



Caring With Open Hearts, Hands, and Minds

Nursing Annual Report 2019–2020



Stanford
Children's Health

Lucile Packard
Children's Hospital
Stanford



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A Word From Our CNO



Our nursing teams demonstrated strength, resilience, and determination to work through the challenges of the past year. The pandemic impacted every part of nursing within our system, and through it all, our nurses never stopped focusing on providing high-quality care for the patients and their families.

In the examples that you will read in this annual report, you will see how our nurses brought their evidence-based practice to care for the entire patient and their family. They moved beyond treating the illness, injury, or ailment, as holistic care providers, caring for the whole patient, not simply alleviating an injury or disease. Our care services—whether for mothers, babies, or adolescents—are always centered on meeting the patients’ and families’ needs.

The pandemic shined a light on the importance of maintaining the wellness of nurses. Of critical importance was supporting our nurses and front-line workers with resources and assistance. We all learned a lot in the last year. We worked together to build an environment where we can all bring our full selves to work for the benefit of our patients and families.

With fortitude, our nurses exceeded expectations and patient demands through trying times—the resilience of the front lines and innovations learned over the past year have led to new ways to empower front-line staff, eliminate silos, and deploy technologies and solutions that enable a true continuum of care.

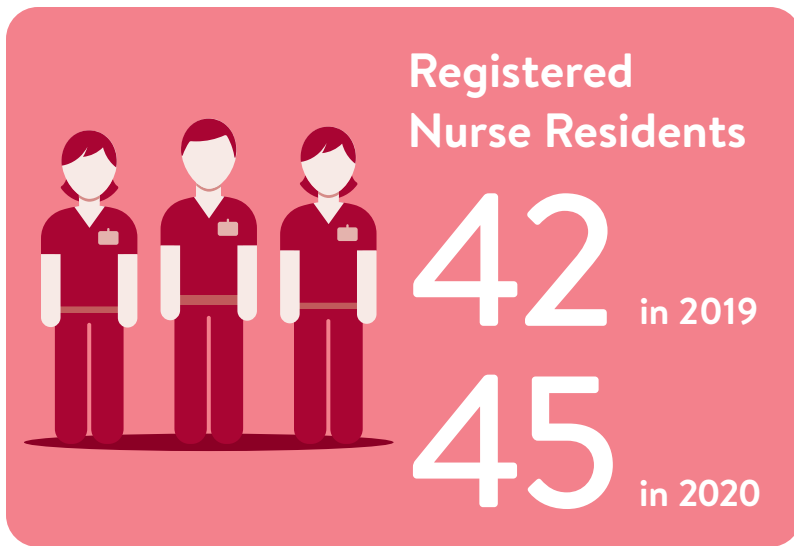
I am so honored to be working with so many great nurses. We are a community full of purpose-driven, courageous individuals who are selfless in their pursuit of what is right for patients and families. My goal is to further elevate this experience through holistic approaches and strengthen our connections with our patients and the community.

Jesus Cepero, PhD, RN
Chief Nursing Officer
Senior Vice President Patient Care Services

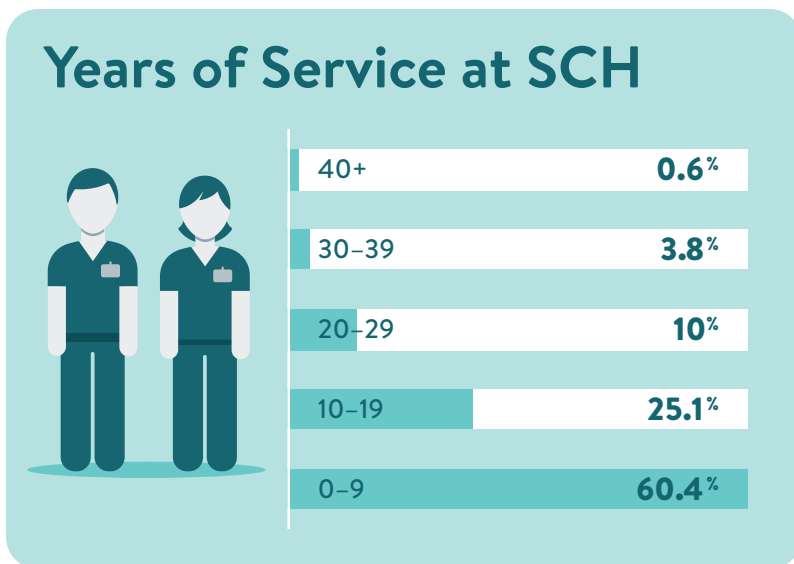
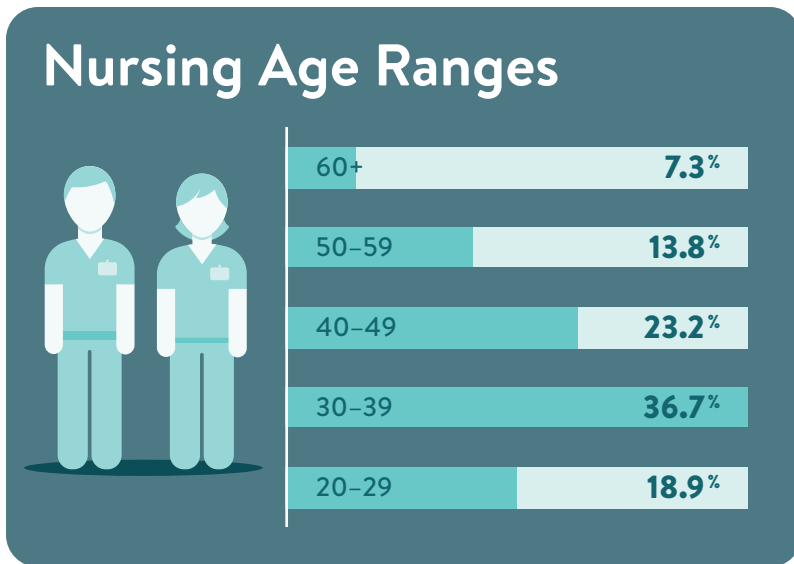
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2019–2020 Nursing by the Numbers



Degrees in Nursing



We're Magnet!

The American Nurses Credentialing Center's (ANCC) The Magnet® Commission recognized our 1st designation on Sept. 25, 2019. This recognition is a testament to the contribution of our nurses and collaboration among our teams to provide quality patient care through innovations and professional practice.



Magnet recognition is a tremendous honor and reflects our commitment to delivering the highest quality of care to our patients and their families.

The Magnet appraisers completed their three-day survey in July that verified, clarified, and amplified the great work and outcomes we presented in our document. Over 723 team members were invited to meet with our appraisers. The appraisers were extremely impressed with our organization. Highlights included the depth and quality of leaders at all levels within the organization; the mutual trust and respect among team members and providers; our laser focus on quality, patient safety, and care improvements; and the amazing professional nurses at Stanford Children's Health.

In addition, the Magnet commissioners recognized our nursing practice by highlighting nine exceptional outcomes.

- Spread of Caring Science—mentioned how Jean Watson spoke to “embodiment of her theory”—examples included Caritas coaches and Professional Practice Model.
- Current status of having 88% percent BSN or higher academic degree.
- NICU sustained decrease in CLABSI rate and continued work to make this a house-wide focus.
- Outperformance of Magnet Hospitals for Pediatric Fall rate—Inpatient Units.
- Outperformance of Magnet Hospitals for Hospital Acquired Pressure Injury related to devices—Inpatient Units.
- Outperformance of Magnet Hospitals for Dialysis regarding Peritonitis Rate—Ambulatory Indicator.
- Outperformance of national benchmark three-year survival rates—Heart, Lung, Kidney, Liver transplant—Ambulatory Indicator.
- Outperformance of Magnet Hospitals for Patient Satisfaction related to patient education—Ambulatory Surgery.
- PCU200 Family Centered Schedule Rounds, involving Local Improvement Team and families.

More than 6,000 nurses, physicians, and team members contributed to our achieving Magnet recognition. On behalf of the entire executive team, congratulations!



Magnet® commemorative pin

Conference Celebration

On Oct. 10, 53 nurses walked at the National Magnet Conference, receiving recognition for the organization and celebrating this great accomplishment.

Join the celebration and watch us walking.



LPCHS 2019 Magnet Conference ANCC



Kelly Johnson and Kim Williams



Moreno, Bradley, Taylor, and guest



NICU leadership



Shieh, Shaffer, Taylor, and Ferrari



RNs in capes

Magnet Application Fun Facts



1,000+ People in document



Pages
800+



Attended passport fair
321



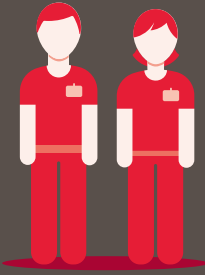
Invited to surveyor meetings
723




Days rounding
28



Activities for preparation
19



People attended Magnet conference
53



4,000 Magnet pins distributed

Cheryl Goldfarb-Greenwood Named CACNS President

The 2019–2020 president of the California Association of Clinical Nurse Specialists (CACNS) is Cheryl Goldfarb-Greenwood, MN, CCNS, RN-C, a clinical nurse specialist (CNS) for the Developmental- Behavioral Pediatric Department at Stanford Children’s Health. Goldfarb-Greenwood received her Bachelor of Science in Nursing from San Diego State University and her Master of Science in Nursing from the University of California, Los Angeles.

Her previous CACNS leadership roles include serving as co-director for legislation and regulation (2015–present), leading the 2016 CACNS conference in Palo Alto, and serving as president-elect from January to June 2019. Goldfarb-Greenwood assumed the role of president on July 1, 2019. She is an active member of the Advanced Practice Registered Nurse (APRN) Coalition, Health Impact, representing CACNS.



Cheryl Goldfarb-Greenwood, MN, CCNS, RN-C

Goldfarb-Greenwood has a long history of involvement in the care of vulnerable infants and children with complex conditions, community outreach, advocacy, and parent and professional education.

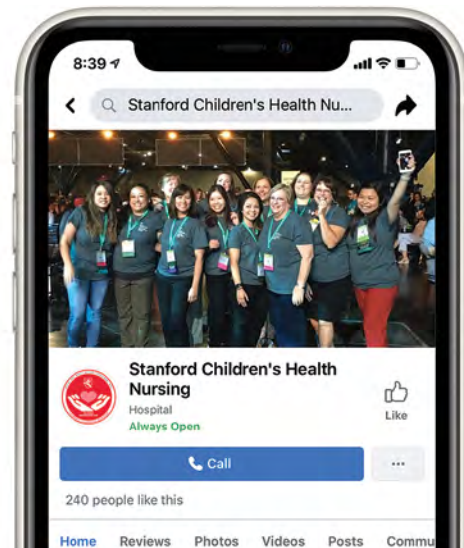
New Nursing Website and Facebook Page

In January 2019, Stanford Children’s Health launched our nursing website. This site highlights nursing practice, professional development, and awards and recognition. [View the Nursing at Stanford Children’s Health website.](#)

Join us in celebrating nursing by liking us on Facebook [Stanford Children’s Health Nursing](#). If you have something to share, please contact cpeitechnology@stanfordchildrens.org.



Visit our
nursing website



Stanford Children’s Health Nursing Facebook page

2019 Nightingale Award Winners

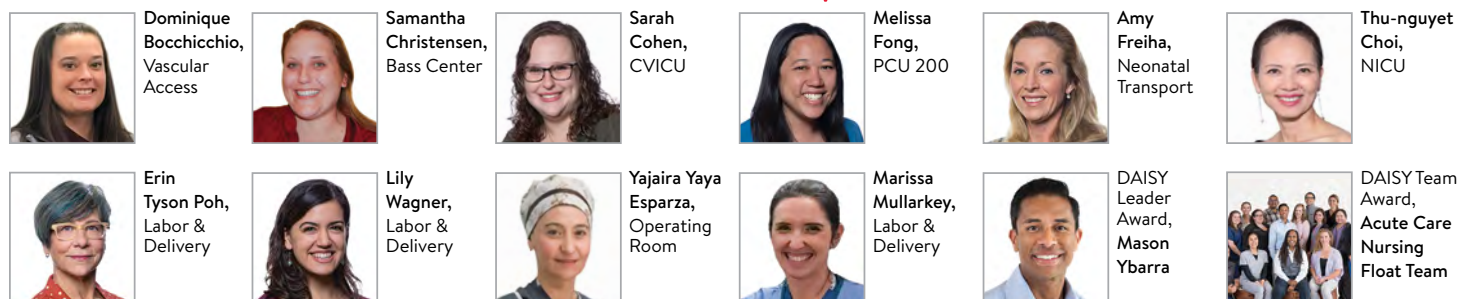
The Nightingale Awards for nursing excellence commemorate the extraordinary accomplishments of our bedside nurses, nurse leaders, and colleagues who go above and beyond the call of duty. In addition to the 14 recipients of the Nightingale Award, prior-year DAISY honorees, Professional Nurse Development Program (PNDP) advancements, nurses with new certifications, nurses with new degree attainment, published nurses, Caritas Coaches, and evidence-based practice fellowships were also recognized at the event.

Congratulations to the following Nightingale Award individual recipients and teams:

- Jessica Dyatlov, RN, **Emerging Talent**
- PCU 200, **Excellence in Teamwork**
- Janice Mallari, RN, **Clinical Excellence in Nursing**
- John “Fritz” Tan, MD, **Friend of Nursing—Provider**
- Elizabeth Hinchman, RN, **Excellence in Quality, Safety and Improvement**
- Veronica Enenstein, **Excellence in Precepting**
- Judith Fajardo, RN, **Eminence Award**
- Rachel Blair, RN, **Excellence in Innovation**
- Adrian Sangalang, **Friend of Nursing**
- Andrew Palmquist, RN, **Excellence in Nursing Leadership**
- Christina Do, RN, **Excellence in Mentoring**
- Julie Reed, NPRN, **Excellence in Advocacy**
- Monica Hom, RN, **Excellence in Community Outreach**
- Sarah Ferrari, DNP, **Excellence in Research and Evidence-Based Practice**



2019 DAISY Award Recipients



2020 Nightingale Award Winners

On Oct. 1, Stanford Children’s Health hosted the fifth annual Nightingale Awards to honor nurses, advanced practice providers, and friends of nurses who go above and beyond the call of duty. This year’s socially distant ceremony was held at a drive-in theater in San Jose. Congratulations to the following Nightingale Award individual recipients and teams:

- Zasha Montalvo, RN, **Emerging Talent**
- NICU, **Excellence in Teamwork**
- Angelica Rayatkah, RN, **Clinical Excellence in Nursing**
- Sheri Spunt, MD, **Friend of Nursing—Provider**
- Lynn Chan, RN, **Excellence in Quality, Safety and Improvement**
- Julia Kennedy, RN, **Excellence in Precepting**
- Radhika Kannan, RN, **Eminence Award**
- Giulia Maffei, RN, **Excellence in Innovation**
- Joy Nicolas, CCLS, **Friend of Nursing**
- Jacky Lam, RN, **Excellence in Nursing Leadership**
- Laura Hobbs, RN, **Excellence in Mentoring**
- Chiyieko Sankus, RN, **Excellence in Advocacy**
- Kathleen Casey, RN, **Excellence in Community Outreach**
- Brenda Lu, RN, **Excellence in Research and Evidence-Based Practice**
- Angelica Rayatkah, RN, **Clinical Excellence in Nursing**
- Christina Baggot, NP, **Excellence in Innovation and Improvement**
- Bahare Farhadian, NP, **Preceptor of the Year (APP)**
- Holly Bernal, NP, **Rising Star (APP)**
- Michelle Ogawa, NP, **Exemplary Clinical Practice (APP)**



2020 DAISY Award Recipients



Daniel Davis,
PICU



Ashley Soleimani,
NICU 270



Basma Albuliwi,
NICU



Zdenka Burgetova,
NICU



Kisha Brown,
Acute Care Float



Brent Seeman,
PICU



Ana Martinez,
ICN



Kiana Hood,
NICU



DAISY
Nurse Leader,
Jean Stroud



DAISY
Team Award,
Short Stay Unit
Nurse Leader

RN Day at the Capitol

Several of our nurses attended the American Nurses Association (ANA) California’s RN Day at the Capitol. For some, this was their first time ever being at the State Capitol and/or seeing inside the magnificent building. We heard from local representatives regarding the process and how we could make an impact on health policy in the future. We had the opportunity to observe a session as well as time to discuss matters with our individual local representatives.

“The goal of this conference is to provide the tools nurses need to effectively participate in the legislative process and support the nursing agenda throughout the state of California. Strengthening the voice of nursing can and



California State Capitol

will protect and enhance the nursing profession as well as nursing’s position in the political and regulatory arenas” (ANAcalfornia.org, 2019).

Nursing Professional Practice Model in Action: Caring With Open Heart, Hands, and Minds



Our Nursing Professional Practice Model (PPM) is a symbolic description of the structures, processes, and values that represent how nurses practice, collaborate, communicate, and develop professionally here at Stanford Children’s Health.

Our Fall 2019 RN Residency cohort embodied our PPM as they implemented their evidence-based projects. One example was from our oncology RN residents.

How to Do Temporal Artery Thermometers (TAT) Compared to Oral and Axillary Thermometers in Pediatric Oncology Patients

- They used their **hearts** by discovering a method of temperature taking that is more patient friendly.

- They used their **hands** to demonstrate the correct method for taking TAT to staff.
- They used their **minds** by appraising the evidence to assess the most accurate, reliable, non-invasive method for true body temperature measurement.

Though just beginning their nursing careers, they truly demonstrated caring with open hearts, hands, and minds.

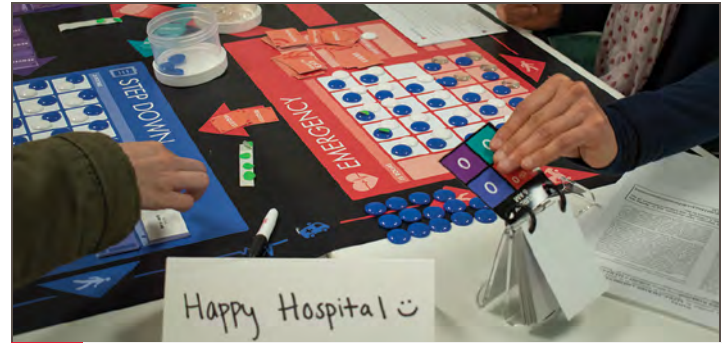
Frontline Leader Workshop

This fun and engaging workshop uses a game to teach systems thinking and collaboration across boundaries. The class covers leadership skills, understanding of organizational workflows, and professional standards of practice.



Nurses from different units engaged in game play

We are also in the middle of an Institutional Review Board (IRB)-approved study to examine the use of a team simulation game to enhance the systems thinking of frontline nurse leaders.



Game simulates a Friday night in a busy Emergency Department

My Mentoring Experience

– Julianne Grosso, Fall 2018 RN Residency Cohort

I remember the day like it was yesterday. I logged on to the computer and followed the prompts to create an account. I nervously began answering questions about myself, my preferences, and what I was hoping for. After lots of typing, deleting, and more typing, I was finally ready to click “Submit.” Just like that, I completed Lucile Packard’s version of Match.com for Mentors. I wondered if I would get a match or if my responses would leave me matchless. A few weeks later, I received an email. The subject line read: “You have been matched!” THANK. GOODNESS.

As nurse residents, we were encouraged to join the Mentor Program to help ease the transition into our new role as RNs. The purpose of this voluntary program is to provide staff with support, guidance, and growth in their professional development journey. Once matched, mentors and mentees are provided with online tools to assist in developing an individualized mentorship plan that meets their needs.

My mentor, Janelle, embodies all the characteristics that one would hope for in a mentor. She is a leader

on her unit, is extremely knowledgeable about the hospital and its policies, and encourages me to be my best. I am thankful for her nonjudgmental listening, sound advice, and constant support.

Janelle has become more than just a mentor to me. She is someone I look up to, a nurse I strive to be like, and now, a friend. I am thankful for the Mentor Program for many reasons but most of all for giving me the opportunity to meet such an amazing mentor who has guided me throughout my residency program.

Quotes from other nurse residents:

“I could not have gotten through the New Grad program without my mentor. He created a safe space where I could ask any question. ... He was a great rock during this tough year.”

“Because [my mentor] was outside my unit, it was nice to have a different perspective on things. She has really encouraged me, cared about me, ... given me wisdom [and] taught me ... how to balance work and life.”

2020: The Year of the Nurse and the COVID-19 Pandemic

Seven to 10 days. That’s how long it took Stanford Children’s Health to pull together a master plan to respond to the pandemic in March 2020.

“Our response was driven by a primary focus of keeping patients and families safe,” says Luanne Smedley, executive director and associate chief nursing officer of Women and Infant Services. “Each day brought something new to our attention, but we developed the bulk of our initial protocols in less than 10 days.

“Our frontline nurses bear the brunt of COVID, but they never lose sight of what parents and

“Health care workers are resourceful by nature, so nothing could stop us.”

Luanne Smedley, Executive Director

families need. They not only focus on how to best care for patients; they also ask themselves, ‘How can we care for all patients equitably?’” says Grace Lee, MD, chief medical officer for Practice Innovation.

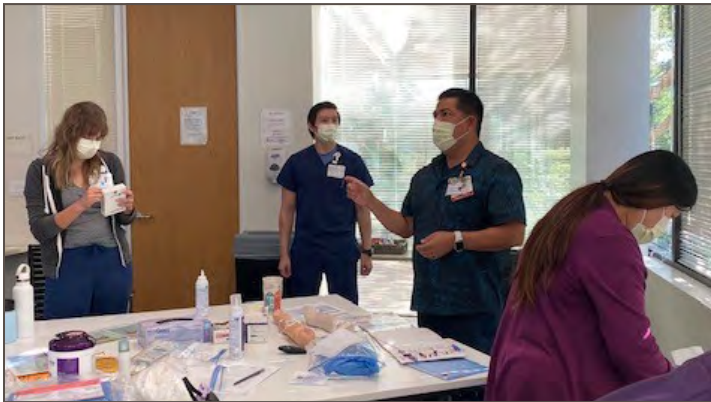
“The pandemic has been a huge stress, yet it has brought out the best in us,” Dr. Lee says. “It has challenged us to consider how to provide even more holistic care for families—care that goes beyond the four walls of the hospital.”

“There was a strong spirit of collaboration and a belief that we will get this done, no matter what. Everyone jumped in and got creative,” says Smedley. “Health care workers are resourceful by nature, so nothing could stop us.”

Stanford Children’s Health was ready then and is ready now to respond to the pandemic, always with an eye toward the best way to care for patients and families.



2020: The Year of the Nurse and the COVID-19 Pandemic



Professional Development Fair

Oh, the Places You'll Go!

Representatives at the fair included professional organizations, nursing schools, talent acquisition, Stanford Medicine's Lane Library, scholarship programs, the Committee for Recognition of Nursing Achievement (CRONA), and various interdisciplinary schools, including respiratory care, radiation, pharmacy, and sterile processing. There was even a photo booth with whimsical and colorful props.

The objectives of the event were to give staff an opportunity to explore internal and external resources for professional development, identify career advancement opportunities, and encourage continual learning.

Over 175 people attended the fair, where they were given passports to guide their journey through a maze of professional development opportunities, collecting stamps along the way. Those who completed their passports were entered into a drawing to win various prizes, including the grand prize: free registration for Healthcare Con, Stanford's Healthcare Research and Education Conference.

The day's events also included a panel discussion for attendees who were thinking about transitioning roles. This was a lively conversation where leaders answered questions and gave their personal perspectives on professional transitions.

The Professional Development Fair could not have come to fruition without the leadership of Kristina Rivera, MA, MSN, RN-BC, and Dionne Margallo, MSNEd, RNC-NIC, RN-BC. The organizers also extend a big THANK YOU to the Human Resources department, the Center for Professional Excellence and Inquiry, and the HEART council, whose vision and support made for a memorable and fun-filled day!

Quotes for the day:

"Opportunities are endless."

"Nursing career ROCKS!"



Liz Van Alstine, RN, CNIV and Froi Ascano, RN, MS, MSN/ED, CPNP-AC, NPD-BC, CCRN



Center for Professional Excellence & Inquiry's booth



Human Resources' booth

Nurses' Week Donation to Camp Heart + Hands

Nestled in the redwoods of California's Santa Cruz Mountains, Camp Heart + Hands may seem like a typical summer camp—full of games, campfires and dozens of fun activities.

But kids who attend this camp all share one thing in common: They each have a history of cancer or are currently undergoing cancer treatment. Camp Heart + Hands is a free program offered by Jacob's Heart, a nonprofit organization providing childhood cancer support services, in partnership with camp director Darcy Swisher, one of Lucile Packard Children's Hospital Stanford's Pediatric Intensive Care Unit (PICU) nurses. It's a special time for children and adolescents who have been faced with cancer, along with their families, to set aside their worries for a while and just have fun.

During the three-day retreat, a number of activities take place, including a carnival, a rock-climbing wall, zip-lining, swimming, and arts and crafts. Many campers also arrived in fun cowboy hats and bandanas to fit in with this year's western theme.

"I have moments when I see joy on a child's face or a brief sense of reprieve in a parent's eyes. Just a small escape from the stress at home or the hospital. This camp exists for those moments," says Swisher.

At 13, Swisher began volunteering at a similar pediatric oncology camp that was completely operated by nurses. Through her volunteering experience and working with her nurse colleagues at the camp, she was inspired to become a nurse herself and wanted eventually to start a similar camp closer to home. In 2015, Swisher and the Jacob's Heart Foundation combined fundraising efforts, raising more than \$35,000 to launch the first year of Camp Heart + Hands. But Swisher isn't the only Packard Children's clinician giving of her time outside of work. Since the first year of camp, volunteer clinicians have tripled, and today Camp



Darcy Swisher and her son, at Camp Heart + Hands

Heart + Hands is entirely operated and staffed by Packard Children's oncology physicians and social workers, and more than 30 PICU nurses.

Swisher explains, "It's special to come together with your colleagues outside of work. Each volunteer brings a unique contribution to camp, and every volunteer is equally valuable to this experience. I'm humbled and grateful these great people are sharing their weekend to help with this effort."

Upon arrival, each family is paired with a nurse who also serves as their camp counselor and accompanies the family throughout the entire weekend. Once all campers are settled in, the nurses and kids break away from the parents and enjoy a movie night while the parents attend a support session led by a Jacob's Heart support specialist.

This year, PICU nurse Tess Palin joined Camp Heart + Hands for the first time as a camp counselor and was paired with Grace Graff, 12, and her parents and sister. Palin, who also been one of Grace's nurses in the PICU while she was going through

treatment last year for anaplastic ependymoma. She says, “This is an amazing time to connect with family in an environment where we can laugh, play, and step back and acknowledge all that they’ve gone through and that they’re not alone.”

The Graff family has attended camp for the last two years, and they are grateful for the support that the camp has provided them. Grace’s father,

Steven, says, “Camp Heart + Hands feels like an extension of Packard Children’s. It’s a place where everyone understands each other, and it’s a chance for kids to just be kids.”

This year, Packard Children’s nurses decided to give even more. In place of receiving gifts for Nurses’ Week, they asked for the funds to be donated to Jacob’s Heart to support Camp Heart + Hands.

Highlights From Camp Heart + Hands



Nurse Executive Council

The Nurse Executive Council empowers all levels of nursing and improves patient and nursing outcomes.

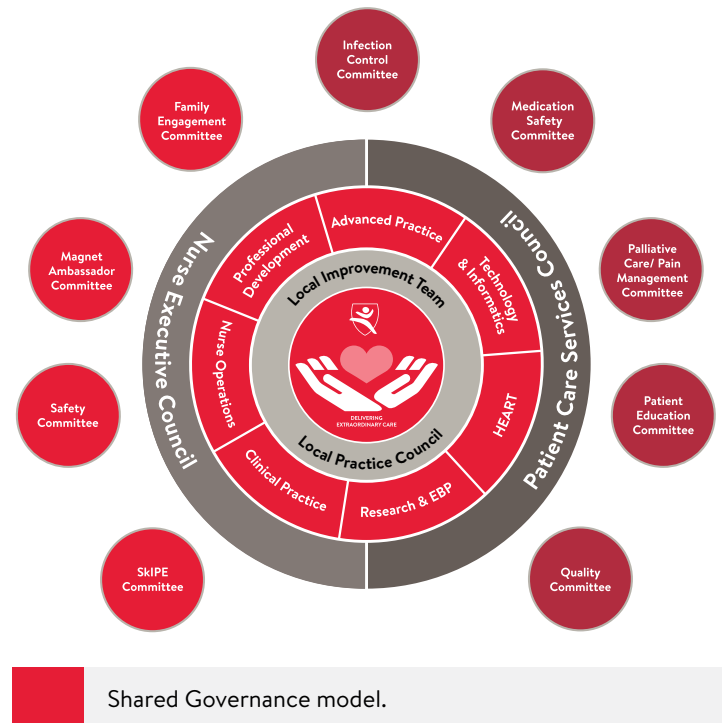
The Nurse Executive Council (NEC) oversees professional practice, develops leaders, provides organizational transparency, and coordinates decision-making regarding RN strategic plans. As a governing body, NEC provides oversight direction for reporting councils and ensures strategic plan alignment with the organization's operational goals. NEC governs and elevates nursing professional practice throughout the organization, thereby influencing nursing and patient outcomes. It is the decision-making body addressing excellence in patient care and safety for nursing professional practice. The council collaborative membership is composed of multiple nursing roles, from the chief nursing officer (CNO) to bedside nurses.

Since 2017, NEC has approved 978 policies, organized nine CNO forums, created two new councils, supported a reoccurring evidence-based practice (EBP) boot camp, trained 234 nurses in leadership, analyzed budget allocation, and facilitated solutions for escalation of issues related to practice. These outcomes contributed to our Magnet designation.

Over the last few years, Shared Governance has focused on decreasing hospital acquired conditions. In 2018, we focused on decreasing our Stage 3, Stage 4, and unstageable hospital acquired pressure injury rate. Multiple aligned resources and projects to support nursing practice. The Skin Injury Prevention and Education (SkIPE) committee led the effort through a literature review of skin assessment tools, identifying best practices for pressure injury prevention.

The Clinical Practice Council approved changes to our linen use and the transition to use the Braden QD skin assessment tool for the whole organization.

The Technology and Informatics Council aligned nursing charting with bundle elements and streamlined integumentary documentation. The Professional Development Council created the education plan for the rollout of the practice changes. Nursing Operations approved the timeline of rollout and had oversight of supply changes related to standardization of practice. This great work led to an 83% reduction in Stage 3, 4, and unstageable HAPIs, and resulted in a cost savings of \$989,000.



Teen Van/Ravenswood Clinic

Lisa Lestishock splits her clinical time between the Adolescent Health Van (Teen Van) and the Ravenswood Family Health Center (RFHC), a federally qualified health center in East Palo Alto.

Throughout her career as a pediatric nurse practitioner (PNP), Lisa Lestishock has been deeply devoted to care excellence for children, adolescents, and families in underserved communities who otherwise might not have access to care. On the Teen Van, she embraces her role in promoting the well-being of high-risk teens and young adults, including homeless, LGBTQ, uninsured, and underinsured youth. “I am proud of the quality of care that we provide at these sites, and I value working as part of a teaching institution that prioritizes and promotes education,” Lestishock says. “I enjoy working with [advanced practice provider] students and medical residents, encouraging them to make a positive impact on our underserved populations.”

In 2019, Lestishock completed her Doctor of Nursing Practice program. Knowledge she gained from the program better equipped her to carry out



Lisa Lestishock with Teen Van patient

the system-wide health care quality improvement efforts that she initiated and continues to lead at RFHC, aimed to measurably improve the processes and outcomes of transitioning adolescents and young adults from pediatric to adult care.

She has also been involved in pediatric to adult health care transition improvement on the national level since 2014 as an advisory board member for the National Center for Health Care Transition Improvement/Got Transition, where she represents the National Association of Pediatric Nurse Practitioners (NAPNAP).

Lestishock continually advocates for nursing to fulfill its pivotal role in health care improvement overall. She hopes that individuals and nursing organizations alike ensure that nursing is always strongly represented in the continuously changing landscapes of health care policy and practice.



Teen Van at a school location

Holistic Healing for IBD Event

The goals of this event were to: (1) connect our patients and families, and build our Stanford IBD community; and (2) introduce our patients and their families to common integrative therapies for IBD. Twenty- three parents and patients attended the function, where they learned healthy cooking for IBD, acupuncture, and breathing techniques for relaxation.

Attendees gave raving reviews and showed ENTHUSIASTIC interest in additional events. Please contact the IBD team if you are interested in helping to lead future events or have expertise or resources to share!

Keeping Our Patients Safe: Using Evidence-Based Tools to Evaluate Self-Harm and Depression

Suicide is the 10th leading cause of death overall and the second leading cause of death in youth ages 10–24. One of the National Patient Safety Goals is to identify safety risks by suicide screening.

In 2019, an interdisciplinary team conducted a literature review to assess screening tools. The decision was made to implement a self-harm screen and a depression screen. The team felt this was the best approach to assess the mental health of our patient population. The recommendation was to use an evidence-based self-harm screening tool, Ask Suicide/Screening Questions (ASQ) and the Patient Health Questionnaire (PHQ2).

In 2019, patient care units 300 and 400 were selected to pilot this new screening process. This small test of change assisted in the identification of barriers to practice and process. The pilot helped us gain an understanding of staffing requirements and the scoring of the depression screen.

In 2020, all inpatient units went live with the ASQ and PHQ2. To support the staff, an online tool kit was developed, which includes:

- FAQs
- Screening videos
- Resources for discharge
- Educational materials

The screens are completed within 24 hours of admission for all patients age 12 and older.

The impact from this evidence-based practice change helps identify children at risk for self-harm and/or depression. This expands our assessments from physical to also mental well-being.

Outcomes of FY 2019 HAC goals

Over the past two years, we have focused on reducing hospital acquired conditions (HACs) to improve the patient experience and decrease organizational cost.

Highlighted below are some of the practice changes that affected these outcomes.

CLABSI

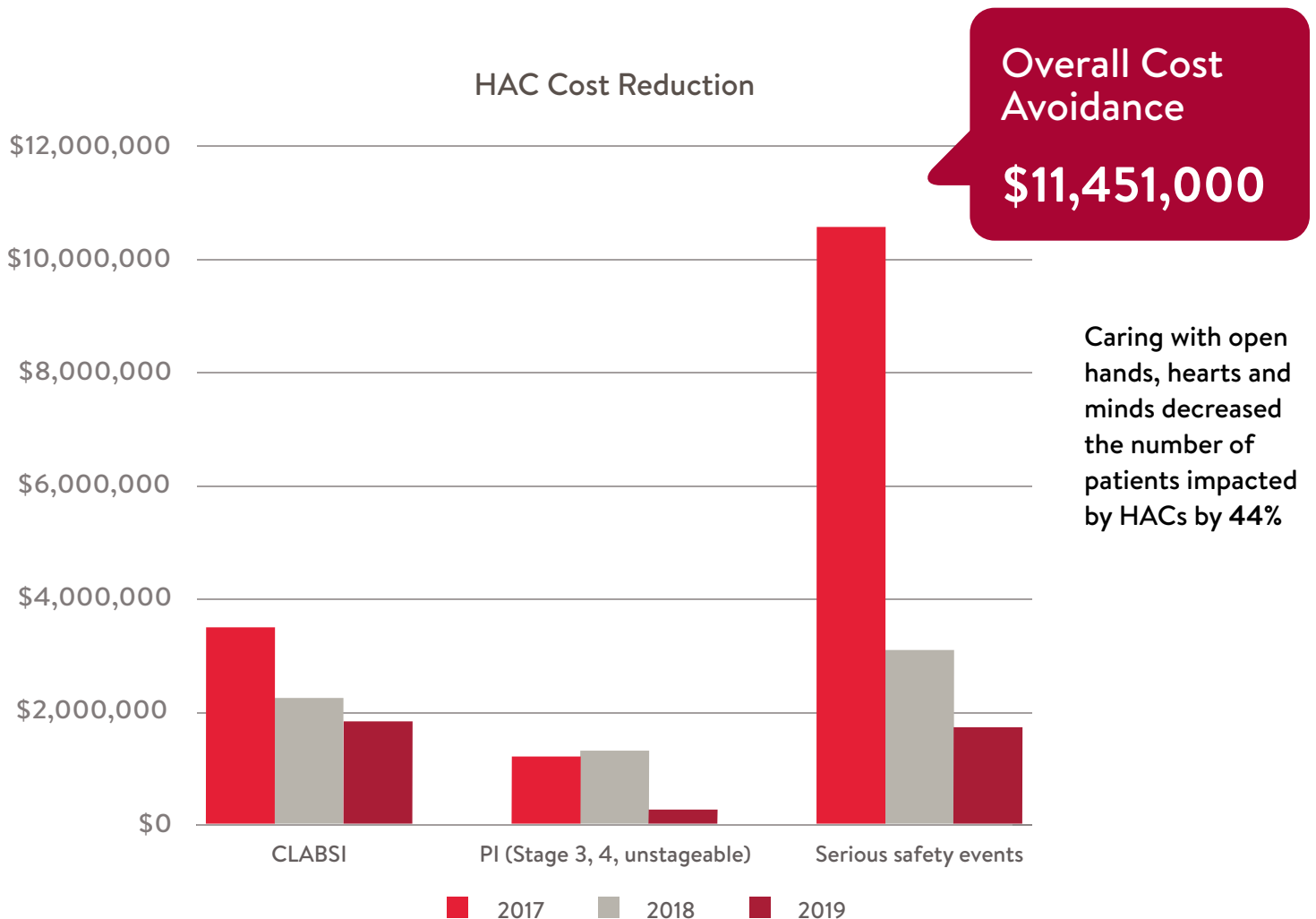
- Eight practice changes
- Revised education bundle rounds
- Standardized devices
- Created a patient dashboard for real-time visibility of bundle element
- Created unit dashboards for visibility of bundle compliance and CLABSI rates

HAPI

- Standardized to one assessment tool to predict pressure injury risk
- Clinical nurses on the SkIPE team aligned the HAPI prevention bundle to practice
- Created a HAPI icon for Patient and Unit dashboards
- Increased pressure injury prevalence rounding

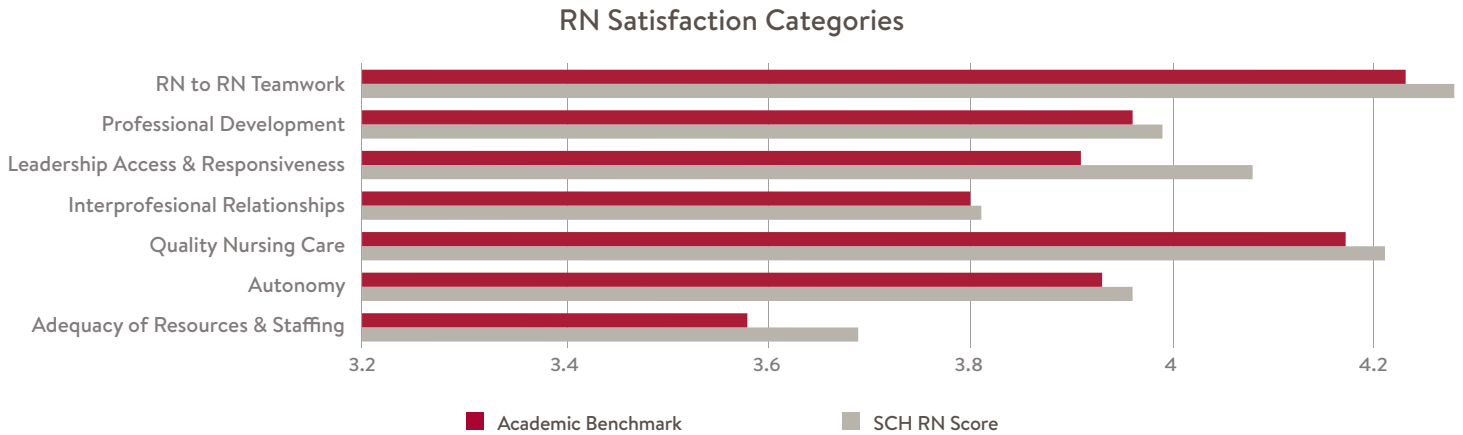
Serious Safety Events

- Embedded Mission Zero practices into our culture
- Standardized how we conduct root cause analyses



RN Satisfaction

We are proud to be above the benchmark in all 7 RN satisfaction categories! We would like to acknowledge all the hard work that our nursing teams do to support each other.



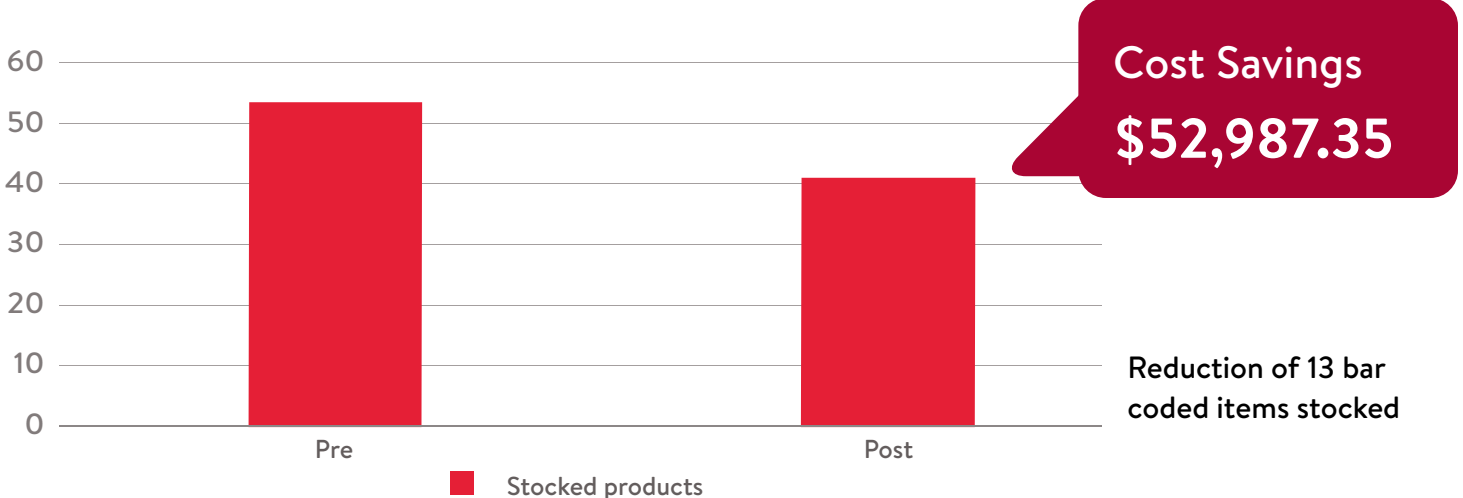
New Knowledge and Innovation

Standardization of Supplies

Fiscal year 2019 improvement work focused on central venous catheter (CVC) clinical practice standardization across the enterprise for CLABSI reduction. This was in alignment with the organization’s FY 2019 goal aimed at quality and affordability. The device rapid process improvement (RPI) workshop was held in two four-hour sessions.

The membership included interprofessionals across multiple services to evaluate current state products, review evidence to help guide decisions, and compare products with hospital usage with cost. The following products were reviewed during the RPI: dressing types, needleless connectors, stop-cocks, and Curoc caps/tips.

Reduction in Number of Stocked Products



Professional Nurse Development Program Highlight—Creation of a Contrast Reaction Binder and Kit

Alan Boykin is a clinical nurse IV in our MRI centers. He is a nurse liaison working with both the inpatient and ambulatory staffs.

As a nurse liaison, Alan Boykin is responsible for ensuring that all staff are prepared and properly oriented to our MRI facilities. When the 732 Welch Road modular facility opened, he quickly identified the need for staff training to promptly identify and treat contrast reactions in this new environment.

To meet this need, Boykin created a contrast reaction binder and contrast reaction kit.

The contrast reaction binder contains a detailed presentation; algorithms for recognizing and treating mild, moderate, and severe contrast reactions; and quick-reference emergency medication sheets based on patient weight. The binder doubles as a training aid for new employees and a guide for what to do in case of an actual contrast reaction emergency.

The contrast reaction kit includes all emergency medications and supplies needed for initial treatment of all degrees of contrast reactions.

Due to the overwhelming success of the binder and kit, Boykin was asked to modify the material for multiple inpatient Radiology areas to train new and current staff. He collaborated with Pharmacy to develop contrast reaction binders and kits that were tailored to the needs of these



Alan Boykin, BSN, RN, CPN, CNIV

inpatient areas, then worked one-on-one with staff to orient them to the training materials. The contrast reaction presentation is now a part of annual education for all Radiology staff.

The Revive Initiative for Resuscitation Excellence has recognized Boykin's work for creating potential lifesaving materials. In addition, they plan to implement his training materials hospital-wide to any area that administers contrast media.

Through this exemplary innovation, Boykin has helped the Radiology Department to standardize orientation and practice, and also increase patient safety.

Going Virtual—Can You Hear Me?

The year 2020 brought us many hardships, especially the need to socially distance. This is a difficult task for a discipline that is all about using their hearts, hands, and minds.

Not being able to socialize and have our weekend potlucks has made our need to reach out to each other and our patients very challenging. We are a resilient group, and we persevered. Here is how we did it.

Professional Nurse Development Program

Historically, applicants met in person to conduct their interviews. In order to follow the Centers for Disease Control and Prevention guidelines, the Professional Nurse Development Program committee chair, Eileen Pachkofsky, RN, and co-chair, Margie Godin, MS, BSN, RN-BC, created a process to conduct 357 virtual interviews. Although we lost some of the personal touch that occurs as we celebrate our wonderful nurses, the interviews went very well, with few technical glitches.

Team Member Orientation

Team member orientation (TMO) is conducted every two weeks as we onboard new team members. This is a three-day event for new patient care services team members, with everyone meeting in one room, as guest speakers present their expertise in person. Vincent I. Peña, MSN-Ed, RN, the TMO lead, transformed the program by using virtual meetings for our leaders to present; multiple rooms to ensure appropriate socially distancing; and using an eLearning platform to allow for self-study.

Residency Graduation

The Nursing Residency Program (NRP) supports 40 to 50 new nursing graduates every year. Upon completion of their yearlong residency program, we celebrate their many accomplishments.

These graduations were celebrated in our auditorium, where each resident was allowed to invite their respective families. Since this celebration did not

meet social distancing guidelines by any means, we had to go virtual. Kristina Rivera, MA, MSN, RN, NPD-BC, the NRP program manager, planned a celebration for nurse residents, which included the opportunity for family attendance, and which created a special acknowledgment of all their accomplishments.

Using a virtual platform and our outdoor space, the nurse residents were able to walk across the “stage,” present their accomplishments, and include their families, all following social distancing guidelines.

Meetings/Meetings/Meetings

Prior to March 2020, scheduling a meeting and reserving a room was very challenging. Conference rooms would get booked quickly, and the virtual options were just coming into play. Now all meetings are conducted virtually, conference rooms are used for lunch and dinner breaks to ensure that our team members stay safe, and yet all of our work and responsibilities are getting accomplished.

Yes, 2020 was a challenge, but with support and teamwork, we can all persevere!



CPEI Zoom Christmas party

Department of Nursing Research and Evidence-Based Practice

The Department of Nursing Research and Evidence-Based Practice launched at Stanford Children’s Health in January 2020; our mission is to promote inquiry, innovate practice, and disseminate discovery, and our vision is to become internationally recognized for nursing research.

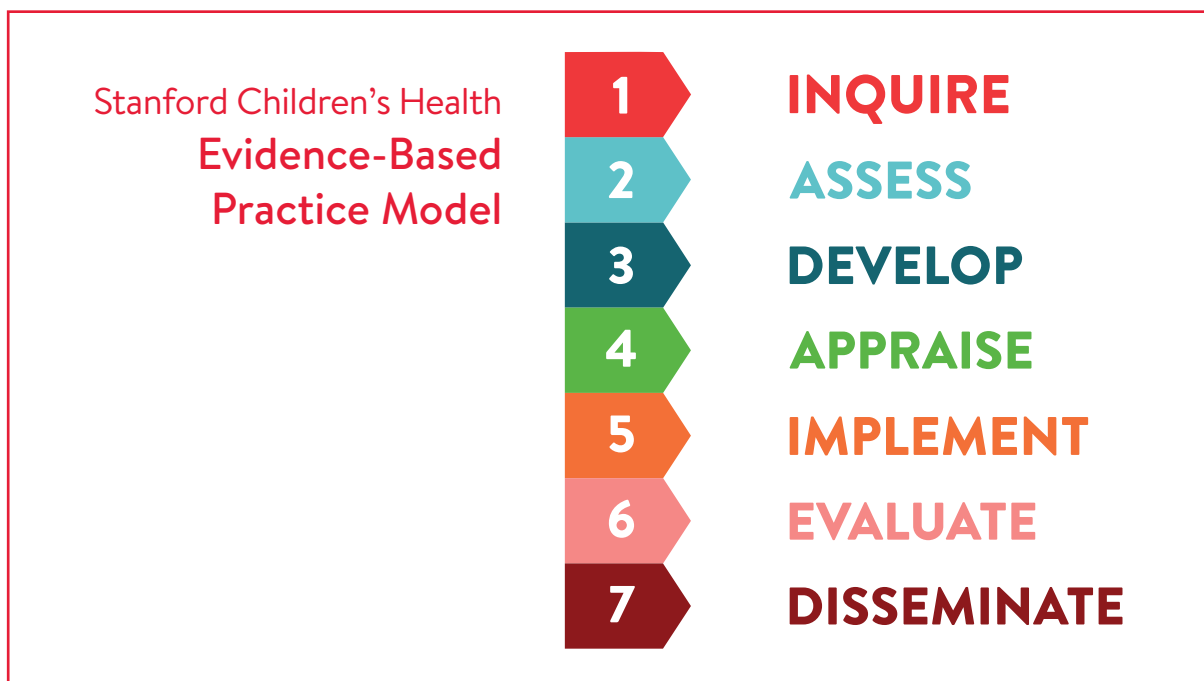
This department is in alignment with the organizational goal of Innovation and Education. We provide comprehensive services to support nurses, respiratory therapists, social workers, child life specialists, chaplains, and other colleagues within patient care services with the following: research design, Institutional Review Board application preparation, grant writing, dissemination, educational workshops, and evidence-based practice projects.

In partnership with the Center for Nursing Excellence and Inquiry and the Maternal Child Research Institute, we have published over 14 manuscripts and are currently leading 10 IRB-approved research studies with human subjects.

Our publications focus on clinical issues in the Bass Center, Concussion Clinic, Liver Transplant, CPE&I, NICU, and Complex Care.

Our current research studies involve multidisciplinary teams in the Bass Center, CPE&I, Child Life, Office of Professional Fulfillment and Resilience, and NICU. Internal funding for these studies is available through the Stanford School of Medicine (2) and Stanford Nurse Alumni Legacy Grants (2).

The department is proud to announce the development of a Stanford Children’s Evidence-Based Practice Model, which is located on our intranet along with our new Evidence-Based Tool Kit.



Nurse Scientist Postdoctoral Fellowship in Palliative Care at Stanford

Kimberly (Kim) Pyke-Grimm, PhD, RN, CNS, CPHON, was the recipient of the second Nurse Scientist Postdoctoral Fellowship in Palliative Care, which began Feb. 1, 2020.

Dr. Kim Pyke-Grimm has been a pediatric hematology/oncology/stem cell transplant nurse and clinical nurse specialist for more than 30 years and has practiced at pediatric hospitals in both Canada and the United States. Studying treatment decision-making (TDM) in children, adolescents, and their families has been the focus of her research for many years. In 2018 she completed her PhD at UCSF, and her dissertation focused on TDM in adolescents and young adults (AYA) with cancer. Her research for the postdoctoral fellowship is interdisciplinary and builds upon a heuristic model of TDM in AYAs with cancer. She hopes that her program of research will improve AYAs' quality of life by controlling or alleviating symptoms and other physical, social, psychological, and spiritual suffering.

The fellowship in palliative care is a trio partnership between Stanford Health Care (SHC), Stanford Children's Health (SCH), and the Department of Pediatrics, Stanford School of Medicine. This collaborative partnership enabled Kim to perform research in an applied research setting and to continue to enhance her career development by participating in training, education, and mentorship offered by Stanford University. She has developed many collaborations, including those within the Stanford AYA Program as well as collaborations external to Stanford. The fellowship is an innovative joint academic-practice program, providing skills and experiences beyond a doctoral training program and fostering the translation of science into clinical care and ultimately advancing palliative care science and patient care outcomes. Her primary mentors include Barbara Sourkes, PhD, Harvey Cohen, MD, and Karl Lorenz, MD.



Kimberly Pyke-Grimm PhD, RN, CNS, CPHON

The innovative joint academic-practice Postdoctoral Nurse Scientist Fellowship for Nurse Scientists in Palliative Care was created several years ago and is endorsed and supported by Dale Beatty, DNP, RN, vice president of Patient Care Services and chief nursing officer, SHC; Kathleen Bradley, DNP, RN, associate chief nursing officer, SCH; Michelle Williams, PhD, RN, executive director, Patient Care Services Research, SHC; and Annette Nasr, PhD, RN, director of Nursing Research and Evidence-Based Practice (EBP), SCH. The fellowship was funded in large part by the Stanford Nurse Alumnae.

Dr. Pyke-Grimm has experienced a year filled with learning and growth, for which she owes much gratitude to so many who have supported the fellowship. She looks forward to starting her new role in February as a nurse scientist in the Department of Nursing Research and EBP at SCH, continuing her research, collaborating with colleagues, and mentoring and teaching staff about research and EBP.



We would like to
thank all of our donors
and interprofessional
team members for
supporting our nursing
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For any questions and
comments, please contact:

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