



**SIBLEY MEMORIAL
HOSPITAL**

JOHNS HOPKINS MEDICINE

Celebrate the Past, Embrace the Future!

For Sibley Nurses, by Sibley Nurses

Patient Care Services Newsletter

May 2017

NURSES WEEK EDITION

Family Fun Festival

On Saturday, May 21, Sibley Memorial Hospital hosted its Second Annual Family Fun Festival. More than 200 people from the local community came for a baby reunion, diaper drive, and outdoor fun. ED nurse Yvette Gulinao was a volunteer at the First Aid station. She said the event was a definite success, that the weather was great and everyone had a good time. Several tables were staffed by Sibley nurses and volunteers, including a table staffed by L&D nurses showcasing how to swaddle infants. Representatives from Grand Oaks, the DC Police Department, and the Sibley Foundation were present, as well as stations for BMI and health screenings, a Zumba dancing class, and the diaper dash. Children enjoyed bubbles, a large slide, a moon bounce, and several food trucks. The diaper drive was also a huge success; attendees generously contributed 4,341 diapers that will be donated to 86 families in need through Sibley's partnership with the DC Diaper Bank.

Special thank you to all our nurse volunteers and the Special Care Nursery team for hosting its first annual reunion! You can find more photos on the Sibley Facebook page [here](#).



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Our Mission is "To deliver excellence and compassionate care- every person, every time."

Our Vision is that "Sibley will be the role model for innovation in healthcare and wellness, for all."

**We Are
SIBLEY**

Cultivating Culture of Self-Care

Tips on Self-Care



Nursing is difficult. The demands of the profession---both physical and emotional---can take a toll, leading to burnout and stress. Self-care is essential for preserving your ability to do your job well. Below are some tips for taking better care of yourself---the ultimate caregiver.

- **Eat right.** Of course it can be difficult to plan three solid meals and snacks for yourself while working such long, busy shifts. But fueling your body appropriately can ensure you have the energy to power through 12 hours. Make sure you eat breakfast (or dinner!) before your shift begins.
- **Aim for 7-9 hours of quality sleep per night.** Do you have an uncomfortable mattress, bright windows, or a loud street outside your door? If you can't sleep as many hours as you'd like, at least make sure the sleep you do get is high quality. Perhaps it's time to upgrade your mattress, to buy a white noise machine or ear plugs, or to purchase black out curtains.
- **Process your emotions.** There can be several complex emotions in the period of one shift. Whether by journaling, talking to a friend or colleague, or meditating before bed, it is important to process your emotions to help protect your mind and spirit, and to bring an element of calmness to your practice.
- **Use your resources.** Sibley's tranquility room is a safe space for a moment of respite, and employee acupuncture services are offered every Tuesday for stress and relaxation. Sibley also offers employee assistance programs and other resources to help you if you're feeling burnt out.

Enjoy a massage? Our trusted massage therapist Lorenne McCormick made special visits for weekend and night-shift staff during nurses week!

Put your Mask on First Before Assisting Others: A Nurse's Guide to Self-Care

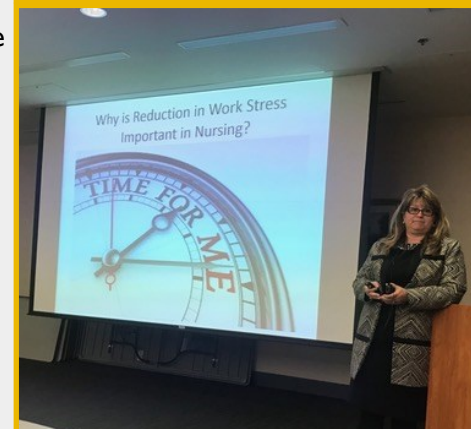
On Monday, May 15, Sibley's Women and Infants Services (WIS) celebrated National Women's Health Week (NWHW) with a presentation titled, "Put Your Mask on First Before Assisting Others: A Nurse's Guide to Self-Care." Led by the U.S. Department of Health and Human Services' Office on Women's Health, the overarching goal of NWHW is to empower women to make their health a priority. Nationwide, stakeholders encourage women to take steps to improve their health.

WIS collaborated with Patient Care Services and the Association of Women's Health, Obstetrics and Neonatal Nurses (AWHONN), represented by Dr. Elizabeth Rochin, Vice President of Nursing and Clinical Services (pictured right). Dr. Rochin's presentation highlighted ways in which Sibley's community of care givers, especially women, can improve their own wellness. This enhances their ability to provide "excellence and compassionate care, every person, every time" including themselves.

Other highpoints of Dr. Rochin's presentation included components of the American Nurses' Association's Healthy Nurse Healthy Nation campaign, definitions of a healthy nurse, emotional and professional wellbeing, and what you can do to de-stress your shift.

You can watch the presentation at the link below and receive 1 contact hour upon successful completion of the evaluation.

<http://lms14.learnshare.com/l.aspx?Z=B9p0QnaBlqMBxbpST8dEuz2RgbaIGNeva8bIAGvIWA8%3d&CID=89>



Cultivating Culture of Self-Care

Creating a Compassionate Environment At Sibley

Joanne Miller and Harpreet Gujral, NP, Program Director for Sibley Weight Loss Center, were recently keynote speakers at the Second International Integrative Nursing Symposium in April. The title of their plenary session was, "Creating a Compassionate Care Environment: Leadership, Innovation and System Change." In her presentation, Joanne spoke about the culture change in our system, and highlighted various projects at Sibley including nurse empowerment, staff engagement, and the optimal healing environments designed especially in our new towers. The presentation also included a focus on staff feedback that was solicited for the new hospital, and the efforts to intentionally create a healing experience not just for patients but also for loved ones and our employees. Topics included our tranquility room, design thinking process, Zumba classes, employee gardens, labyrinths, and much more!



Pictured left to right: Harpreet Gujral, Jean Watson, Joanne Miller

Psychotherapist and Author Belleruth Naparstek Shared Guided Imagery Tips with Sibley Staff



Pictured left to right: Harpreet Gujral, Jun Edo Orlanes, Sarah Emami, and Belleruth Naparstek

Guided imagery meditation is a technique that guides the imagination in positive ways, and has power to heal the mind and body. Belleruth Naparstek, pioneer in guided imagery and creator of the popular *Health Journeys* guided imagery audio series, spoke at Sibley in May, sharing information with staff on the use of guided imagery to manage pain, anxiety, and depression. She also spoke about the available scientific evidence on guided imagery.

The emergency department is piloting the use of audio players pre-loaded with guided imagery to help patients manage their pain and anxiety while in the department.

To learn more about her work, please visit <http://www.healthjourneys.com/Main/Home/What-Is-Guided-Imagery>

Blessing of the Hands

Nurses were invited by Chaplaincy Services during Nurses and Hospital Week to bless their hands for the healing work done at Sibley. Keeping in mind the theme of the week, chaplains were able to give attention to the spirit of the staff. The Chaplain Team conducted these services throughout the week in the Leonard Memorial Chapel, as well visited some units like the Sullivan Breast Center and Pre-Op/PACU. The ceremony included the spiritual practice of using a lightly scented olive oil, which represented healing properties poured into the palm of the nurses hands. Many of the nurses who have had this done in prior years eagerly awaited the ritual. Many of the newer nurses were moved by the experience. "This was very special," one nurse said, "to know there are others who want to honor and bless us for the work we do." About 100 staff and nurses participated in what has become a well-known tradition at Sibley over the past few years.



Kudos Corner: Recognizing Nurses

Congratulations to the Winners of the Nurse Engagement Council Awards!

This year's winners of the Nurse Engagement Council awards were honored during a high tea ceremony on Monday, May 8. All of the winners demonstrate exceptional commitment to their practice and are an asset to Sibley. Please see below for more information on each of the winners. Congratulations!

Preceptor: Nikki Price, R.N. III, SASC (pictured second from left) "Nikki is the model of clinical excellence, going above and beyond her duty to ensure that everyone provides the best patient care possible. For example, she worked with the nurse manager and nurse educator to develop an extensive orientation tool to ease the transition for new team members."

Preceptor: Laura Kinsella, R.N., Emergency Department (not pictured) "Laura welcomes questions, cherishes the opportunity to teach and thoroughly explains everything. She soaks up every piece of knowledge she can and passes it on to her colleagues."

Novice: Stephanie Al-Adhami, R.N. II, SASC (pictured third from left)

"Stephanie makes the patients feel at ease and communicates well with the team. Additionally, she coordinated the Passport to Discharge video team, bringing together 2A and SASC nurses to make an educational tool for patients that won honorable mention in the 2016 Patient Safety Video Contest.

Innovator: Matt Brown, R.N., geriatric nurse navigator and resource nurse, NICHE (pictured fourth from left) Matt was nominated for his work with the Innovation Hub to prototype and then educate our nursing staff on the "About Me Boards," a tool that allows patients to tell their caregivers about who they are outside of their "patient identity," helping to personalize the caregiving process. "Matt deserves some major credit. The About Me Boards are a huge patient satisfier and an amazing way to connect with our patients on a deeper level."

C.A.R.E.: Joyce Scott, clinical associate, medical oncology (pictured fifth from left) "Joyce always has a smile on her face, remembers the names of all of our patients' family members, and helps to put our patients at ease by laughing with them. Our patients trust her."



Daisy Leader: Natasha Shultz, R.N., nurse manager, medical oncology

(pictured far right) "People look to Natasha for guidance throughout our department—from administrative staff, to nurse practitioners, to pharmacists and physicians. She encourages and fosters a work environment based on mutual respect, support and collegiality."



The Awards ceremony was also an opportunity to honor our past DAISY Award winners for their excellence and compassionate care—every person, every time. Previous winners include....

- Katherine Evans, Infusion Center
- Agnes Bradley-Wright, Behavioral Health (pictured far right)
- Sarah Renthlei, Family Centered Care
- Christy Connor, Emergency Department (pictured far left)
- Cathy Lamb, Pre-Surgical Testing
- Azeb Kebede, Inpatient Oncology
- Tara Rowdon, Labor and Delivery

Our next DAISY winner will be announced this June!
Special thank you to the foundation for supporting our DAISY Award program!



Kudos Corner: Recognizing Nurses

Congratulations PCS employees honored at the HR Service Awards on May 9th!

5 Years

Akua Adae
Feeta Caphart
Mellaknese Coker
Tonya Cothran
Jennifer Fearon
Katherine Foster
Cyril French
Annalise Gilbertson
Sara Guma
Brenda Hamilton
Rebecca Hittle
Lynn Lawlor
Diana Lewis
Blair Lindlaw
Molly Mahoney
Jaime McCormick
Katherine Mcginn
Megan Mcguinness
Anissa Nahabedian
Annette O'Day Nixon
Rosalynn Ofei
Shelley-Ann Orr
Tonia Petty
Jennifer Rea
Karen Roberts
Carla Robertson
Sheron Saul
Darrell Shaw
Monica Shaw
Carmelita Terania
Freyzod Tessema
Janelle Turner
Brian Wagor
Athlene Wallace
Vanya Zapryanova

10 Years

Ruth Abo
Grace Aweke
Shannon Beauford
Denise Bellerand
Veda Belton
Julie Brown
Matthew Brown
Lina Chabala
Sharon Curry
Martha De Los Santos
Yvonne Dixon
Elise Edjang
Annelle Ford
Leeann Greer
Edward Hand
Dean Ho
Moranne Jean-Pierre
Laforest
Sheina Jenkins
Lisa Kirk
Mawuena Kounou
Kathleen Leflore
Emily McCormack
Rowena Milburn
Juli Morgan
Marva Morrison
Sitshokupi Moyo
Yulette Newman
Abigail Owusu-Appiah
Zenash Petros
Claire Queja
Manette Reckson
Michelle Scott
Carolyn Spears
Ji Hyun Yun

15 Years

Myrna Amor
Mandeep Bajwa
Marrieta Barcelon-Cinco
Lisa Brooks-Wilkins
Arleen Bulanadi
Magpantay
Judy Cellan
Lillian Del Priore
Jonathan Gold
Janice Hunt
Christine Inglis
Anthony Johnson
Kyoung Lee
Maria Lianko
Georgette Lyewsang
Daisy Montes
Lauree Novak
Lisa Otterstrom
Georgelyn Padilla
Antonio Penagunda
Maria Reyes
Pauline Solomita
Catherine Soriano
Walter Soriano
Jelyn Tacluyan
Senedu Tadesse
Dinah Tibayan
Marie Turner
Teresa Walsh

25 Years

Ruth Chamberlain
Mary Jo McCartney

30 Years

Patricia Dizebba
Grace Park
Wendy Parnham
Li Yun Poon
Kathleen Ryan
Cynthia Wade

35 Years

Linda Hopper
Kemroy Milson
Linsley Nyack

20 Years

Mercy Arhin Ferguson
Tammy Bock
Marie Mbenga
Della Sadler
Christine Tam
Debra Wheeler

40 Years

Elizabeth Brown
Suzanne Cotchen
Elaine Neidecker

PACE Council Rollout

Breakfast Buffet, Raffle, and PACE Changes

On May 10, the Directors of Nursing hosted their annual Breakfast Buffet to celebrate nursing excellence. The PACE Council was on-site to discuss upcoming changes to the PACE (professional advancement clinical ladder) effective as of July 1, 2017. A summary can be found below. For any questions, please contact PACE Council Chair, Carolyn Sabina.

Levels of practice will remain at I-IV until July 2019 when RN V will be introduced.

- Candidates may advance to the next level after a successful year at the current level. Advancement through the I-V levels must be in sequence.

Educational requirements will be as follows:

- RN's currently with a III/IV status will be grandfathered into the educational requirements.
- New RN IV candidates will require a BSN as of July 1, 2018
- New RN III candidates will require a BSN as of July 1, 2019
- RN V will be introduced in July 1, 2019 and require a Master's degree in a Health Related Field/MBA



Pictured left to right: Jill Kalaris, Bobbie Kahn, Carolyn Sabina

All submissions will be **electronically submitted** to one of the Council Chairs with a photograph attached.

A **new candidate** for either III or IV will send their portfolio to the Council Chairs. Their portfolio will be sent to the entire Council and they will be assigned a three person team who will review the portfolio. NEW RN III candidates will continue to require an interview to answer questions about their portfolio and speak to their practice. RNIV's will present a 30 minute power point presentation to the Council.

Renewal portfolios will be submitted on a **biennial basis**. The portfolio has been streamlined to include: yearly summary, one submission from each of the three categories (Patient and family centered care, continuing education and contribution to the organization- sharing success program, safety , HCAPS,) a short summary of how certification has impacted practice, a narrative and manager's evaluation . The manager will electronically endorse the portfolio and will forward to the PACE Council for review by the assigned team. The RN IV will continue with a 30 minute presentation to the Council.

Annually the RN III/IV will write a summary that speaks to the 4 C's of caring, collaboration, critical thinking and certification. The certification section should address how it has impacted your practice and how you are maintaining your certification. This 1-2 page document will be submitted to the manager for endorsement. The manager will meet with the employee to review their summary and annual evaluation. These two documents will be sent electronically to the PACE Council and filed in their PACE folder.

The current RN III/IV evaluation has been eliminated. The Manager's Annual Evaluation Summary will replace the current RN III/IV evaluation. (see attached) The manager will complete a short summary of the candidates' accomplishments under each section.

The PACE nurse will receive an electronic document statement stating their PACE status has been approved for both annual and biennial submissions. The document will have a statement as to when their next submission is scheduled.



Poster Presentations

Each year nurses have the opportunity to submit an abstract and poster to display during Nurses Week. This year we had 15 posters representing CUSP, Design, Patient Experience, and more from all units. Check out the gallery below for photos and search “2017 Nurses Week Posters” on the Sibley Intranet for PDF versions of all posters. We look forward to showcasing your continued efforts at next year’s event!

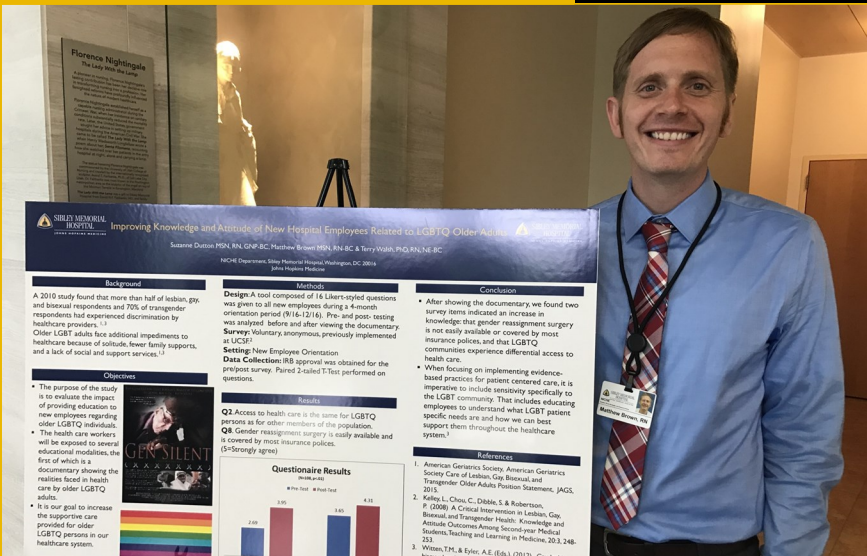
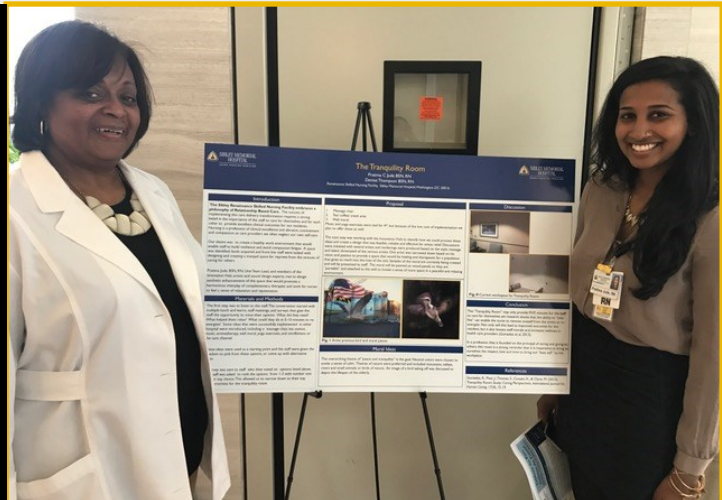
Top Left: Amy Rutkowske wowed by Jennifer Madkins’ and WIS’ Courtesy and Respect Project.

Bottom Left: Matt Brown showcasing results from the Gen Silent video in orientation.

Top Right: Pratima Jude and Denise Thompson showcasing the REN’s new tranquility room.

Middle Right: Antoinette Solnik showcasing results from the Pre-Surgical GYN video.

Bottom Right: ED CUSP members Sarah Emami and Karen Pregnall showcasing the ED’s Surge Plan.



Contact Us

If you have a story you'd like featured, please let us know!
Laura Kinsella, RN, BSN, CEN
 Emergency Department
 Editor, **Celebrate the Past, Embrace the Future!**

