## **Phelps Hospital** Northwell Health\*

Meeting Name	Professional Practice and	d Development Council (PPD)			
Location	Auditorium         7/18/2018         1100-1300         Sherin Ninan, MS, CNRN ED         Carolynn Young, MS, RN-BC, ONC (Facilitator)				
Date			Council/Meeting Minutes Please check off all compor		components and
Time				indicators that relate to each topic being discussed.	
Conducted By					
Topic/ Facilitator	Discussion	Staff Input & Feedback	Action	Magnet Components	Strategic Plan Indicator
<ol> <li>Call to Order: A. Recorder</li> <li>B. Introductions</li> <li>C. Review of previous meeting minutes</li> <li>Skin Champion</li> <li>Debi Reynolds, BA, RN CWOCN</li> </ol>	<ul> <li>Meeting called to order @ 1110.</li> <li>Recorder/Timekeeper:</li> <li>New Members/ Welcome</li> <li>June minutes distributed via email</li> <li>Become a "Skin Champion" New program offered</li> </ul>	<ul> <li>Meeting minutes written by Lorrie Presby BA, RN, CNOR, CREST.</li> <li>Handouts distributed. Recruitment/Retention program recommendations presented by Sherin Ninan, MS, CNRN, ED.</li> <li>Discussed program and Skin Champion responsibilities. <ul> <li>Can this program be considered for an advancement in the career ladder?</li> </ul> </li> <li>Member recommendations: <ul> <li>Validation in Practice-require 3 patient assessments with D. Reynolds (mentoring).</li> <li>Establish a log book to record "consultation events" identifying Skin Champion time off the unit.</li> </ul> </li> </ul>	<ul> <li>Attendees Conference "Call-in" number: 888-602-0202</li> <li>Then press passcode: 914-366-3502#.</li> <li>Approved as corrected.</li> <li>If interested, discuss with your Nurse Manager.</li> <li>Manager would be responsible for selecting candidate and providing time off to complete the course.</li> <li>D. Reynolds to present @ Nursing Leadership Council.</li> </ul>	<ul> <li>□ Transformational Leadership</li> <li>□ Structural Empowerment</li> <li>⊠ Exemplary Professional Practice</li> <li>⊠ New Knowledge, Innovations and Improvements</li> </ul>	<ul> <li>□ People</li> <li>⊠ Patient Experience</li> <li>⊠ Quality</li> <li>□ Financial Performance</li> <li>□ Operations</li> </ul>
3. Career Ladder: Transfer or New Hire Career Ladder Requirements	A. Leveling up "Can an RN advance from Level II to Level IV at one time?"	A. RN can advance 2 levels but must fulfill all requirements of both levels. [Usually must remain in level 6 months before advancing to next level.]	A. Refer to M. McDermott during Advisory Council meeting.	<ul> <li>Transformational Leadership</li> <li>Structural Empowerment</li> </ul>	<ul> <li>People</li> <li>Patient Experience</li> <li>Quality</li> </ul>

Nancy Fox, MS, RN- BC,	B. Monetary Compensation	<ul> <li>B. If a staff member advances from a Level II to Level IV, would they also obtain monetary compensation of 2 levels e.g., 10% raise?</li> <li>FYI: **For Level II and above: As of 2017, RN's must take the</li> </ul>	B. Verify, as above.	<ul> <li>Exemplary</li> <li>Professional</li> <li>Practice</li> <li>New Knowledge,</li> <li>Innovations and</li> <li>Improvements</li> </ul>	<ul><li>□ Financial</li><li>Performance</li><li>□ Operations</li></ul>
		Northwell Preceptor Workshop as requisite to any advancement. Current RNs with >/ Level II would not be "grandfathered" by the past Phelps Preceptor Workshop.	Informational.		
	C. Hiring clarification	C. <u>Hiring BSN applicants</u> . If the new hire is not BSN, they must obtain BSN by 2 years of hire. <u>Hiring an experienced RN</u> into Level III. Specialty Certification must be obtained within 2 years of hire (and all requirements).	C. Verify, as above.		
	D. Career Ladder contact	D. Contact Karen Barger-Credentialing Committee member.	D. Informational.		
4. Career Ladder Information Carolynn Young, MS, RN-BC, ONC	RN Career Ladder & Promotions List located on the Nursing website	<ul><li>Promotions &amp; Career Ladder Transitions tables presented.</li><li>Recommend another column with date of transition.</li></ul>	K. Calabro to update table.	<ul> <li>Transformational Leadership</li> <li>Structural Empowerment</li> </ul>	<ul> <li>People</li> <li>Patient Experience</li> </ul>
Kathy Calabro, Data Analyst				⊠ Exemplary Professional Practice	<ul><li>☑ Quality</li><li>□ Financial Performance</li></ul>
				New Knowledge, Innovations and Improvements	□ Operations

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5. SOC Report Carolynn Young, MS, RN-BC, ONC	Discussion. A. Alaris Pump Library Changes	A. Kudos to 2N for exceptional implementation of the Heparin Nomogram on 2 patients.	A. Protocols successful in guiding RN to correct dose and documentation. Send protocols & policy to M.	<ul> <li>Transformational Leadership</li> <li>Structural Empowerment</li> </ul>	<ul> <li>People</li> <li>Patient Experience</li> <li>Quality</li> </ul>
	B. IVIG administration	B. Pharmacy helpful with labeling of medication bag to facilitate accurate, sequential administration according to policy.	McDermott for approval etc. B. Thank you. Communicate via Nursing News.	<ul> <li>Exemplary</li> <li>Professional</li> <li>Practice</li> <li>New Knowledge,</li> </ul>	<ul> <li>Guainy</li> <li>Financial Performance</li> <li>Operations</li> </ul>
	C. Northwell Policy Review: NG Tube Care and Maintenance	<ul> <li>C. Round 1 in policy review. Members discussed differences of Phelps practice: <ul> <li>Residual and return of residual</li> <li>Marking tube after insertion</li> <li>CXR prior to any instillation for placement of tube</li> <li>Need "Equipment" section</li> <li>Northwell practice: pH and hemoccult testing is sent to Laboratory for resulting (revenue generating fee for service).</li> </ul> </li> </ul>	<ul> <li>C. Informational. Forward comments to Northwell Nursing Policy/Procedure Discussion boards. Distributed to Education Clinical Practice CNSs/Educators for review.</li> </ul>	Innovations and Improvements	
6. Trends in Nursing Practice Conference	09/20/2018 Presented at Phelps. Contact hours TBA	<ul> <li>Topics include:</li> <li>LGBTQ Affirmative Needs</li> <li>Partners in Care: Oncology</li> <li>Pain Management</li> <li>Palliative Care/End of Life</li> <li>Root Cause Analysis</li> <li>Suicide Screening</li> <li>Venous Thromboembolism</li> </ul>	Refer to flyers	<ul> <li>Exemplary Professional Practice</li> <li>New Knowledge, Innovations and Improvements</li> </ul>	⊠ Quality
7. Professional Practice Model Development	Model presented by R. Ansaldo, RN CI	<ul> <li>Model improvements discussed.</li> <li>How to disseminate to clinical staff?</li> <li>How to survey clinical staff and obtain approval or suggestions from them?</li> </ul>	Next Steps: Present at Nursing Leadership Council 07/25/18.	<ul> <li>Transformational</li> <li>Leadership</li> <li>Structural</li> <li>Empowerment</li> </ul>	<ul> <li>People</li> <li>Patient Experience</li> </ul>
Rachel Ansaldo BSN, RN		a. Survey Monkey b. Healthstream	<ul> <li>Investigate approval process.</li> </ul>	Lubowennen	□ Quality

Judy Dillworth, PhD, RN, NEA-BC, CCRN-K Kathy Calabro, Nursing Adm. Data Analyst		<ul> <li>Image was obtain from www with copyright. How do we obtain copyright approval?</li> <li>Made for this is a Northwell slogan. Do we need Northwell approval?</li> </ul>	<ul> <li>Communicate in Notebook &amp; Nursing News, Unit Magnet boards.</li> <li>Obtain feedback from Nurses.</li> <li>Follow up with Organizational Development to see if Healthstream methodology would work?</li> </ul>	<ul> <li>Exemplary</li> <li>Professional</li> <li>Practice</li> <li>New Knowledge,</li> <li>Innovations and</li> <li>Improvements</li> </ul>	<ul> <li>Financial</li> <li>Performance</li> <li>Operations</li> </ul>
8. Mentoring Program	Need for expanding Mentoring program	S. Ninan, MS, CNRN ED requests development of program for any new RN.	Invite Cherry Fuentes to next meeting to present her mentoring [New Graduate RN] program.	<ul> <li>Transformational Leadership</li> <li>Structural Empowerment</li> <li>Exemplary Professional Practice</li> <li>New Knowledge, Innovations and Improvements</li> </ul>	<ul> <li>People</li> <li>Patient Experience</li> <li>Quality</li> <li>Financial Performance</li> <li>Operations</li> </ul>
9. Daisy Award	Nursing Award— Recipient is nominated by patient &/or family	Members request more information about the Daisy award.	Request information from Phyllis Vonderheide.	<ul> <li>Transformational Leadership</li> <li>Structural Empowerment</li> <li>Exemplary Professional Practice</li> <li>New Knowledge, Innovations and Improvements</li> </ul>	<ul> <li>People</li> <li>Patient Experience</li> <li>Quality</li> <li>Financial Performance</li> <li>Operations</li> </ul>
10. Connie Vance Video on Mentoring	Nurses Week Keynote address was videotaped and available on Nursing Website.	Kathy Calabro demonstrated access to video. Lecture is about 1 hour in duration. From Website $\rightarrow$ Go to "Past Events" $\rightarrow$ then "Nurses Week" $\rightarrow$ "Connie Vance Video".	Communicate with colleagues.	⊠ Exemplary Professional Practice	<ul> <li>☑ People</li> <li>☑ Patient</li> <li>Experience</li> <li>☑ Quality</li> </ul>

<ul> <li>To pres shared</li> </ul>	governance ideas, discussions a k monthly Nursing News & emails	s, at staff meetings & unit council meetings, about the latest plans. Obtain feedback and ideas from colleagues. r policy changes, classes/workshops & available courses for	
Adjournment Next meeting	Meeting adjourned at 1300. August 15 <sup>th</sup> at 1100 to 1300 in the FMCR	Conference "Call-in" number is 888-602-0202 Then press passcode: 914-366-3502#.	
Respectfully Sub Recorder/Creden	omitted, ntials <u>Lorrie Presby, BA, RN, CNO</u>	CREST Date: July 18, 2018	I
Co-Chair Signatu Date		Director Signature Date	