APRN, NNP-BC, C-NPT; Lisa Mason, DNP, MHA, MBA, RN, NEA-BC, FACHE. Presentation, Children's Hospital Neonatal Consortium Annual Symposium: TRACE: A robust event review process aimed at addressing safety in a level IV NICU.

Kaye Schmidt, MA, RN, NEA-BC, CPHON; Cecilia Gladbach, BSN, RN, CHTC, CPON-APHON. Presentation, National Association of Pediatric Hematology-Oncology Nurses National Conference: Where Was that in Nursing School?

Martha Shaw, BSN, RN, CPN, NPD-BC; Jen Brown, MS, BSN, RN; Jenny Harshman, MSN, RN, NPD-BC, CPN, CCRN-K; Kim Schuettner, MS, BSN, RN, NPD-BC, CCRN-K; Lori Akins, MSN, RN, NPD-BC, CPN; Virginia Koepsell, MBA, MSN, NPD-BC, CPHON. Poster, National EBP Conference: Multidisciplinary Efforts in Redesigning the Ongoing Competency Process of a Pediatric Health System.

Christina Smith, BSN, RN, CPN, CPPS; Lindsey Patton, MSN, APRN, PCNS-BC; Peng Chen, MPH, CPH, BS; Chelsea Reynolds, MSN, RN, CPN, NE-BC; Martha Shaw, BSN, RN, CPN, NPD-BC; Megan Toler, BSN, RN, CPN, PED-BC. Presentation Society of Pediatric Nurses 32nd Annual Conference: Improving Patient Safety by Predicting Early Deterioration in the Pediatric Population.

Christina Smith, BSN, RN, CPN, CPPS; Peng Chen, MPH, CPH, BS. Poster, Society of Pediatric Nurses 32nd Annual Conference: Predicting Early Deterioration in the Pediatric Pulmonary Population-Where do Nursing Perceptions and Early Warning Tools Align? Awarded the best poster for the EBP track.

Christina Smith, BSN, RN, CPN, CPPS. Poster, IHI Patient Safety Congress: Predicating Early Deterioration in the Pediatric Pulmonary Population.

Jean Storey, MSN, RN, NEA-BC. Presentation, Pediatric Cardiac Intensive Care Society (PCICS): Administration's Support to Retain Beside Nurses.

Krista Westbrook, MSN, RN, CPN. Poster, Society of Pediatric Nurses 32nd Annual Conference: A Whole New World: Precepting in the Pandemic Age of Reduced Clinical Preparation for New Graduate Nurses.

CHILDREN'S HEALTH 2022 EVIDENCE-BASED PRACTICE AND RESEARCH POSTER FAIR WINNERS

Chelsea Reynolds, MSN, RN, CPN, NE-BC; Elaine Beardsley, MSN, ACCNS-P, CPEN. Remain Calm: Decreasing Perceived Stress Levels through Implementation of a Quiet Room.

Mayra G. Garcia, DNP, APRN, PCNS-BC; Hayden Dutton, MSN, RN, CPN; Bailey Cochrum, MSN, RN, CPN; Jasmine Thomas, MSN, RN, CPN; Peng Chen, MPH, CPH, BS; Adam Craig Alder, M.D. Probiotics and antibiotic-associated diarrhea in pediatric complicated appendicitis: Prospective Controlled-Comparison Trial.

Deniro Brown, BSN, RN, CCRN; Kimberly Schuettner, MS, BSN, RN, NPD-BC, CCRN-K; Lindsey Daigle, BSN, RN, CCRN; Andrea Torzone, ARNP, CPNP, CNS; Joshua Wolovits, M.D. Implementation of Predictive Analytic Software to Reduce Cardiac Arrest in the CICU.

Andrea Torzone, ARNP, CPNP, CNS; Deniro Brown, BSN, RN, CCRN; Krista Carey, BSN, RN, CCRN; Amy Hadley, BSN, RN, CCRN; Maddie Herrera, BSN, RN, CCRN; J. Michelle Moore, BSN, RN, C-NPT; Meredith Pearson, BSN, RN; Jean Storey, MSN, RN, NEA-BC. Clinical Coaching to Enhance Proactive Thinking and Advance Clinical Care in the Cardiac ICU.

Virginia Elizondo, BSN, RN; Nicole Bizzack, BSN, RN; Amber Dayton, BSN, RN; Angie Rodick, BSN, RN; Ashley Collins, BSN, RN; Georgina Hernandez, BSN, RN; Jordan Butterfield, BSN, RN; Amber Albiar, BSN, RN. Improving Antibiotic Administration Time in At-Risk Populations.

NURSE INVESTIGATOR-LED RESEARCH STUDIES (ONGOING)

Co-investigator: **Jennifer Watt, MSN, APRN, PCNS-BC:** A Quantitative Assessment of the Pupillary Light Reflex in Pediatric Seizure

Co-investigator: **Tiffany Montgomery, MSN, RN, NPD-BC:** Unit Interest Survey Instrument Development

Co-investigator: **Brennan Lewis, DNP, APRN, PCNS-BC, NEA-BC:** Communicate to CARE in the Pediatric Ambulatory Setting: An Implementation Science Framework Study to Drive Meaningful Practice Interventions

Co-investigators: **Tammy Webb, Ph.D.(c), MSN, RN, NE-BC; Casey Bradfield, MSN, RN, NEA-BC:** Shared Governance: Nurses' Perceptions Regarding Influence over Professional Practice in a Large Pediatric Health Care System. Other nurse study team member: **Misty Daugherty, BSN, RN, CPN**

Co-investigators: **Maria Leal, BSN, RN; Melissa Langford, BSN, RN:** Exploration of Central Venous Catheter Protective Devices in the Pediatric Population: A Mixed Methods Clinical Trial. Other nurse study team members: **Quineka Smith, BSN, RN, CPN; Lindsey Flores; BSN, RN, CPN; Zara Sajwani-Merchant, Ph.D., RN, AS**

Co-investigator: **Shelley Burcie, BSN, RN:** Minimal Stimulation Study as a Nursing Practice: An Exploratory Descriptive Study. Co-investigator: **Tiffany Montgomery, MSN, RN, NPD-BC**

Co-investigator: **Lindsey Patton, MSN, APRN, PCNS-BC:** Adoption and Sustainment of Central Line-Associated Bloodstream Infection Bundle in a Pediatric Intensive Care Unit: An Implementation Science Formative Evaluation Other nurse study team members: **Lori Batchelor, Ph.D., MHA, RN, CPN, NEA-BC; Ginger Young, MSN, APRN, PCNS-BC**

Principal Investigator: **Tiffany Montgomery, MSN, RN, NPD-BC:** Nurse Hiring Practices. Other nurse study team members: **Zara Sajwani-Merchant, Ph.D., RN, AS; Karen Asante, BSN, RN**

Principal Investigator: **Ann Johnson, Ph.D., APRN, CPNP-PC:** Child and Parent Pre-Anesthesia Anxiety and Effects on Post-Hospitalization Behavior Change. Other nurse study team members: **Anu Cherian, MSN, APRN, CPNP-PC; Bonita Conley, MSN, APRN, PNP-PC; MacKenzie Ezzell, BSN, RN; Brenda Fields, MSN, APRN, CPNP-PC; Sharon Koruthu, MSN, APRN, PNP-AC/PC; Caitlyn Reaves, BSN, RN, CPN; Ashley Smith, MSN, APRN, FNP-C; Heather Sweeney, MSN, APRN, CPNP-PC**

Principal Investigator: **Lori Batchelor, Ph.D., MHA, RN, CPN, NEA-BC:** Chronic Sorrow

Principal investigator: **Lindsey Patton, MSN, APRN, PCNS-BC:** Nursing Leaders Influence on Clinical Nurses: Impact of an EBP Leadership Development Program

Principal investigator: **Tammy Webb, Ph.D.(c), MSN, RN, NE-BC:** Impact of Nurse Residency Programs on Patient Quality and Safety Outcomes in Children's Hospitals