

Children's Hospital Boston

NURSES

Dedicated to Excellence

From Eileen Spring, MSN, BC, RN, CNAA

Above and beyond



THE WILLINGNESS to go above and beyond caring for patients at the bedside is a quality that defines Children's Hospital Boston nurses. On top of their dedication at work, many of our colleagues share their special skills and talents with those who are less fortunate

by volunteering. Their generosity is something we should all celebrate.

We often hear about groups of Children's physicians and nurses who travel to distant countries with organizations such as Project Hope and Operation Smile, as part of medical missions. We are fortunate in this country to have access to the very best medical facilities, technologies and expertise, and it is important to share these resources with people in remote or less prosperous regions of our world. For those who donate their time to these causes, it is truly an achievement to be proud of. However, it's also important to remember that there are people and organizations in our own communities who could benefit from our assistance.

This issue features some of the many Children's nurses who are reaching out to help others at home and abroad. Hopefully, we can each be inspired to continue to help others through their examples. They show that no matter which direction volunteering takes us, we can be certain to gain knowledge, form friendships and become more understanding from donating our time.

Whether you choose to share your skills, knowledge, time or resources, volunteerism is an important activity that adds to the tradition of excellence we strive to maintain. I applaud these efforts and hope that we can all do our part to make life easier for those who are less fortunate.

Warm Regards,

Eileen Spring, MSN, BC, RN, CNAA
Senior Vice President, Patient Care Operations,
Chief Nursing Officer



Ruth Lackie, BSN, RN, and Marge David, RN, volunteer effort coordinators

Beyond the call of duty

Children's Hospital Boston nurses have been expanding their personal networks of care by spearheading various volunteer initiatives throughout the hospital.

"We have a lot to give," says **Ruth Lackie, BSN, RN, IBCLC**, who coordinates volunteer efforts on 10 South. Nurses in the Surgical Department started a program called the Surgical Programs Cares Initiative. Last year, the program began collecting medical supplies for international programs such as Doctors Without Borders, and last Christmas it collected toys and clothing for Cradles to Crayons. The nurses involved decided they could do even more, and chose to zero in on helping local families.

"We decided that we wanted to focus giving efforts in our own community," says **Marge David, RN**, patient and family liaison for Surgical Programs, who started the initiative. According to David, this new direction came about after she

asked the nurses how they wanted to give. Many wanted to give back locally and on a regular basis rather than just at holidays. "People had the same idea as I did, but didn't know how to do it," she says.

One of their first local projects is supporting the Devon Nicole House, which is located at 21 Autumn St. and provides lodging for families of Children's patients from out of town. The Surgical Program nurses did their research to determine how they could best help and found that the Devon Nicole House had a wish list that included food. Families staying at the house didn't have the time or money to organize healthful meals, so the nurses decided to run a monthly food drive to collect fresh fruit and healthful on-the-go foods and snacks. "It's great that the nurses chose this as a way to help families save money and eat more healthfully," says **Cecilia Matos**, family and patient educator at the Center for Families.

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Nurses also collect specialty items, such as coffee and seasonal foods during the holidays, as well as toys. Volunteers plan to go to the Devon Nicole House to help cook meals that can be packaged and stored for families. All four surgical units will take part in the initiative. Each unit (8 West, 10 East, 10 Northwest and 10 South/Transplant) is setting up a collecting station in their conference rooms and a committee member from each floor will monitor the donations to ensure that there is a variety of items. Donations will be overseen by **Ruth Lackie, BSN, RN**, of 10 South/Transplant, **Mary Trahon** of 10 East, **Heather Izzi, RN, BSN**, of 8 West, and **Donna McCourt, RN, AD, Mary Ann Riley** and **Kemleyne Dumoulin** of 10 Northwest. David will coordinate the initiative.

Program leaders hope that the initiative will build a sense of community within the four units. "We are not just separate units," says Lackie. "We work well together and sup-

port each other through programs such as this." Nurses are not the only ones involved; they encourage employees from the units to participate, including doctors and administrative support staff. The hope is that the entire surgical health care team will get involved. "Outreach is important," says Dumoulin, administrative assistant

on 10 Northwest. "I like to help people who are less fortunate." The group will continue to support some national and international organizations if a member of surgical programs has a particular interest. For example, several nurses are dedicated volunteers for Operation Smile, an organization that provides cleft



lip and palate repair in foreign countries, so plans are underway to collect items that can be given to these children.

"For many employees, volunteerism is a natural extension of their work," says Lackie. "There is a spirit of giving and wanting to do more."

From classroom to operating room

Many people in this country are discovering what Children's Hospital Boston nurses already know: Nursing is a challenging yet highly rewarding profession. And after making this discovery, many people are making the switch to nursing mid-career. A significant number of these professionals are arriving at Children's armed with skills they carry from their previous experiences and a spirit to help others.

Marilyn Moonan, RN, BSN, CPN, CCTN, staff nurse III on 10 South, is one such nurse. After working in special education for four years, Moonan joined the Children's team, motivated by a personal experience with pediatric nurses. Moonan graduated from Boston College with degrees in elementary and special education. She worked at Fernald State School, in Waltham, and Dever State School, in Taunton, as a teacher of children with moderate to severe special needs. "These children had never left the institution's grounds," says Moonan. "They needed to be taught the basics in many areas of life, such as dressing themselves, eating with utensils and riding on a school bus. They were also taught money skills and basic workshop skills, such as sorting."

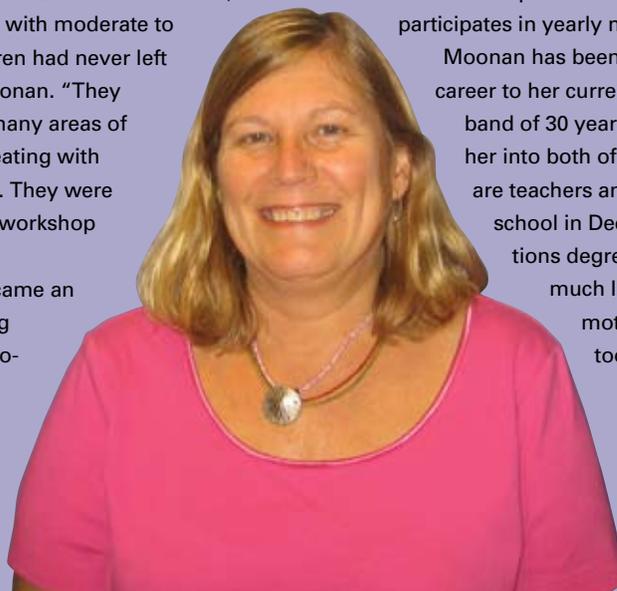
After leaving Dever, Moonan became an educational coordinator, developing community-based special needs programs and curricula. She was also an evaluation team liaison for the Department of Education, where she consulted with special needs

classrooms on the North Shore and developed education plans and led multidisciplinary meetings for a caseload of 30 students.

However, when her 2-month-old son, Jimmy, was hospitalized with bronchiolitis, Moonan's interactions with a nursing staff made her re-examine her future goals. "I was so impressed with what a difference the nurses made in their patients' lives, but I had never considered being a nurse before," she says. "After that, I decided to go to nursing school part time while my kids were growing up, then full time once my kids started school." After earning her nursing degree, Moonan joined the Children's staff in 1990, where she worked on the surgical and transplant units on 9 West and 8 North.

Over her years at Children's, Moonan has tried to bring other elements to her practice. She practices Reiki with patients and staff and participates in yearly medical missions with Operation Smile.

Moonan has been able to incorporate the skills from her earlier career to her current position. She lives in Milton with her husband of 30 years and has three children, who have followed her into both of her chosen careers. Two of her children are teachers and one daughter will graduate from nursing school in December. "She initially received a communications degree from Fairfield University, but she saw how much I loved being a nurse," Moonan says. "This motivated her to go back to school to be a nurse, too, and I'm really excited about that."



Marilyn Moonan, RN, BSN, CPN, CCTN

Education for all

In order to avoid leaving anyone in the dark when it comes to career development, Children's Hospital Boston is working to expand its educational opportunities for nurses working nights and off-shifts. Spearheaded by the surgical units, the goal is to ensure that every nurse has access to continuing education. "The idea is to have education available 24 hours a day," says **Camilla Cook, RN, CPN**, staff nurse, who is an Education Council Committee member.

Previously, the surgical units only had daytime Patient Directed Information sessions, and daytime educational opportunities. Now, off-shift nurses have the opportunity to participate in educational forums facilitated by leadership nurses who are members of the 10 South Night-time Education Committee. The leadership nurses on this committee serve as mentors to discuss and explain the presentation. This provides an educational opportunity for staff, but also a way to develop the leadership nurses' own professional goals. In the past, nurses have received a synopsis of educational forums by email, but seeing and participating in a presentation has added value, according to Cook. "We're trying to empower the bedside nurses by promoting their leadership skills," she says.

Cook says nurses have been frustrated by limited educational hours. "They've been asking for extended hours," she says. "They

have been isolated, as they haven't been able to participate in certain things that they'd like to." The response so far has been positive, according to Cook. "We're still in the beginning phases, but people are enjoying it so far."

Last year, surgical programs bought simulation models that can teach nurses how to deal with certain critical care situations. Educators can program these manikins to simulate many emergency situations, such as chest sounds, changes in heart rates and mock codes. To teach a bigger group of nurses how to use the simulator models, surgical program educators provided classes to teach mock code facilitators so that they

could use these simulator models during the day, night and weekend shifts.

It's no surprise that the nursing education council has chosen night education as a focus area in their efforts to expand learning opportunities because it's an integral part of Children's culture as a teaching institution. The Education Council Committee also provides biannual Skills Days, which are held in the Patient Entertainment Center from 7 a.m. to 7 p.m. Night nurses can drop in before or after their shifts. "It's rewarding for staff to keep learning so they are better able to teach patients and their parents," says Cook. "It boosts morale for everyone."



Camilla Cook, RN, CPN, Education Council Committee member

Congratulations to our Latino Achiever

Congratulations to **Maria Luz Davila, RN**, neonatal intensive unit (NICU) staff nurse II, who was recognized at Children's Hospital Boston's annual Latino Achiever Awards Ceremony on Sept. 23.



Maria Luz Davila, RN

She's a dedicated member of the Infante Sano project, a Children's-affiliated organization that works with community sites located throughout the Dominican Republic to provide health care to pregnant mothers and infants. Davila helped develop the curriculum for teaching the medical staff and mothers courses on HIV, pediatric infection and emergency care. When she's working in Children's NICU, Davila is the friendly, familiar face that not only Spanish-speaking families identify with. "Her cultural sensitivity is contagious in the unit," says her nominator. "Because of Davila's advocacy for Spanish-speaking families, every nurse is more tuned in to their needs."

Latino achiever award winners were chosen for demonstrating a history of achievement in their field, progressing in the hospital, potential for further advancement and their commitment to voluntary community service on behalf of youth.

Nurses making news

In the past few months, many Children's Hospital Boston nurses have had the opportunity to take part in some exciting trips. In September, Children's demonstrated its commitment to integrating evidence-based practice into nursing care by sending 10 nurses from various practice environments to the Evidence-Based Practice (EBP) Mentorship Immersion Program at Arizona State University College of Nursing and Health Care Innovation.

"This is a generous commitment on the part of Eileen Sporing, and it shows her dedication to promoting evidence-based practice in the institution," says **Cindy Williams, RN**, program director of Nursing Research. The Arizona conference provided a full week of intensive training in EBP and built on a workshop held at Children's in 2005 by Bernadette Melnyk and Ellen Fineout-Overholt, the dean and a professor from Arizona State University's nursing program, respectively.

The conference contributes to Children's efforts to disseminate EBP practices throughout the institution. "We need people at the bedside with expertise in their areas to be mentors in EBP," says **Anne Berger, PhD, MBA, RN**, director of Nursing Systems Research. The nurses learned how to conduct a literature search using Cochrane database, CINAHL and Medline search engines. Several sessions taught the nurses how to critically and rapidly appraise the evidence found in the literature and how to use the information to help answer questions.

"Nurses want to know how to apply EBP efficiently and in real time," says Williams, who says that it's important for nurses to re-examine their practices to ensure that they're based on evidence.



Forty-one Children's nurses traveled to Salt Lake City, Utah, for the American Nurses Credentialing Center's (ANCC) Annual



ANCC Magnet Conference

Magnet Conference in October. The nurses were joined by **James Mandell, MD, CEO**, and **Laurie Cammisa, Esq.**, vice president of Child Advocacy, for a celebratory dinner.

"It was such an honor to represent the Children's nurses and recognize all of their hard work that went into achieving Magnet status," says **Lynne Hancock, MSN, RN**, who helped coordinate the Magnet process at Children's. "We were thrilled to see our institution recognized as a world-class nursing organization by the ANCC and our peers."

Children's nurses maintained a presence with posters and podium presentations. NICU nurses **Stephanie Packard, RN**, and **Michelle Labrecque, RN, MSN**, presented posters on the NICU's Clinical Situation Inquiry and Simulation-based Advanced Orientation as a teaching tool for NICU nurses. **Eileen Laband, RN, MBA, NE-BC**, and **Judy Mahoney, RN, BSN, NE-BC**, represented 10 East with a poster about empowering nurses to improve job satisfaction using NDNQI Survey Data. **Patti Branowicki, RN, MSN**, and **Maggie Driscoll, RN, JD**, spoke about promoting nursing excellence through Nurse Peer Review, and **Joanne O'Sullivan Oliveria, PhD, FNP-BC**, presented Excellence in Nursing: Promoting Evidence-based Practice and Research.

Children's was awarded Magnet status in January after many months of preparation. The ANCC developed the Magnet program to recognize health care organizations that exemplify nursing excellence.

New outpatient brochure

A new outpatient guide will soon follow on the heels of the pre-admission brochure and welcome kit, which were introduced to inpatients in March. The inpatient and outpatient brochures were created after an audit of information that was being distributed to patient families determined that there was a need for new materials to ensure families receive consistent, comprehensive information about their hospital stay or appointment.

Now that the inpatient materials have been so well received, the outpatient guide has been funded for a year-long pilot.

Starting this winter, the guide will be mailed to all first-time outpatients about one week before their appointment and will include detailed directions to Children's, a form for documenting current medications, tips on what to bring



and more. The brochure is accompanied by a map to help families find their way around and an appointment reminder letter. Hopefully, this letter will help families keep scheduled appointments or cancel their visit ahead of time.

The information will be updated annually. Questions or comments? Call Public Affairs at ext. 4-3110.



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