

Increasing National Certification on a Surgical Trauma Unit

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Mission

To provide patients the highest quality care, promote safe and positive work environments, and increase job satisfaction.

Introduction

Now, more than ever, there is increased responsibility and accountability for high quality patient outcomes.

The goals of this project :

- Individual Achievement and Professionalism
- Increase Certification Rates
- Increase Nursing Satisfaction
- Decrease turnover rates

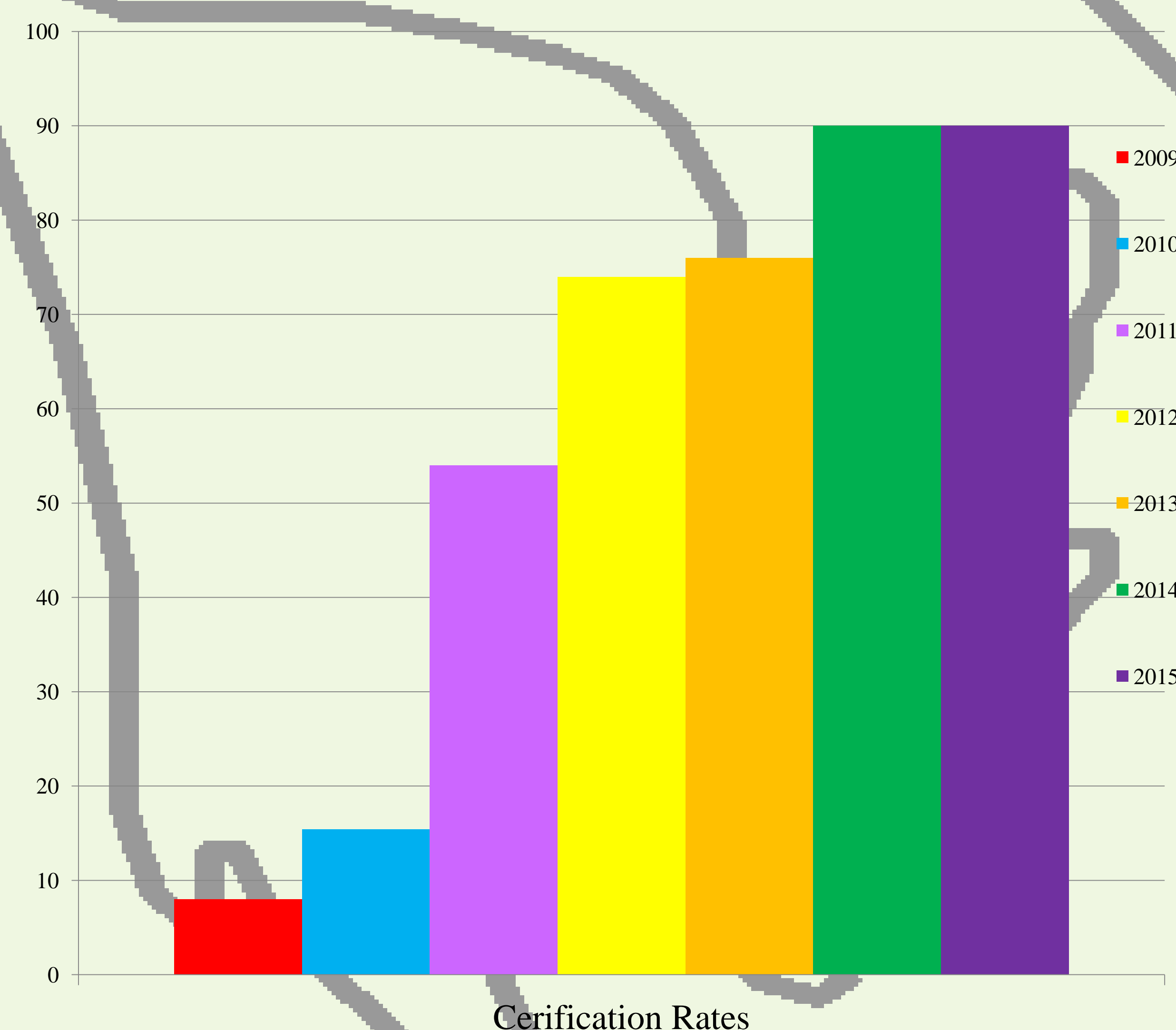
Change Theory

Cameron's Cycle of Change consisting of a continuous cycle, which includes: establishing the need for change, building the change team, creating vision and values, communicating and engaging, empowering others, noticing improvements and energizing, and consolidating (Cameron & Green, 2012).

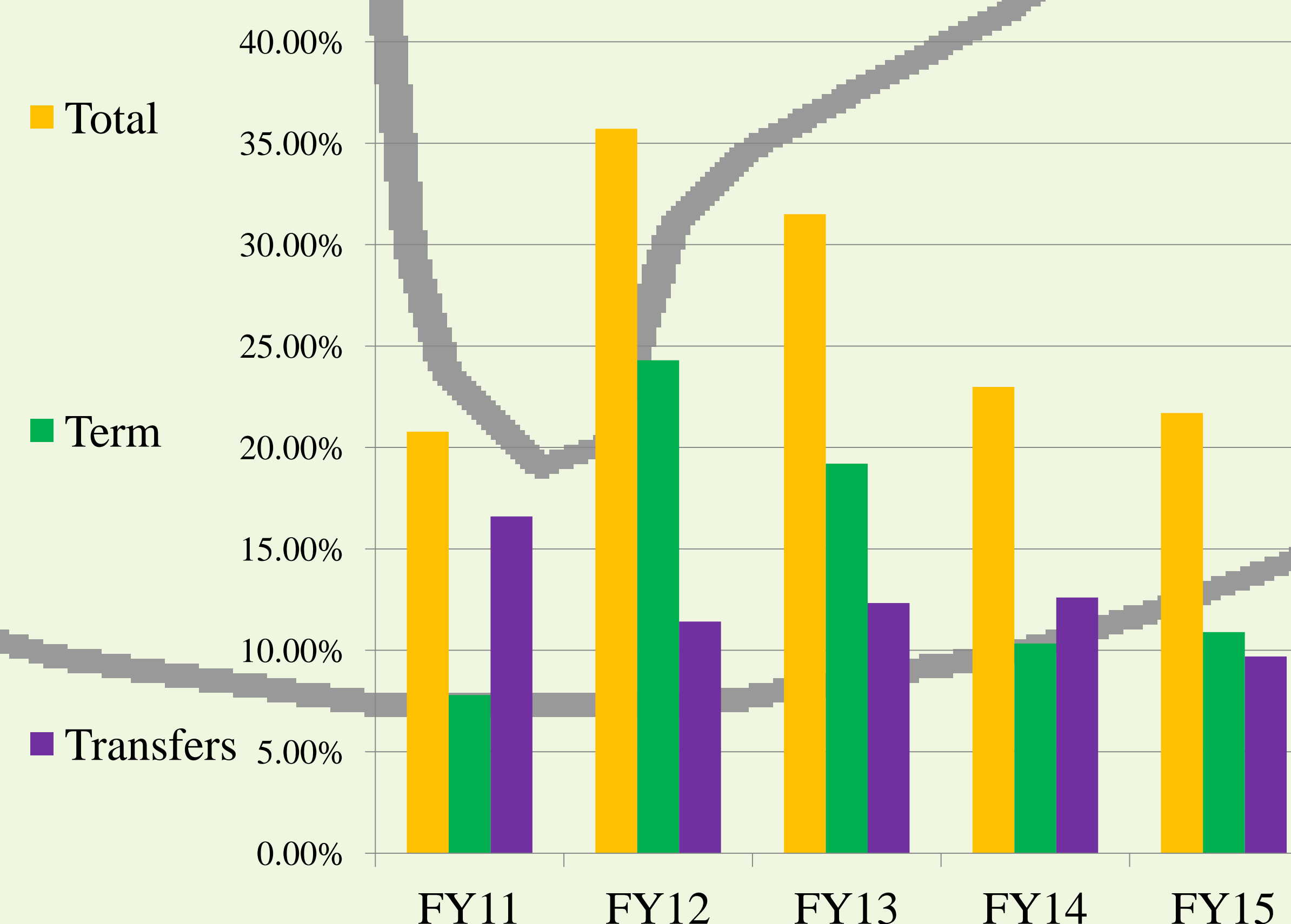
Avera McKenna Hospital & Leadership Support

- Medical Surgical Review classes offered – one class each week for 8 weeks paid time
- Two day national speaker coarse review paid time
- \$395 test fees paid
- \$250 bonus once successfully passed
- Certification Watch
- Recognition

Medical Surgical Certification



Turnover Rates



Surgical Trauma Unit Team

Implications for Practice

NDNQI Survey Results

