

PROFESSIONAL DEVELOPMENT - ESTABLISHMENT OF GOALS

NLC - AGENDA ITEM

Kathy Calabro

kcalabro@northwell.edu

914-366-3508

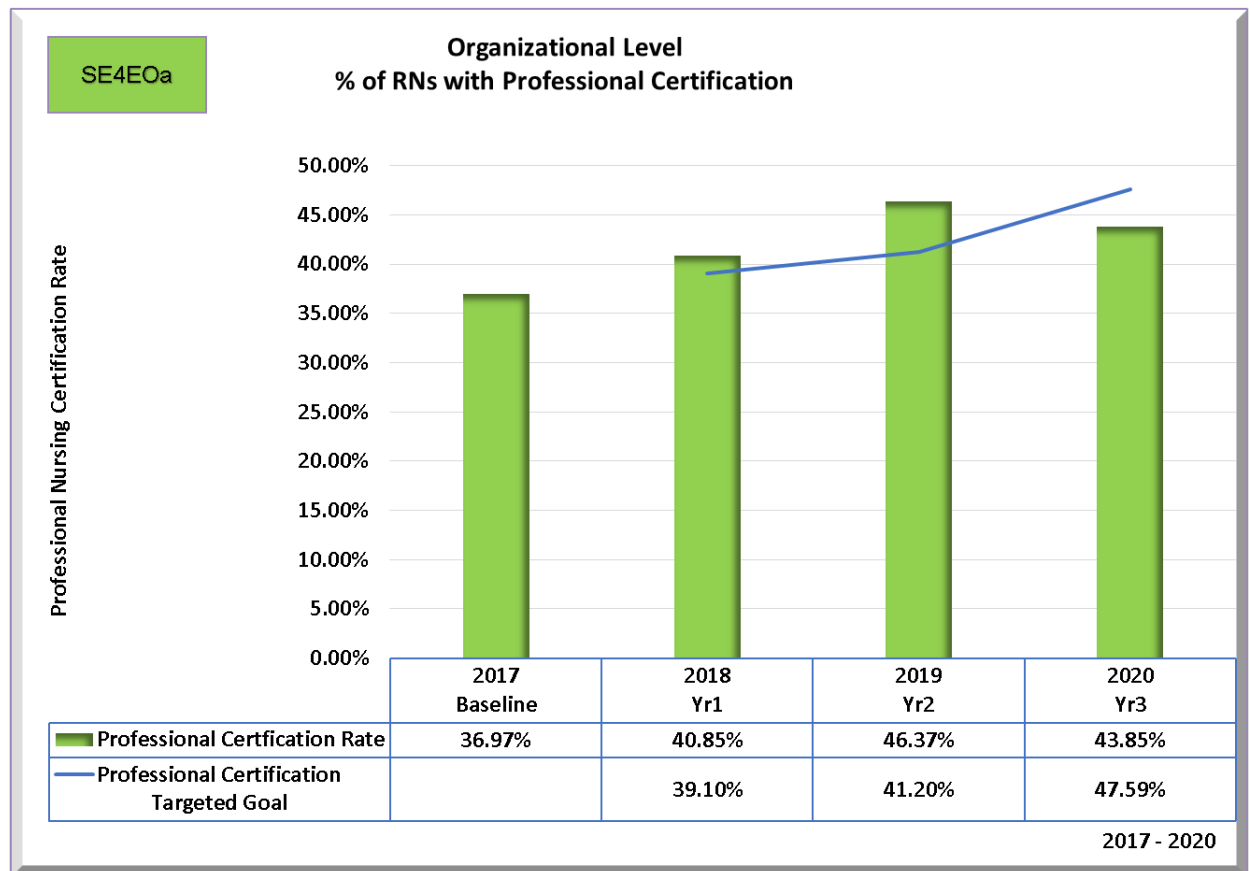
UPDATES IN RED BASED ON NLC MEETING HELD ON 1/27/21

UPDATES IN PURPLE BASED ON NLC MEETING HELD ON 2/24/21

1. PROFESSIONAL CERTIFICATION RATE

☒ Exceed goals for 2018 and 2019

Did not meet goal established in 2020



Note - % of Non-Per-diem RNs with cert = 48.46%

Need to establish goal for 2021

Keep in mind - Numerator and denominators are moving targets along with possible impact from COVID-19 Resurgence:

- Turnover - RNs leave who have certification
- We could hire RNs without certification
- Need to wait 2 years for new grads to be eligible
- Due to COVID-19:
 - Some testing centers closed
 - No time if children home, home schooled, etc.

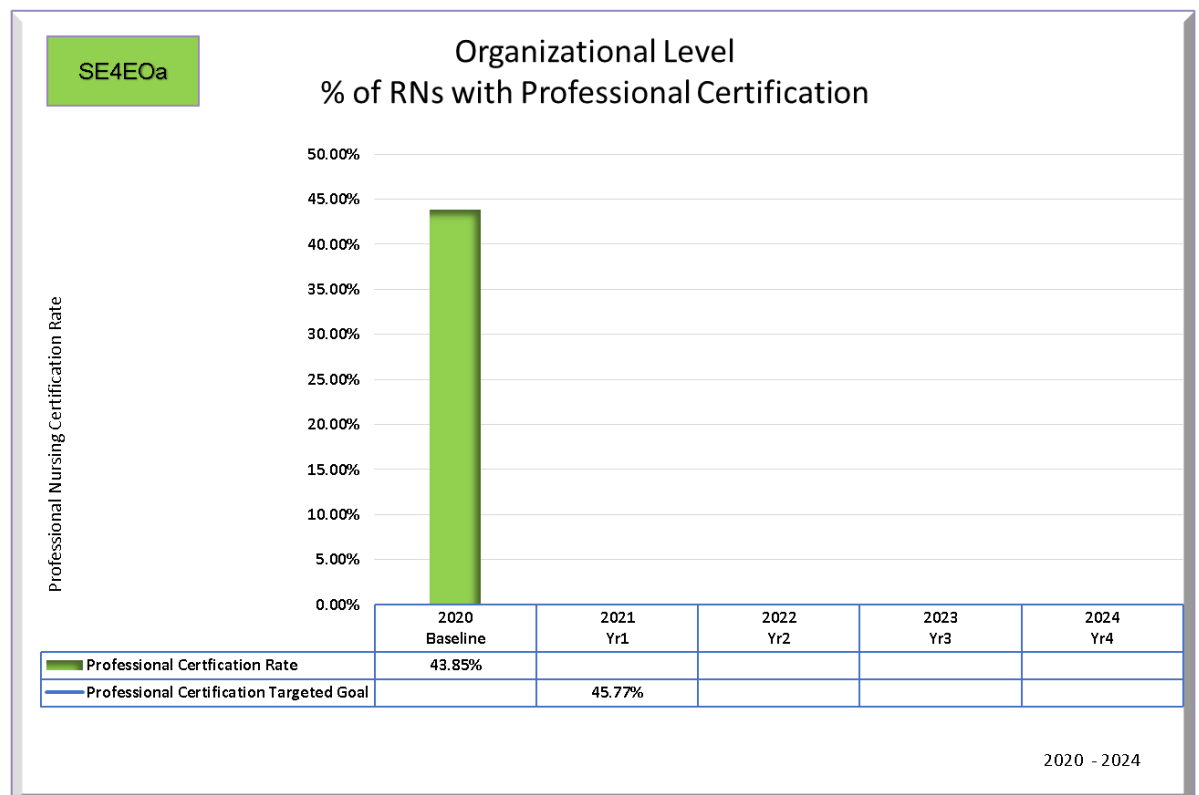
Goal established in 2021 = to be determined

Discussion: Council members requested a unit list with RNs highest nursing degree and professional certification. Need to validate that info and then review with staff in order to determine professional goals.

Kathy Calabro to send out week of 2/1/21. Goals will then be established at next NLC meeting on 2/24/21.

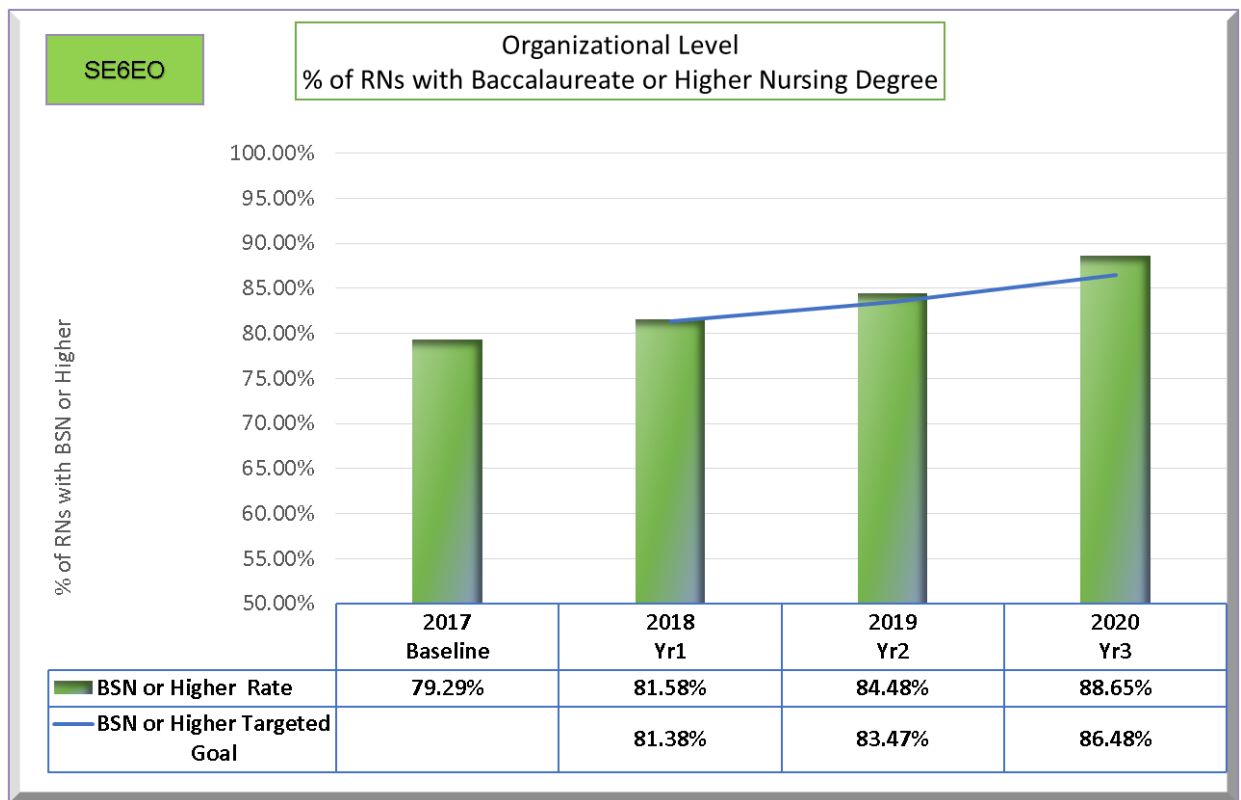
The managers discussed with the nurses on their units and sent Kathy C. an estimate of how many nurses are pursuing certification in 2021. At NLC we reviewed the data that Kathy collected. It was estimated that 16 RNs will be trying to earn a professional certification in 2021. After discussion the goal established for 2021 = 10 additional RNs earning a professional certification in 2021.

New graph created to reflect 2021 goal established.



% OF RNS WITH BSN OR HIGHER

☒ Exceed goals for 2018, 2019 and 2020



Need to establish goal for 2021

Keep in mind - Numerator and denominators are moving targets along with possible impact from COVID-19 Resurgence:

- Turnover - RNs leave who have a BSN or higher degree
- Due to COVID-19:
 - Impact to enrollment for advancing degrees
 - Gap in ED RNs causing hire 1-2 RNs without BSN
 - No time if children home, home schooled, etc.
 - Retirement plans possibly impacted and/or delayed

No student affiliations during this time - not sure if true

Goal established in 2021 = to be determined

The managers discussed with the nurses on their units and sent Kathy C. an estimate of how many nurses are pursuing a BSN or Higher. At NLC we reviewed the data that Kathy collected. We discussed how there are very few diploma and associates graduates. We also prefer to higher RNs with BSN. It was estimated that 5 RNs will try to earn a BSN or Higher in 2021. After discussion the goal established for 2021 = 5 additional RNs earning a BSN or higher in 2021.

New graph created to reflect 2021 goal established.

