

LAC Nurse Leader Mentorship Program Cohort #1 Projects

Sonya Baye, BSN, RN

Project: Senior Leadership Journal Club

In an effort to improve communication between front-line, middle management and executive nursing staff after a transition from a state-run institution to a private one, Baye organized a monthly meeting of mid- and upper-level nursing management at her facility. This informal gathering included sharing of professional articles and other information aimed at improving leadership and communication skills. The ultimate goal of the project was to enable leaders to communicate effectively at all levels, and in particular with front-line staff, thus positively affecting patient care. The effort was well-received and will continue as a regular leadership activity.

Amie Falgout, APRN

Project: Utilizing Quality Assurance and Performance Improvement (QAPI)

Falgout's project aimed to educate herself and her employees about changes in regulations and adjustments in the home health industry - in particular value-based purchasing, to ensure her company gives patients the best quality of care for the best value. Conditions of Participation (CoP) for Home Health Agencies, a QAPI program revolving around the two complementary approaches to quality management: Quality Assurance (QA) and Performance Improvement (PI), was implemented in her organization. Through training and communication she increased the level of leadership and teamwork among her employees and acquired new leadership skills herself.

Kerrie Redmond, BSN, RN

Project: Implementing Bedside Shift Reporting: Calling All Superheroes!

Redmond implemented a pilot plan for the establishment of bedside reporting on certain hospital units. The goals were to improve communication at change of shift handover, improve physician satisfaction, improve patient satisfaction, ensure safe handoff of care between nurses, involve the patient and family in their care, improve quality and safety, and improve accountability and teamwork. Consistency and compliance were monitored by unit leaders. Results of the project were improved communication between the nurses, patients and physicians; increased patient satisfaction with HCAHPS score of 9/9 with nine domains; and established accountability for quality care. Plans are to continue to monitor the process and eventually implement bedside reporting in other areas.

Julie Root, MSN, RN

Project: On Boarding and Orientation of the Senior Student Participating in Nurse Preceptorship

Root instituted a project to promote consistent early onboarding/orientation processes for senior nursing students who were participating in a six-week preceptorship within the Pediatric Emergency Department. Engaging faculty and clinical staff in the project, her aim was to provide an optimal pediatric hands-on learning experience for the student; promote a successful and seamless transition for the graduating nurse into the nursing profession; and encourage new graduates to seek employment within her institution.

Jennifer Wright, DNP, APRN, FNP-BC

Project: Developing Policies for Scope of Practice

Wright initiated a plan to develop a position statement for the Louisiana State Board of Nursing's consideration and adoption relative to scope of practice for RNs and APRNs. Implementation of the plan will be an ongoing process to involve all stakeholders. Wright is in the process of working with leaders and peers within the nursing community to gain consensus around a position statement that would advise the nursing community, healthcare providers and the public regarding the scope of practice for RNs and APRNs in Louisiana.