

Update: OUR MAGNET DOCUMENT HAS BEEN SUBMITTED!

Thanks to all who have contributed! Stay tuned to upcoming newsletters that outline what is included in our document. We could possibly be asked to provide additional information to support our document this spring and summer, after which we hope a site visit will be scheduled for late 2016 or early 2017.

Every Champion who has completed Champion Training is represented in our new Magnet Champion Directory! Go ahead. Bask in your Champion pride.

The Champion Spotlight is on and HOT at Vanderbilt Behavioral Health!

The Champion Spotlight



Christa Paramore, BSN, RN-BC
CSL, Child/Adolescent Unit

and



Heather Sturgeon, BSN, RN4-BC
Child & Adolescent Outpatient
Clinic

Behavioral Health!



How does your department leadership promote your professional growth?


CHRISTA:

Our leadership team has been very involved with me since I started as a nurse resident in 2012. After my year as a nurse resident, I requested opportunities to grow my leadership skills on the unit. My nurse manager, Laura Webb, encouraged me to increase my comfort with leading groups and precepting staff. She also recommended I accept a position as co-chair of Unit Board at the recommendation of my peers. Laura has always continued to mentor and encourage me to take on new challenges and push myself as nurse, including assisting me through the process of advancement to RN3. Most recently she recommended and encouraged me to apply for a Clinical Staff Leader role on our unit.

Our nurse educator, Jennifer Barut, has offered me new learning opportunities by suggesting books to read, working one on one to create evidence practice groups, creating opportunities to attend conferences, and mentoring me in leading groups in the community. As a result, I have developed a passion for outreach, and as a CSL, I have been able to coordinate Community Outreach for VPH, as Jennifer has transitioned to our interim CNO.

New Magnet Champion trainings are on the books! Click here to register if you haven't attended training yet!





CHRISTA (continued):

Our former CNO was always present on the units and frequently requested input from staff regarding how we could improve our practices. He encouraged me to assist with a research project, and I went on to apply for the Evidence Based Practice Fellowship and completed a project as a result of encouragement from Avni, Jennifer, and Laura.

HEATHER:



Our clinic area is always encouraged to exemplify Shared Governance, and we did so by establishing a "Unit Board" for both outpatient nurses & medical assistants to attend. We felt strongly that the team was not exclusive to nurses, but rather to the entire medical team. That being said, we decided to invite the medical assistants to attend our "nurses" meetings since we are all involved with providing direct patient care and often encounter similar issues that can and should be addressed collaboratively. We currently meet on a monthly basis and have been meeting regularly since January 2014.

What teaching opportunities do you and your peers have in your department?



CHRISTA:

Last year I had the opportunity to present my Evidence Based Practice fellowship poster during Octoberfest, and my fellow CSL and I recently accepted a request to do a presentation during Aprilfest about Teen Behavioral problems. My colleagues and I have also collaborated with nurses at Children's Hospital to assist them in boarding patients who are waiting for psychiatric hospitalization. Additionally, we have helped create behavioral plans for pediatric patients to provide support and manage their mental health needs.

This year I have the opportunity to teach our nurse residents about our Community Outreach program at VPH and how we can use our skills to address the mental health needs of those around us in the community. I am excited to have the opportunity to share this with new nurses, as it has offered me an opportunity to understand and connect to my patients in a deeper way, in turn increasing my compassion and empathy.

HEATHER:



We are currently developing a QI project to implement a "safety box" that contains all of the necessary items to use during an emergency - an idea I came up after our last EOC inspection. It became evident to me after multiple EOC inspections (and due to the nature of our clinic) that many staff members were confused about the location of emergency items and about our clinic's specific Emergency & Disaster Plan. That being said, I felt that it would be beneficial for our clinic to create a "safety box" that would be housed in a central location that is easy to access by all staff members. The "safety box" will be locked (with a code that every staff member has) and include materials that outline how to respond during an emergency, how to report an incident, and where to locate and check the defibrillator. Additionally, it will house all of the necessary supplies in the event of an emergency. We have typically housed these items in a locked closet which contains a code only known by medical staff members, so it will be particularly helpful for staff members to have access to this when the nurse and/or medical assistant are out of the office.