



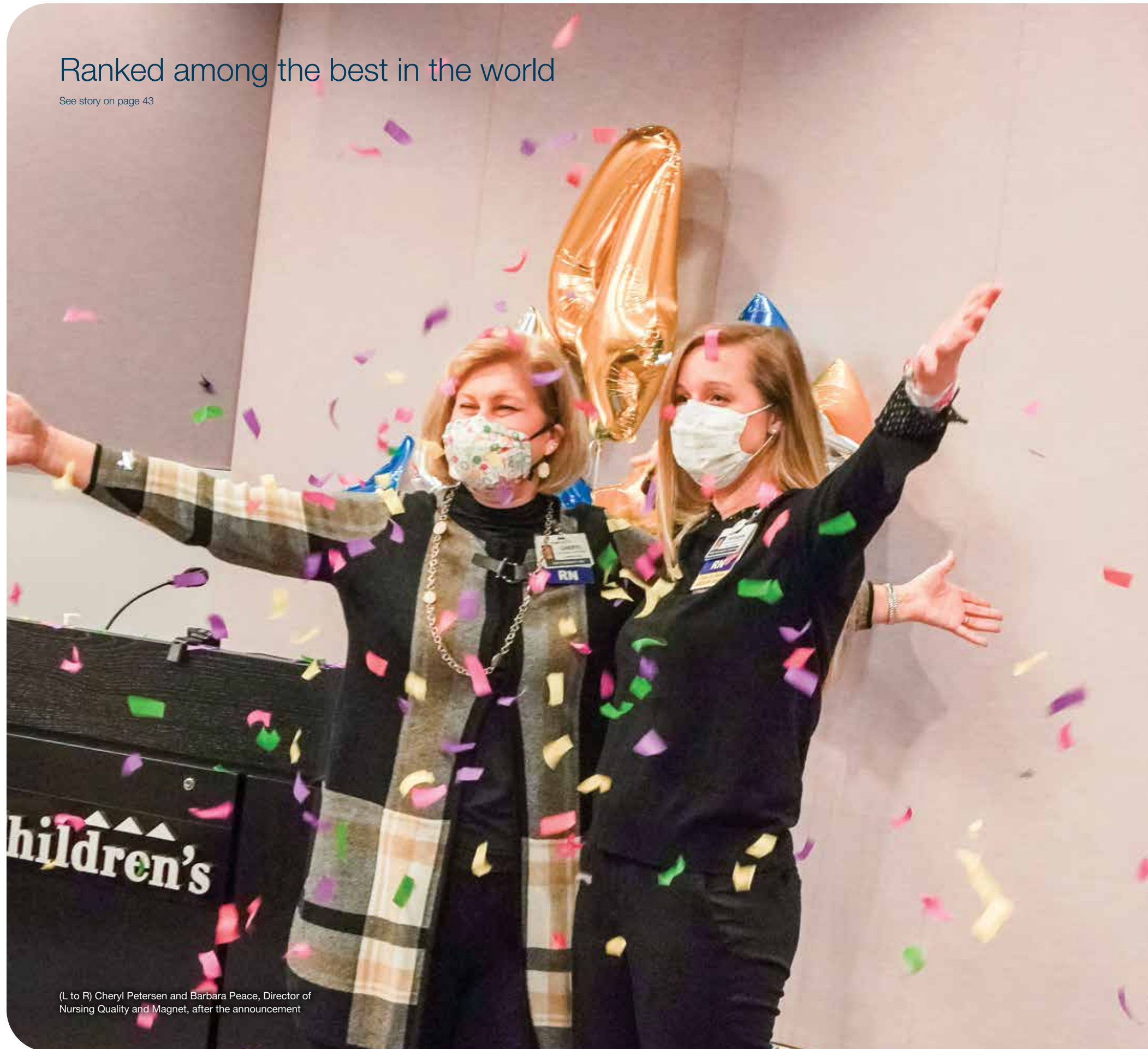
CookChildren's

2021 NURSING
ANNUAL REPORT

Celebrating
the year of the nurse

Ranked among the best in the world

See story on page 43



(L to R) Cheryl Petersen and Barbara Peace, Director of Nursing Quality and Magnet, after the announcement

Dear colleagues and friends,

The past year brought even more challenges for our staff to overcome. As the pandemic proved relentless, the nurses at Cook Children's proved resilient. They faced ever-changing pandemic processes with strength and courage and remained dedicated to providing the highest quality care despite ongoing adversity.

Whether it was showing up on a day off to set up a tent for our vaccine drive-thru or learning how to care for a different set of patients when their unit turned to COVID-19 overnight, our nurses have continually gone above and beyond. They wore many different hats and became the main source of comfort when parents needed reassurance during their child's care. I saw them work together to identify and solve problems, such as the development of the Stoplight Program to prevent falls and the Therapeutic Holding Program for infants with tracheostomies.

Achieving our fourth consecutive Magnet® designation demonstrates every nurse's commitment to evidence-based practice and research and forward-thinking innovation. I am very proud of our incredible nursing team and honored to share this special Nursing Annual Report, which highlights the countless ways our nurses joined together to take care of each other and our patients.

As one patient mom said, "These nurses sacrifice so much mentally and emotionally to provide the highest acute care. There is a bubble of heroes in Fort Worth that not everyone knows exists."

Cheryl Petersen

Cheryl Petersen, MBA, BSN, RN, NE-BC
Vice President, Nursing and Chief Nursing Officer

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Cook Children’s Promise

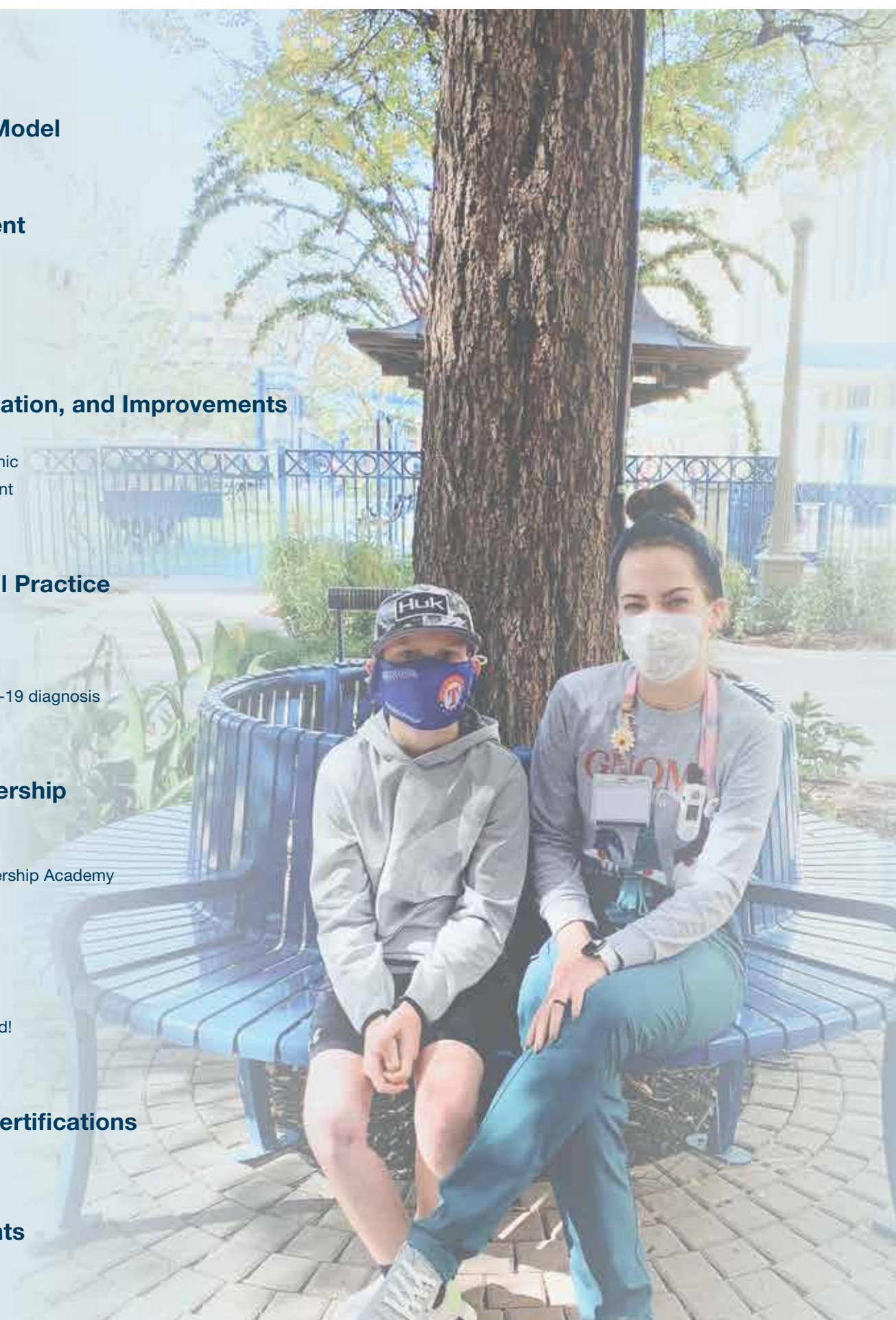
Knowing that every child’s life is sacred, it is the promise of Cook Children’s to improve the health of every child through the prevention and treatment of illness, disease and injury.

Nursing mission statement

The Department of Nursing is committed to supporting the Cook Children’s Promise and values by providing continuous, excellent care for our patients and families resulting in the highest quality outcomes.

Nursing philosophy

Nursing at Cook Children’s is about caring and quality. We commit to caring for our patients, our community and our colleagues by demonstrating the values listed on our Professional Practice Model.



Professional Practice Model

- Promote a culture of **safety** for our patients, families and staff.
- Provide **patient & family-centered care**.
- Think critically when providing nursing care to achieve **quality** patient outcomes.
- Serve others with **respect** for individuality and diversity.
- Merge the **art and science** of nursing to provide evidence-based care.

- **Collaborate** with our interprofessional partners to improve health through the prevention and treatment of illness, disease and injury.
- Provide an environment that empowers nurses for **professional growth and development**.
- Support and encourage **innovation** and change to meet the demands of the health care environment.
- Commit to personal and professional **accountability** and integrity.



”

Over the years, we have created a culture of nursing that fulfills the Promise of Cook Children's, and this year that culture was put to the test. But, despite the pandemic, our nurses continued to show up every day for each other and for our patients. They remained empathetic, collaborative, respectful, inclusive and caring, critical thinkers. They stepped up when we needed them most, and I could not be more proud of them.

Cheryl Petersen, MBA, BSN, RN, NE-BC
Vice President, Nursing and Chief Nursing Officer

Structural Empowerment

Encompasses organizational structure, personnel policies and programs, professional development, community outreach and promotion of a positive nursing image



Thanks
So
Much

MAKING HISTORY

One shot at a time

As soon as the much-anticipated COVID-19 vaccine became available, nurses stepped up to lead the way. Planning a vaccine drive-thru for all staff and high-risk family members, nurses in many different roles, from educators to managers, signed up for weekend and night shifts at two locations, in addition to their 40-hour work weeks. They collaborated with Pharmacy, Operations and Security, as well as set up and took down stations, counted and administered doses, answered emails, handled registration and watched for reactions.

“As nurses, we are used to fast tracking and setting up processes,” said **Kara Dorman, BSN, RN**, Emergency Department nurse manager. “Our director planned it in such a way that the flow was unbelievable. Many times, the line wrapped around the building, but it was very fluid and fast.”

Overcoming challenges such as extreme weather, working out of people’s cars without bedside tables and managing the time-sensitive vaccines to keep the flow going were just a few of the ways nurses adapted to unprecedented circumstances. The ED Leadership Team ensured the operation ran smoothly and that all nursing and ancillary volunteer needs were met.

“My leadership team did an excellent job orchestrating the drive-thru,” said **Natalie Carpenter, MSN, RN, CPEN**, Director of Emergency Services. “One of them was there as lead in both locations every day it was open to administer vaccines and troubleshoot any needs

that came up.” One day, more than 800 people came through and Natalie didn’t think twice before setting up an extra tent even though it wasn’t a day she had signed up to work.

Coming full circle

A couple of months into the pandemic, **Kelli Stahl, BSN, RN**, worried about what this meant for her dream job at Cook Children’s. Diagnosed with acute lymphoblastic leukemia at age 8, a three-year journey through treatment at Cook Children’s landed her in remission and with a newfound calling to be a pediatric nurse.

“Having cancer brought a new level of care, compassion and empathy, and made me want to make a difference in kids’ lives like nurses did in mine,” Kelli said. “Working at Cook Children’s was my passion, so when COVID-19 forced me to isolate at home for months with my toddler while dealing with a difficult pregnancy, I couldn’t wait for the precious moment in time to get my vaccine”

In December 2020, Kelli arrived at the Cook Children’s vaccine drive-thru where Kara Dorman gave her the first dose.

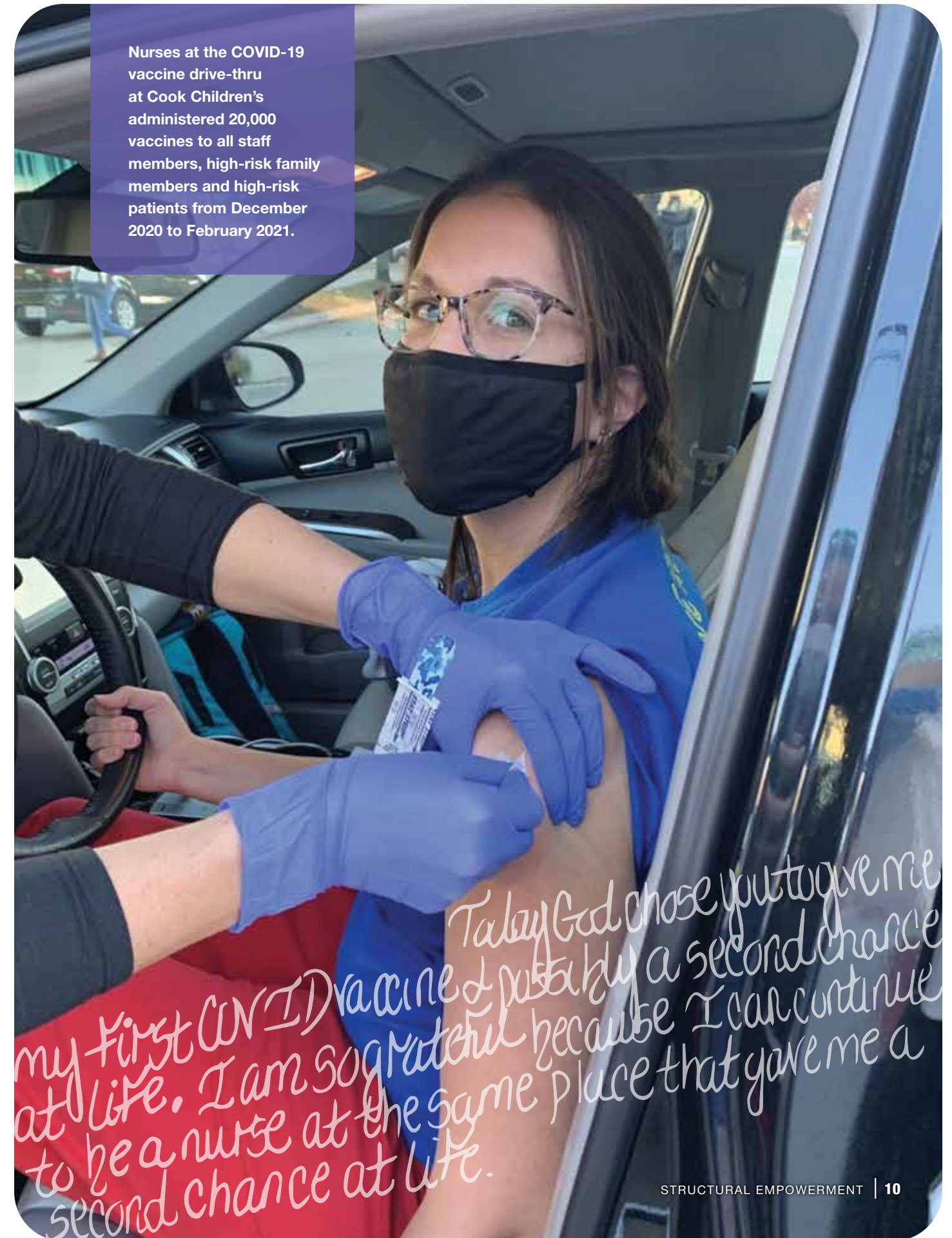
Kelli wanted the nurses to know what a difference they made in her life. She wrote a heartfelt letter to Kara that read, “Today God chose you to give me my first COVID-19 vaccine...I am so grateful because I can continue to be a nurse at the same place that gave me a second chance at life.”

”

THE TEAMWORK WAS INCREDIBLE. WE WERE OUT IN THE ELEMENTS TOGETHER AND IT PROVIDED AN OPPORTUNITY TO BUILD RELATIONSHIPS WITH OTHER NURSES WE NORMALLY WOULDN’T WORK WITH, AND ALL FOR A GOOD CAUSE. I HAD BEEN PRAYING FOR GOD TO HANDLE THIS, AND WE WERE PUT IN A PLACE TO HELP.

—Kara Dorman, BSN, RN, Emergency Department Nurse Manager

Nurses at the COVID-19 vaccine drive-thru at Cook Children’s administered 20,000 vaccines to all staff members, high-risk family members and high-risk patients from December 2020 to February 2021.





OFFERING HOPE

For parenthood

Eighteen-year-old Litzzy Toribio knows she wants to be an oncology nurse, just like the ones who treat her now.

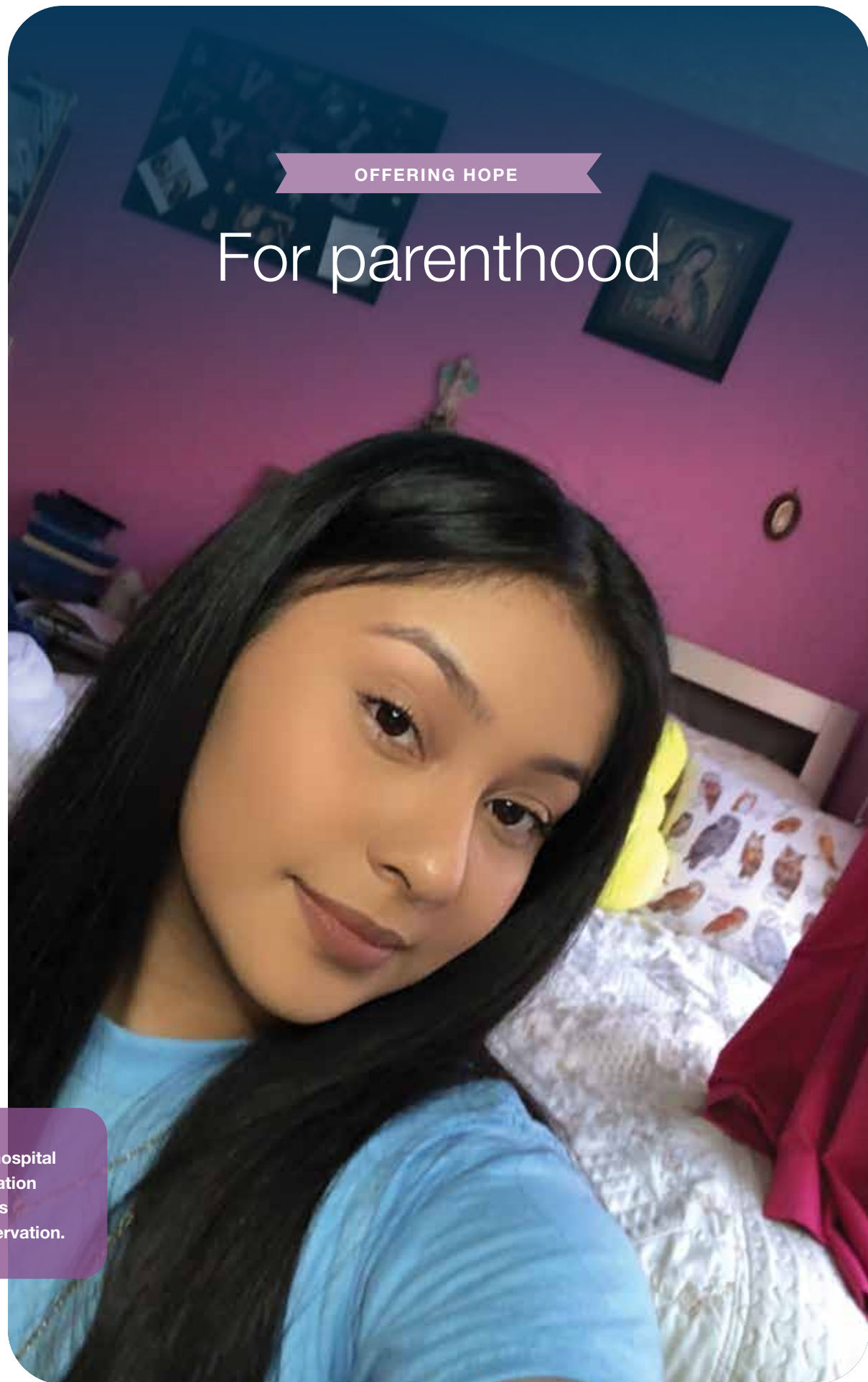
“My nurses care about me so much,” Litzzy said. “Helping kids with cancer will be amazing because I’ve already been through it.”

Since being diagnosed with Ewing sarcoma in March 2021, Litzzy’s life has been turned upside down. But she is thankful for the guidance from her oncology team and **Toni Leavitt, MSN, RN, FNP-BC**, Adolescent and Young Adult Oncology Program Coordinator. Since Litzzy’s fertility would be in jeopardy after undergoing chemotherapy, Toni walked her through the decision to preserve her eggs.

Litzzy underwent a left nephrectomy and was given a few weeks to heal. Before starting chemotherapy, she was able to complete the egg retrieval process, thanks to generous support from the Rutledge Cancer Foundation.

“I’m glad I went through with it,” Litzzy said. “I didn’t want to look back someday and regret not doing it.”

Cook Children’s is the only pediatric hospital in North Texas with a Fertility Preservation Program and the only hospital in Texas performing testicular tissue cryopreservation.



”

FERTILITY HAS BECOME MY PASSION, SO THIS IS A DREAM ROLE FOR ME. I HAVE SO MUCH JOY FOR THESE FAMILIES AND BRINGING HOPE TO THEM IS INCREDIBLY FULFILLING.

—Toni Leavitt, MSN, RN, FNP-BC, Adolescent and Young Adult Oncology Program Coordinator

Toni, who underwent IVF and relates to some of the patients she consults with, joined Cook Children’s in July 2020 as the Fertility Preservation Program was growing under the guidance of Karen Albritton, MD whom Toni calls her mentor. The program offered sperm banking and a referral for egg retrieval to postpubertal patients, but it became the priority to have prepubertal offerings, such as cryopreservation. Toni reached out to 19 hospitals nationwide and studied their programs. In October 2020, a 4-year-old girl with a kidney tumor had an ovary removed and frozen, making her the first female patient at Cook Children’s to undergo this procedure. In the same month, the program received Cook Children’s Institutional Review Board approval for testicular cryopreservation.

“It is neat to be part of something that is on the frontier,” Toni said. “It takes a village – I work closely with oncologists, Dr. Blake Palmer [medical director of Urology], reproductive endocrinologists and operating room nurses.”

Toni’s goal is to meet with every prepubertal oncology patient before initiating treatment to educate and support the patients and families. She navigates all the steps from meeting with patients to receiving tissue in the operating room and traveling to Pittsburgh where it is stored.

After the pandemic began, the program started telemedicine to expand their reach beyond the medical center.

“The silver lining of the pandemic is that we are able to think outside of the box and reach more people,” Toni said.

In September 2021, Cook Children’s received its first referral from another pediatric hospital in Texas. Toni said she is proud of how far the program has come in the past 15 months and looks forward to expanding even more.





BETTER TOGETHER

Nurses help lead hospital in COVID-19 Command Center

The pandemic meant multitasking at the highest levels for Assistant Vice President of Nursing **Debbie Boudreaux, MSN, RN, CCRN, LP, CMTE**, and Nursing Director **Gina Hernandez, MSN, RN, CPN**. Both nurses have worked at Cook Children's for more than 30 years and took on vital roles in the interdisciplinary COVID-19 Command Center, that was activated on March 15, 2020. Debbie and Gina were instrumental in the operations of the Command Center: facilitating calls, organizing meetings to stay in compliance with Governor Abbott's rules and CDC guidelines, working with home health services to enlist all talents to operationalize plans, coordinating with Human Resources to manage staff check-in and walking through units to provide PPE education, among many other tasks.

"We had lots of plates in the air and had to juggle many different roles," Debbie said. "We are fortunate that we have a lot of people who see things through different lenses. We pulled staff into different roles to keep them from being furloughed. Staff worked in roles that supported the medical center and specialty clinics. For instance, we had to have people screen all visitors, our managers worked vaccine clinics for the staff, and we had to staff our testing drive-thru."

Teamwork took on a new meaning during the pandemic. Every day, the team in the Command Center held a briefing, managed adjustments for staff out on quarantine and redeployed staff who worked from home. Phones

rang nonstop in the Command Center and decisions had to be made on the spot. Emergency Department staff were redeployed to work the COVID-19 testing drive-thru. At the beginning when PPE was hard to find, the Cook Children's Home Health team sewed masks for patients and families, and they also fabricated face shields from a 3D printer.

The team mentality came from the top as Chief Nursing Officer Cheryl Petersen and Chief of Hospital Services Nancy Cychol were involved in the ongoing directives to ensure that staff did not operate in silos and all departments were considered.

Throughout it all, the safety of staff and patients remained at the forefront. For one team of nurses, that meant converting an entire 20-bed unit into a COVID-19 unit. "Talk about a team that really rose to the challenge," Gina said. "It was remarkable. Everyone got in there and did what they had to do."

For the incident commanders in the Command Center, keeping safety top priority meant taking care of the employees so they could give their best to the patients each day.

"Nurses are an extension of the patient families; they have a lot on their shoulders," Debbie said. "We were thoughtful with staffing, and everyone did a good job of taking the best care of our patients and each other."



DESPITE THE MANY CHALLENGES, COVID-19 HAS BROUGHT OUT SO MANY POSITIVE THINGS THROUGH CREATIVITY AND INNOVATIONS. THERE HAS BEEN SO MUCH RESILIENCY, AND WE HAVE ALL LEARNED TO USE A LOT LESS AND BE MORE SUPPORTIVE OF EACH OTHER. WE REALLY ARE BETTER TOGETHER.

—Debbie Boudreaux, Assistant Vice President of Nursing

”

The pandemic brought both uncertainty and opportunity. Clinical educators responded to the challenge of modifying our education platform with very little downtime. Some events were converted to virtual ones. Hands-on skills events were conducted over and over again to accommodate smaller group sizes. Collaboration, teamwork and relationship building were evident as the team reimaged their work every single day. Kudos to clinical educators for their commitment to safe quality care and to Zero Harm. I have utmost admiration for this team.

Jamie Bankston, MSN, RN
Director, Clinical Education

New Knowledge, Innovation, and Improvements

An ethical and professional responsibility to conscientiously integrate evidence-based practice and research into clinical and operational processes



For every patient



WE STILL FELT THERE WAS MORE WE COULD DO TO PREVENT FALLS.

—Aubrey Korol, MSN, RN, CPN, Clinical Process Improvement Specialist

Nurse implements stoplight system for neurology patients



In general, neurology patients are at very high risk for falls due to seizures, dizziness and trouble with ambulation. But **Aubrey Korol, MSN, RN, CPN**, Clinical Process Improvement Specialist, felt the way families received information during admission about their children's fall-risk was overwhelming and ineffective.

Aubrey, with the help of pediatric neurologist Dr. Cynthia Keator and **Mary Cazzell, Ph.D., RN**, Director of Evidence-Based Practice and Nursing Research, reached out to leaders of Epilepsy Monitoring Units at other hospitals and discovered their unit's fall rate was comparable or better than EMUs across the country.

"But we still felt there was more we could do to prevent falls," Aubrey said.

Nurse Manager **Ashley Chreene, MSN, RN**, collaborated with Aubrey to plan and collect data. The main goal was to understand if patient families were retaining the information upon admission. Results concluded that after the staff provided education, the families had a hard time verbalizing the fall risk.

Aubrey developed the color-coded Stoplight System that identifies every patient as high-risk for falls – a blanket precaution so they stay consistent from patient to patient. Red means the patient is not safe to transfer and needs staff assistance. Green is for patients who are able to ambulate with assistance from the family. Frontline staff – nurses and patient care technicians – developed the bundle elements, including gait belts along with education on how to use them and non-skid socks for every patient who is ambulatory. They structured the system in a way that parents can take in the information and realize the importance of it to protect their children. But the pandemic brought challenges.

"A couple of weeks after rolling out the program and implementing the color-coded system, our staff was told we would be the next COVID-19 unit," Aubrey said. "We put the project on hold for months while we took on COVID-19 care."

As they rolled it back out, magnets were placed in highly visible areas, such as door frames leading to the patients' bathrooms.

"There seems to be a lightbulb moment that happens now, and they are really understanding," Aubrey said.



HOLDING INFANTS

Through the pandemic

Two nurses lead charge to solve isolation problems among youngest patients

The pandemic affected everyone in different ways. For infants with tracheostomies on the Transitional Care/Rehab Unit, it meant prolonged periods of isolation. Clinical Nurse Leaders **Julie Van Orne, MSN, RN, CPN, CNL**, and **Kaylan Branson, MSN, RN, CPN, CNL**, immediately noticed the change and took action.

“When COVID-19 started and visitation restrictions set in, the primary caregivers of our patients weren’t able to come as often,” Julie said. “With the median length of stay on the unit being 70 days, this could mean an increase in emotional and physical health problems.”

Julie and Kaylan, along with clinical, physical, occupational and speech therapists, brainstormed ways they could help and landed on the Therapeutic Holding Program – an intervention that mirrors kangaroo care in the NICU. The program includes

patients from birth to 2 years old and encourages holding for at least 20 minutes each day.

“It’s great to have the support of so many disciplines who provide different perspectives,” Kaylan said.

Julie applied for a grant and received funding for a proprietary tool which scores social withdrawal. Both nurses participated in an all-day Zoom training session with Alexandra Déprez, the researcher in France who developed the tool. They also met with the research team to begin a study measuring the impact on ventilation days, weight and length gain velocity and social withdrawal scores.

Staff have provided positive feedback about the new program and look forward to their designated times to hold the babies.

“Everyone from directors to the therapy team to the schoolteachers and volunteers come up to hold the babies,” Kaylan said.

”

WE COULDN’T HAVE DONE THIS WITHOUT THE SUPPORT FROM THE ENTIRE RESEARCH TEAM, INCLUDING THE THERAPY MANAGER WHO HELPED US ROLL IT OUT TO OUR ENTIRE TEAM ON THE UNIT.

—Julie Van Orne, MSN, RN, CPN, CNL, Clinical Nurse Leader



Julie holds 7-month-old Naima as Kaylan documents. Naima’s mom, Christina Calhoun said she was so glad to know someone would be holding her baby while she was out of town in Abilene.

Multidisciplinary initiative to screen and discuss stress levels



”

OUR GOAL IS TO HEAR FROM EVERYONE ON EACH PATIENT, AS APPROPRIATE. THE MEETINGS ARE AN AVENUE TO COME TOGETHER AND PROVIDE EXCEPTIONAL AND PERSONALIZED PATIENT CARE.

—Jordan Boyd, BSN, RN, CPN, Hematology and Oncology Center Accreditation Coordinator

—Maggie Maxtin, MSN, RN, CPN, Hematology and Oncology Center Quality Specialist

Meeting all the needs of each patient

Soon after the pandemic began, Jordan Boyd and Maggie Maxtin identified the need for a more streamlined process to share patient needs.

Jordan Boyd, BSN, RN, CPN, the Hematology and Oncology Center’s Quality and Accreditation Coordinator, added the review of the distress screening tool to the newly revamped weekly psychosocial rounds. The new initiative is much more comprehensive and meaningful.

“The approach is unique with the added distress screening tool,” said **Maggie Maxtin, MSN, RN, CPN**, the Hematology and Oncology Center’s Quality Specialist. “It’s not just medical professionals talking about a patient’s condition. We are also using feedback directly from a patient about how they are feeling.”

The weekly rounds have continued to grow. The nursing portion of the multidisciplinary team includes nursing coordinators, nursing educators, inpatient nurse managers and nurse practitioners who discuss all admitted oncology patients and others who have needs. The majority of discussions each week lead to additional referrals such as music therapy, art therapy and occupational therapy.

“Lots of ideas circulate at these meetings, and it’s neat to see everyone brainstorm together to come up with solutions,” Jordan said.

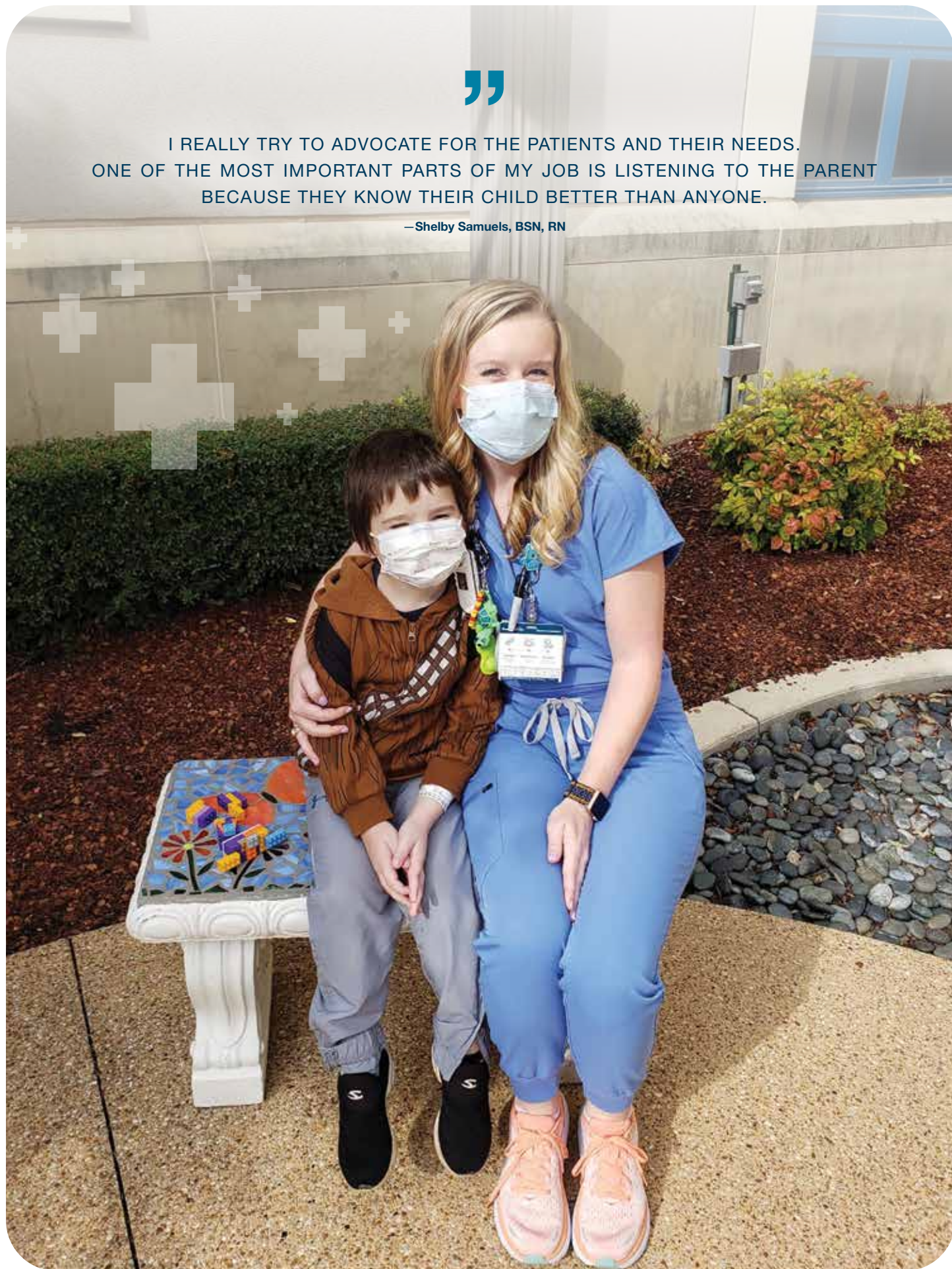
Clinical therapists lead the weekly psychosocial rounds which are made up of:

- Child Life specialists
- Social worker
- Chaplain
- Multiple nurse practitioners
- Nurse managers
- Psychologist
- Dietitian
- Case manager
- Physical and occupational therapists
- Nurse coordinators
- School teachers
- Nurse educators

”

I REALLY TRY TO ADVOCATE FOR THE PATIENTS AND THEIR NEEDS. ONE OF THE MOST IMPORTANT PARTS OF MY JOB IS LISTENING TO THE PARENT BECAUSE THEY KNOW THEIR CHILD BETTER THAN ANYONE.

—Shelby Samuels, BSN, RN



MORE THAN A NURSE

An advocate and a friend

When Jennifer Hunter’s 6-year-old son, Kristopher, was in the hospital with a complex condition, the weight of the world was on her shoulders. She was worried about her son, and trying to navigate the challenges of COVID-19, remote school and a high-stress job. She found support from **Shelby Samuels, BSN, RN**, who wanted to learn everything about Kristopher.

“It was all a big balancing act and the most important thing for me was that Shelby took the time to listen, especially since Kristopher’s condition is so rare,” Jennifer said. “And she took it all to heart.”

Kristopher was born with chronic idiopathic intestinal pseudo-obstruction, a rare disorder of gastrointestinal motility that causes flareups and the need for frequent hospitalization, sometimes for months at a time. He receives 98% of his hydration and nutrition through a central line. The gastroenterology floor had closed to care for COVID-19 patients, and Shelby’s previous experience on a pediatric GI floor helped immensely.

Jennifer said Kristopher has a high threshold for pain, so when he struggled to move, she knew the pain he experienced was different than usual.

“Shelby immediately got the pain team involved,” Jennifer said. “She kept track of fluid loss and stayed ahead of it all.”

Kristopher missed his dog from home, so Shelby requested a visit from one of Cook Children’s facility dogs. “Chanel brightened his spirits so much that day,” Jennifer said. “It was a super heartwarming moment during a really bad day.”

Shelby’s approach worked, and Kristopher walked with her support and encouragement every step of the way. Jennifer said it was such a special moment the next day as Shelby watched Kristopher walk several laps on his own.

With more than 30 admissions in the past four years, Kristopher now considers the nurses at Cook Children’s as part of his family.

“The amazing care Kristopher receives from the fabulous nurses is one of the main reasons I never questioned driving two hours to Cook Children’s,” Jennifer said. “They have made a lasting impression, and if there is anything I could do to give back to our nurses, I would do it in a heartbeat.”



”

I am amazed at the dedication and loyalty our nursing staff show on a daily basis. This has been the most challenging year and our staff continue to shine. Some days have been really hard, but time and time again, I see the teams come together and provide the most outstanding, high-quality care. I am so proud to be a part of Cook Children’s Medical Center.

Sheralyn Hartline, DNP, RN, RNC-NIC
Director, Neonatal Intensive Care Unit

Exemplary Professional Practice

Focuses on excellence, collaboration, quality, safety and best practices to realize extraordinary results





INTO THE UNKNOWN

Nurse describes overcoming challenges during pandemic

Kristen Jackson, BSN, RN, said one of the biggest challenges the pandemic brought was the many unknowns, especially at the beginning. Below, she describes what it was like and how nurses on her unit overcame it together.

“The initial reaction was fear, and there was a lot of emotional support that we had to give each other. Once we got through that, we came together as a strong team and knew that we could do this. We decided that we are nurses for such a time as this, and we are up for the challenge no matter what.”

We had to change from being renal/GI/metabolic/rheumatology nurses to taking care of patients from every specialty. Our learning curve was large, and we had to make sure we were educated on how to take care of each of these specialties, such as getting chemo-certified for oncology patients who also had COVID, but need chemo.

In the beginning of the pandemic, it was encouraged to decrease the amount of people coming in and out of patient rooms due to reserving isolation supplies, so the nurses had to be the nurse, patient care technician, janitor, chaplain and Child Life specialist. Each nurse worked very hard through this and came back with smiles on their faces ready to care for more patients and families. Going above and beyond is an understatement for all our nurses and staff.”

”

OUR NURSES SHOWED UP AND FACED THE FRONT LINES LIKE SOLDIERS GOING INTO BATTLE. FROM THE UNKNOWN IN THE BEGINNING TO WHERE WE ARE NOW — EVERY TIME WE SEE OUR COLLEAGUES’ FACES, WE ARE INSPIRED.

—Kristen Jackson, BSN, RN

Kristen Jackson checks on 16-year-old Louis Grivet-Seyve. “This kid’s sense of humor, smile and sweet spirit will light up anyone’s day,” Kristen said. “Even when he was his weakest with pain, he still managed to keep a strong spirit.”





A DAY IN THE LIFE

In the COVID-19 ICU

Inside the walls of Cook Children's, nurses display many different characteristics – courage, strength, patience, empathy, wisdom. During the pandemic, COVID-19 nurses on the front lines have risen above adversity and consistently shown the highest levels of resiliency. Regardless of what the day or night brought, these nurses persevered and did it all with one thing in mind – restoring their patients' health.



THE HARDEST PART OF COVID-19 HAS BEEN THE UNPREDICTABILITY. IT AFFECTS SOME KIDS SO DRASTICALLY DIFFERENT. THIS PAST YEAR HAS BEEN SUCH A TEAM EFFORT, AND ALL OF US HAVE WORKED SO HARD.

—Mykayla Pfursich, BSN, RN

A typical day for Mykayla Pfursich, BSN, RN

- 5 a.m.** I wake up to a text from the charge nurse that says I'm needed in the PICU.
- 5:30 a.m.** I get out of bed and start getting ready.
- 6 a.m.** I leave the house.
- 6:30 a.m.** I walk into the unit and see a nurse I don't recognize. It turns out she is from the NICU and came to admit a baby.
- 6:30 to 7 a.m.** I receive reports and handoffs of patients. My patient is a 10-day-old baby positive for COVID-19. She is prone on an oscillator with several lines and drips. I put on my PPE before going in to see her.
- 7:30 a.m.** PICU Director **Melodie Davis, DNP, RN**, asks me if I think the baby should be in the NICU. My first job as a nurse was in the NICU, and I think they could care for her best. The baby is all alone so I play music for her.
- 11 a.m.** The baby is cleared to be transferred to the NICU and placed on a portable oscillator. While preparing for transfer to the NICU, the baby's blood pressure drops, and she is transitioned back to an oscillator. The team flips her over and starts doing compressions along with multiple rounds of epinephrine. A doctor activates the ECMO team, and a surgery team places cannulas in her neck. I give medications to the baby through an IV and hear the surgeon and a doctor discussing her chances of making it after ECMO. ECMO Manager **Jill Pittman, BSN, RN, CPN**, speaks boldly across the room about medications. The whole process is very efficient. Most patients I've seen on ECMO in the past two years have been due to COVID-19.
- 2:30 p.m.** The baby is on ECMO with continuous infusions and lays so still. I never see her move or open her eyes because she is sedated.
- 3 p.m.** The charge nurse tells me I need to go to lunch because I have not eaten all day. I didn't pack a lunch, so I go to the cafeteria.
- 3:30 p.m.** Care transitions to the NICU team and the doctor works on changing orders. The baby's blood pressure spikes and stays high.
- 4 p.m.** We wheel her to the NICU with eight people. It is my first time to transfer a patient on ECMO.
- 4:30 p.m.** We get her in the room, and I give report to the NICU nurse.
- 5 p.m.** I finish the patient report and chart until 6:30 to make sure everything is documented correctly.
- 6:30 p.m.** I leave for home. As soon as I get in my car, I decompress and reflect on the devastating day. I talk through and cry about it. Taking care of COVID-19 patients gets exhausting after a while, but it has made me stronger as a nurse.

SUPPORTING PARENTS

Through COVID-19 diagnosis

A night in the life of a COVID-19 nurse

Israel Garcia, BSN, RN, typically cares for patients on the renal/GI unit. But overnight, the unit transformed to focus on COVID-19

Israel recalls caring for 9-month-old Jordyn Jacquez who was having trouble breathing after being diagnosed with COVID-19 and RSV at a local urgent care center. Jordyn's treatment included a steroid, fluids and oxygen support. When he first listened to Jordyn's lungs, he could hear coarseness in her breathing, which he said is not uncommon with her diagnosis. Throughout the night, Israel closely monitored Jordyn and spent most of his time in her room.

"Jordyn's parents had a lot of questions and concerns," Israel said. "They lived two hours away and had not planned on being admitted, so they needed a lot of reassurance and emotional support."

Samantha Roe, Jordyn's mom, said her daughter was excited when Israel came into her room.

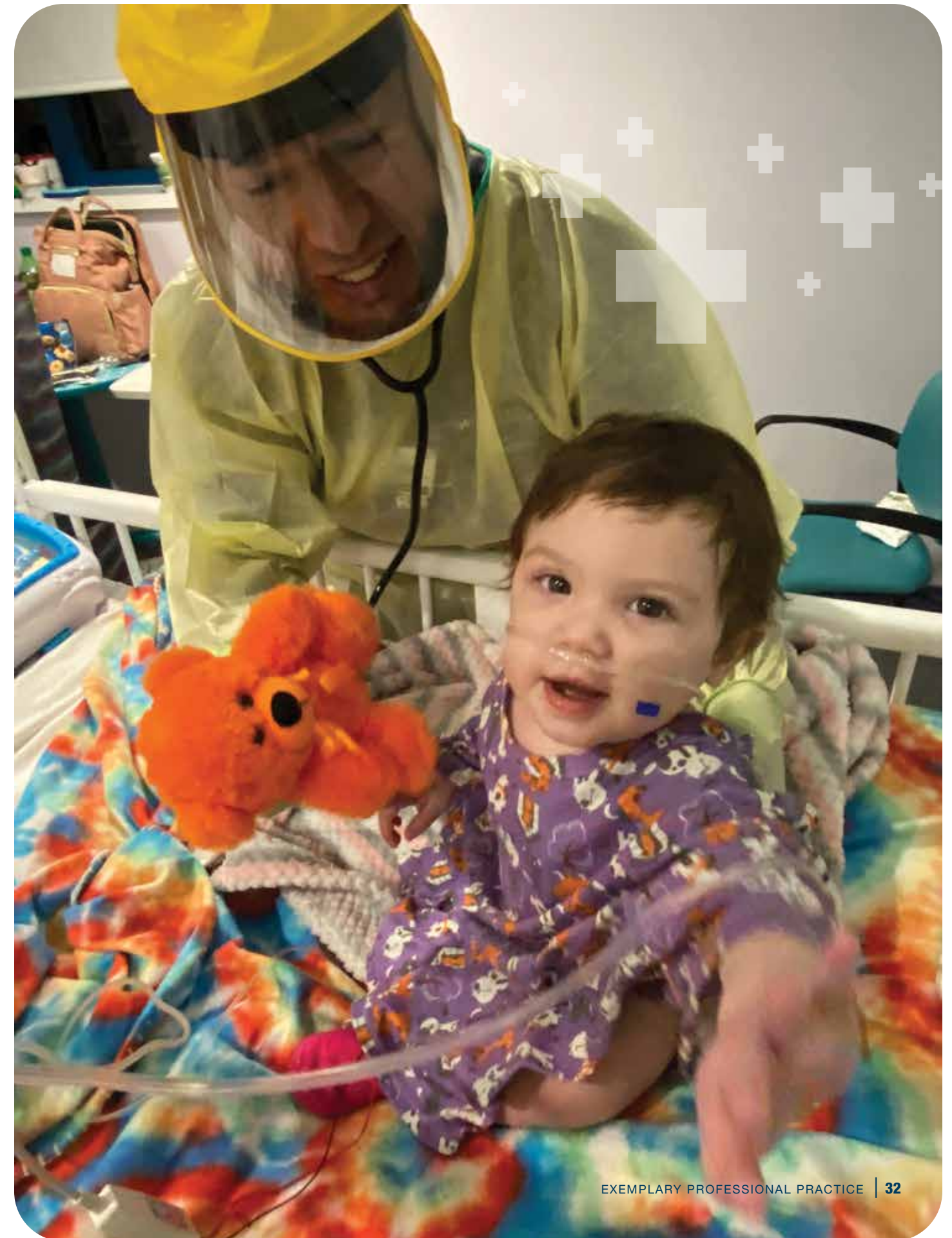
"Regardless of how sick Jordyn felt, she would always reach out her arms to him to be held," Samantha said. "He seemed to genuinely care about not only her health, but also her comfort and making sure she stayed in good spirits."

Israel said the pandemic has been emotionally challenging for him, but the support from other team members has been phenomenal – an environment he describes to staff and residents when leading preceptor and resident training sessions. He always tells them, "I have loved it since the day I walked in, and I am still proud to walk through the doors at Cook Children's as I come in for every shift. I couldn't see myself any other place."



MANAGEMENT COULDN'T HAVE PUT A BETTER TEAM TOGETHER TO MAKE THE MOVE.
EVERYONE WAS WILLING TO MAKE THE CHANGES SEAMLESSLY
AS IF WE WERE TRAINED TO BE A COVID-19 UNIT.

— Israel Garcia, BSN, RN



”

The nursing commitment to this organization has always inspired me, yet this year has brought a whole new level of selfless care for those who need us most. It's an honor to be a Cook Children's nurse and represent what it truly means to fulfill our mission for children.

Valerie Gibbs, DNP, RN, CPN
Director, Perioperative Services – Surgical

Transformational Leadership

A leadership style that motivates employees to take ownership for their roles and perform beyond expectations





TREATING

The whole family

Empathetic. Kindhearted. Patient.

These are the words 9-year-old Max Prcin from Alvord, Texas, uses to describe his nurse, **Jessica May, BSN, RN**. After a serious all-terrain vehicle accident in May 2021, Max worried he would never be able to walk again. He had a hard time staying positive while undergoing nine surgeries in 30 days, including a partial knee amputation. But Jessica's encouragement helped him persevere.

Megan Prcin, Max's mom, said Jessica made it a point to know Max really well, which especially helped him calm down on the hard days.

"Jessica always found a way to get on his level," Megan said. "She knew he loved sports, so she wrote baseball quotes on his board and put up Texas Rangers decorations. She made sure his PediaSure® was ice cold just how he liked it and his pillows were arranged a certain way on the bed. The IV tape made him very upset, so she poured gel on the tape to gently peel it off."

Jessica said she always includes autonomy in her nursing practice – letting the patient and family have some control over their care.

"With children, nursing is so different," Jessica said. "A big part of it is the parents. I'm a huge proponent of involving the mom and dad. There is no better care than what they can provide for their child."

The parent component made a huge difference in Max's healing as Megan said they were able to stick with their routines while in the hospital. To the Prcin family, it felt like Jessica seamlessly became part of their family care team.

"I remember when Max was having a particularly rough day, and just hearing Jessica's voice on the other side of the door made him completely calm down. I still tear up thinking about all of it. Jessica helped all of us."

”

I TOLD HIM THAT IT'S EASY TO THINK ABOUT THE BAD PARTS AND SO HARD TO SEE THE LIGHT AT THE END OF THE TUNNEL, BUT YOU HAVE ALL THESE PEOPLE HERE FOR YOU EVERY STEP OF THE WAY.

—Jessica May, BSN, RN, staff nurse on medical/surgical trauma unit



“She didn't seem like just a nurse. She was my friend.”

—Max Prcin

For nurses in Texas

A mental health advocate for all



Support system

Cook Children's supports nurses dealing with mental health issues and provides resources such as the Employee Assistance Program with free counseling sessions. During COVID-19, a room on the post-surgical med/surg unit named, The Lavender Room became a place of respite for health care workers with chaplains available to listen. "It was difficult in the first months of COVID to keep our cups full," said **Shakyryn Napier, DHSc, RN, CPN, NEA-BC**.

All the support made a difference as satisfaction scores for the unit increased higher than pre-COVID-19.

"It shows how much nurses are prioritized, and in turn we are able to rise above the stress," said **Andrea Knott, BSN, RN, CPN**. "I couldn't do any of this without the support of my managers and directors at Cook Children's."

Andrea Knott, BSN, RN, CPN, has been a nurse at Cook Children's for nearly 10 years. In 2019, her license was up for renewal, so she answered each question on the renewal application to the best of her ability, with one question leading to an advocacy campaign for more nurses than she could imagine.

The question on the license renewal form was: "In the past five years, have you been diagnosed with or treated for schizophrenia or other psychotic disorder, bipolar disorder, paranoid personality disorder, antisocial personality disorder or borderline personality disorder?"

Andrea didn't hesitate to answer yes, as one year prior she was diagnosed with psychological disorders after giving birth to her daughter. She was undergoing treatment from a psychiatrist specializing in women's health and perinatal issues and was cleared to work.

One month later after submitting her license renewal, Andrea received a letter from the Texas Board of Nursing explaining she may have violated the Nursing Practice Act and rules related to nurse education, licensure and practice. An investigation began, and Andrea sent the board all the requested documentation, only to receive a

letter stating she needed to be examined by a board-approved evaluator.

Andrea's nursing director **Shakyryn Napier, DHSc, RN, CPN, NEA-BC** heard about the issue and immediately stepped in to help. Shakyryn served as a Director on the Board of Texas Nursing Association and Chair of Policy Council.

"I realized Andrea wasn't the only person dealing with this, so I took a compelling letter written by her to a board meeting and continued the fight with the Policy Council," Shakyryn said. "Someone trying to seek treatment shouldn't be punished."

Nearly two years later, the question was changed to: "Are you currently suffering from any condition for which you are not being appropriately treated that impairs your judgement or that would otherwise adversely affect your ability to practice nursing in a competent, ethical and professional manner?"

"Removing the stigma of mental health care is the most amazing gift we will be able to give anyone," Shakyryn said. "Andrea is definitely a hero to all of the nurses."

”

I FEEL LIKE GOD HAD ME GO THROUGH THIS FOR A REASON –
TO BE AN ADVOCATE FOR OTHERS IN GETTING THE HELP THEY NEED.

—Andrea Knott, BSN, RN, CPN



Nursing Leadership Academy

Jennifer Jarvis, MS, RN, CPN, Assistant Nursing Director, has been a nurse at Cook Children's for 24 years and knows what it takes to transition into a new management role. Jennifer collaborates with Nursing Director **Melodie Davis, DNP, RN**, to oversee four different units where she experiences firsthand the correlation between the relationship with managers and staff retention. Jennifer, along with three other nurse leaders: **Lori Parrott, MSN, RN**, PICU Nurse Manager; **Crista Schronk, MSN, RN, CPN**, Staffing Supervisor with Nursing Administration; and **Jarrett Dawson, BSN, RN, CST**, Surgery Nurse Manager, were the original group that implemented and still help with others to lead the New Nurse Leader Workshop held quarterly for new nurse managers and coordinators. From the workshop, they realized the need for individualized educational and mentoring opportunities for the nurses who are on track to move into leadership roles. Last year, the four nurses led the first Nursing Leadership Academy (NLA).

"It was unique to be able to have in-person meetings again," Jennifer said. "We spaced out with masks, and the first cohort for NLA completed the program in June right before the second COVID-19 spike. Real connections occurred when we were together and shared shadow experiences." Applicants for the Nursing Leadership Academy are interviewed and can receive personalized feedback based on the interviews. During the NLA, nurses:

- Receive coaching on effective communication and leadership styles, generational and personality differences, crucial conversations and how to relate to others
- Learn strategies for developing their resume and improving personal interview skills
- Network with internal leaders through presentations, panel discussions, shadowing opportunities and mentorship programs
- Learn about and explore different leadership opportunities in the organization and increase confidence in their leadership abilities

"They are able to walk in the shoes of leaders making sure this is the path they want to pursue," Jennifer said. "The shadowing opportunities enable them to get to know many different nurse leaders and experience for a day, many unique leadership roles, such as a nurse manager/clinical coordinator, clinical nurse leader, educator, director, vice president, nursing supervisor and specialties like Clinical Informatics, Quality and Trauma."

The four nurse leaders manage heavy workloads but look forward to the chance to collaborate. "It brought us so much joy to see the gain in confidence from the seven graduates," Jennifer said. The team is accepting applications for 2022 NLA, and hope to provide even more shadowing opportunities and experiences to gain knowledge of and exposure to leadership positions.

Jennifer

The Nursing Leadership Academy showed Jennifer different opportunities from nursing leadership perspectives.



Jennifer Hammontree, BSN, RN, CCRN, NICU Education Coordinator, narrowed down where she wanted to lead after shadowing other nurses. Jennifer worked for seven years as a bedside nurse in the PICU and for three years as a critical care float pool nurse. During that time, she has led several initiatives, including one that she helped to grow – the PICU Mock Code Program, which reinforces resuscitation skills by training bedside staff in the unit. Jennifer also co-chaired the Quality Improvement Council and the Nursing Research and Evidence-based Practice Council.

Four months after graduating from the NLA, Jennifer moved to a new role as part of the NICU leadership team and now coordinates onboarding of new hires to the NICU and education for existing staff. "I'm looking forward to combining my passion for growing staff with my desire to be part of the bigger picture at Cook Children's," Jennifer said.

Cammie

In October, Cammie was awarded the Great 10 Nurses Award at Cook Children's. "I'm always happy and proud when bedside nurses receive the award for going above and beyond."



For **Cammie Larson, MSN, RN**, the NLA put all the pieces together. Cammie has created programs for the past several years to help nurses grow personally and professionally. The Mentor Program she started in 2017 increased the retention rate and has been incorporated into the Nursing Strategic Program and implemented throughout the medical center. The Trauma Nurse Resource Program mirrors the leadership program already in the Emergency Department and focuses on trauma quality indicators. The goals of the program are to improve the quality of trauma patients' transfer communication and to create a base of nurses with trauma skills who span both day and night shifts.

At the NLA, Cammie followed the Emergency Department director and learned where she could fit as a clinical nurse leader. "The academy provided feedback about who you are, how you operate and how it will relate to a leadership role," Cammie said.



IF YOU CAN BE CONFIDENT ADMITTING A TRAUMA PATIENT,
YOU CAN DO ANYTHING.

—Cammie Larson, MSN, RN

Martin

Martin said the Nursing Leadership Academy opened his eyes to understanding both sides of COVID in a hospital – the clinical nurse at the bedside and the administrator in the COVID-19 Command Center.



The varied backgrounds of the nurses at the NLA gave **Martin Castellanos, BSN, RN, CPN, CPEN, TCRN**, a fresh perspective.

"When we met in person and everyone shared their experiences, it helped us to gain different insight," Martin said.

In the past 22 years at Cook Children's, not only has Martin worked on different units as a charge nurse, but he has served in many leadership roles including a Trauma Nurse Leader in the ED, a nurse manager in the CICU, a Chair and Co-Chair for a number of hospital-wide and unit councils and committees and a founding member of the Research and Evidence-Based Practice Council.

Only a couple of months after graduating from the NLA, Martin moved into a new role as PICU Nurse Supervisor. He serves as part of the management and leadership team and a liaison between the clinical and leadership staff. He says the NLA opened his eyes to new ways of handling situations.

"I was able to reflect on my previous experiences and realize how I could make improvements for the future."

A HEART OF GOLD

CICU nurse makes a lasting impression



During the height of the pandemic, Courtney Morey coped by clinging to the CICU nurses as her baby fought for her life. Even though 4-month-old Annie Morey was sedated and on ECMO, one nurse, **Rebekah Kimsey, MSN, RN**, connected with her in a special way.

“You would have thought Rebekah was Annie’s grandmother,” Courtney said. “She talked with Annie and hummed tunes to her just like she was awake. She made her feel so alive to me, and it was exactly what I needed.”

Rebekah began her career at Cook Children’s 19 years ago in the PICU and now works as a bedside and charge nurse in the CICU. She has a passion for empowering and encouraging other nurses through their journeys and has taught pediatric nursing clinical courses for 11 years.

“It’s my way of giving back to the profession that I love,” Rebekah said.

Courtney said Rebekah would often come into the room with younger nurses looking on, and she can’t think of anyone better to be their teacher.

“Rebekah is tenured, intelligent, focused and such a leader. She has an amazing heart and knows just what the parents need.”

For Courtney, the kindness and expertise that Rebekah provided helped her get through the hardest times. Annie spent a month in the CICU, and Courtney said when she was covered in wires with her chest open and so fragile, Rebekah continued to encourage her to parent in all the ways she still could. When Annie was the most critical, Courtney could sleep at night knowing Rebekah kept a close watch, just like she would for her own child.

After more than 60 shifts of nurses caring for Annie, Courtney finds the CICU culture hard to explain.

“These nurses sacrifice so much mentally and emotionally to provide the highest acute care,” Courtney said. “There is a bubble of heroes in Fort Worth that not everyone knows exists.”

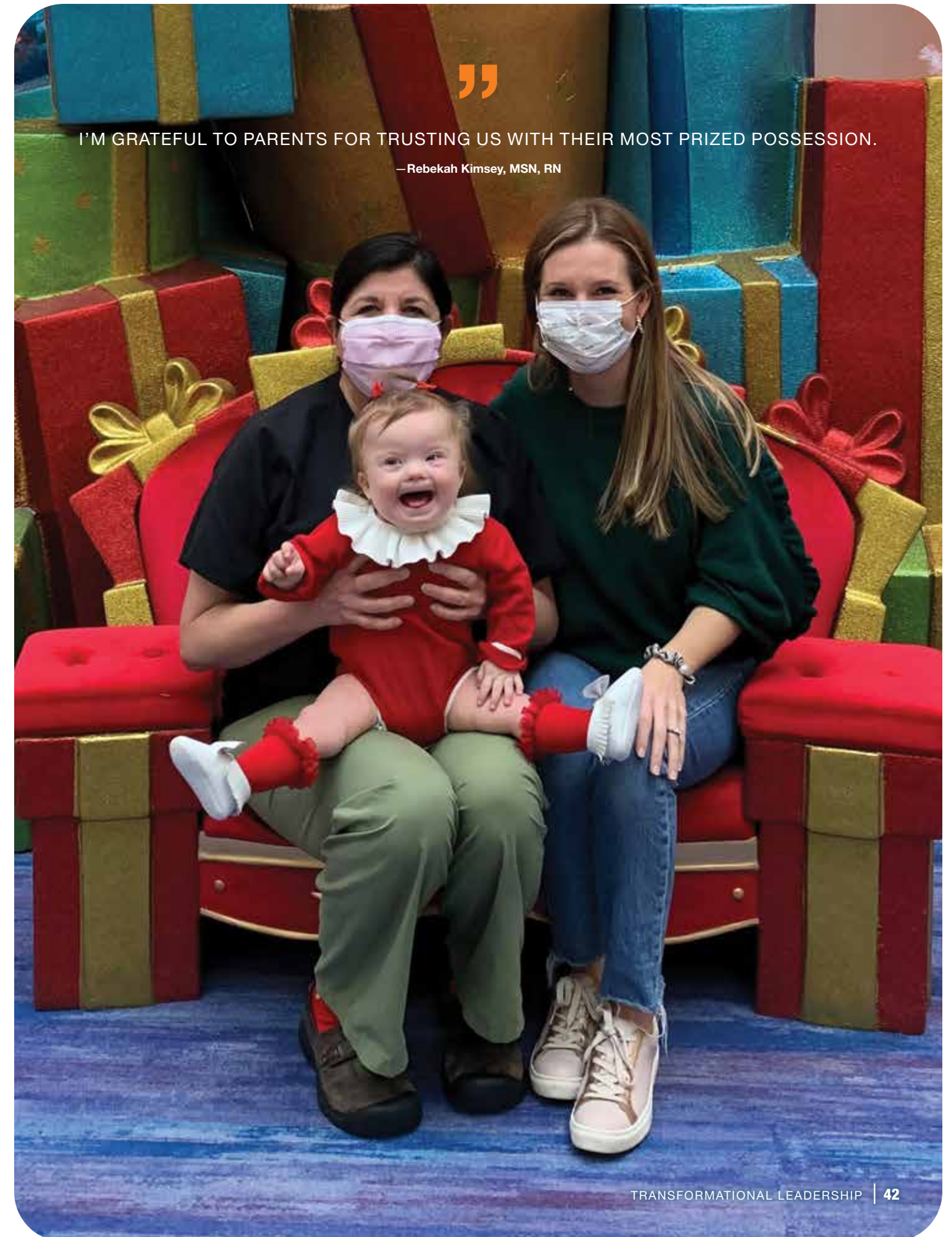
Rebekah strongly believes in selfcare – both for patient families and healthcare workers. She offers to teach moms in the CICU to knit, crochet, weave or spin yarn and provides them with the initial hook and yarn. “The rhythmic movement of crocheting or knitting is soothing and gives them something to help pass the time.”

That same caring nature extends to Rebekah’s coworkers. “We are a tight-knit family – from the nurses to the physicians to the care partners and techs. We do whatever we can do to lift each other’s spirits.” When Rebekah isn’t in the CICU, she focuses on her own selfcare such as teaching yoga classes and working on pottery. “When I go to work, I’m all there and ready to continue serving our heart babies.”

”

I’M GRATEFUL TO PARENTS FOR TRUSTING US WITH THEIR MOST PRIZED POSSESSION.

—Rebekah Kimsey, MSN, RN





RANKED

Among the best in the world!

In February 2021, Cook Children's Medical Center became the first freestanding, pediatric hospital in North Texas, and the 10th in the world, to receive the prestigious Magnet designation four consecutive times.



The Magnet Recognition Program is the international gold standard of nursing excellence given by the American Nurses Credentialing Center (ANCC). **Barbara Peace, MBA, MPH, BSN, RN, LSSYB**, Director of Nursing Quality and Magnet, captured the meaningful work through more than 100 stories spanning 70 departments in the medical center.

"It takes a village to demonstrate all we have accomplished," said **Cheryl Petersen, MBA, BSN, RN, NE-BC**, Vice President, Nursing and Chief Nursing Officer at Cook Children's. "We could not have made this happen without Barbara who beautifully crafted the stories for the documents and **Mary Cazzell, Ph.D., RN**, Director of Evidence-based Practice and Nursing Research, who guides and mentors our nursing staff."

The three-day site visit, which was virtual due to COVID-19, required intense logistical preparation. The Information Technology team identified more than 50 locations across the campus where staff could isolate and participate in individual interviews – a way for them to replicate the in-person visit. Carts set up with cameras were pushed through the units with a handheld device for the operating rooms



I AM SO PROUD OF OUR NURSING STAFF. THEY WORKED COLLABORATIVELY TO EMBRACE EVIDENCE-BASED PRACTICE AND RESEARCH AND GROW TEAMS. THEY REALLY HIT THE MARK TO FILL THE SHOES OF A FOUR-TIME MAGNET-DESIGNATED ORGANIZATION.

— Cheryl Petersen, MBA, BSN, RN, NE-BC, Vice President, Nursing and Chief Nursing Officer



IT WAS AN HONOR TO HIGHLIGHT THE NURSES AND SHOWCASE THE INCREDIBLE WORK THAT HAPPENS HERE EVERY DAY. WE HAVE SO MUCH TO CELEBRATE AS A HOSPITAL AND TO PULL IT ALL TOGETHER IN THE MIDDLE OF A PANDEMIC IS TRULY A TESTAMENT TO THE EXCELLENCE AND RESILIENCE OF OUR NURSES.

— Barbara Peace, MBA, MPH, BSN, RN, LSSYB, Director of Nursing Quality and Magnet

"I am beyond proud of the efforts from everyone and couldn't put into words the challenges we overcame to get the designation," Barbara said.

The visit resulted in zero deficiencies and four exemplars. Evaluators were especially impressed with the nursing residency program, outpatient clinics, community initiatives and the Heart Center.

"It's important to realize that every single example of nursing excellence provided to the ANCC was above the call of duty. These were programs, processes and curriculum developed by nurses to move the needle on quality and safety outcomes," Cheryl said. "This is what sets Magnet hospitals apart from others. It is acknowledgment of forward-thinking innovation, research and high-level training."

The designation couldn't have come at a better time – on the heels of major power outages due to a historic winter storm and in the middle of a pandemic.

"Everyone was excited to step back, reflect and celebrate the victories during a challenging year," Barbara said. "It gave us hope and something to celebrate when we all needed it."

BY THE NUMBERS

15

Number of years Cook Children's has been Magnet-designated by the American Nurses Credentialing Center

8%

Hospitals in the U.S. that are Magnet-designated

Fewer than 1%

Hospitals that receive Magnet recognition four times in a row

1,000

Pages in the 2020 application

More than 100

Examples of nursing excellence provided for the 2021 Magnet designation

27

Number of data-driven stories in the 2020 application that highlighted nurses identifying an issue, intervening and providing sustained results

Nearly 70

Departments of nursing staff who participated in the rigorous 2020 application process

3

Days of virtual site visits in December 2020

2021 LEVELING

Professional Development Program

The Professional Development Program was created to support Cook Children's nursing philosophy and promote quality patient care. The program encourages and recognizes nursing excellence and provides both career enhancement opportunities and financial incentives. The program is a two-year commitment with mentors guiding candidates to achieve identified goals. Nurses participate in evidence-based practice projects, quality initiatives, research studies, volunteer work, councils/committees and much more. At the end of the program, candidates submit professional portfolios to a review committee and earn level placement — Level 1, 2, 3 or 4.



LEVEL 1

Summer Anderson, BSN, RN, CCRN, CP-SANE
Paige Armstrong, BSN, RN
Amanda Avalos, BSN, RN, CPN
Cecilia Avelar Munoz, RN
Valerie Badgett, MSN, RN
Alina Barethz, BSN, RN
Emily Barnett, RNC-NIC
Beverly Baugh, RNC-NIC
Kameron Beckerich, BSN, RN
Sunny Burk, BSN, RN
Edgar Carrera, MSN, RN
Katharine Carvalho, BSN, RN, CPN
Mindy Coates, BSN, RN
Megan Cole, BSN, RN, CPEN
Christine Chapman, BSN, RN, CPN
Claire Corey, BSN, RN
Denise Corley, RN
Julie E. Dandridge, BSN, RN, CPN
Marissa Dawson, BSN, RN
Amanda Dove, MSN, RN
Tracey Easley, BSN, RN, CPHON
Shelley Fitzgerald, BSN, RN
Stephanie Garcia, BSN, RN
Kayli Glover, BSN, RN, TNCC, ENCP
Sandra Hackfield, RN, CPN
Angie Henderson, BSN, RN, CPN
Virginia Holcomb, MSN, RN, CPN
Bri' Holder, BSN, RN
Amber Kimball, BSN, RNC-NIC, CPN, CBC
Siobhan Lilley, BSN, RN, CPN
Amy Locker, BSN, RN
Lizzie Marshall, MSN, RN, CPN, CPHON
Marina Master, BA, BSN, RN, CCRN
Jill Matthews, BSN, RN, CPN
Katie May, BSN, RN
Cortney W. Miller, MS, RN, CPN
Lauraleigh Newton, BSN, RN
Natalie Palau, MSN, RN, CPN
LaTerica Pruitt, MSN, RN
Marissa Renteria, BSN, RN, CPN
Terri Richey, BSN, RN
Larry Rodriguez, BSN, RN, CCRC
Andrea Rosas, BSN, RN, CPN
Abby Rychlik, MSN, RN, CNOR(E)
Lynette Satterfield, MSN, RN
Joanie Shreve, BSN, RN, CPN
Shelby Shumate, BSN, RN
Emily Tindall Burke, BSN, RN, CPN
Kaysie Troxell, BSN, RN, CPN
Tricia Weems, BSN, RN, CPN
Sonica Wommack, BSN, RN

LEVEL 2

Lacy Bayles, BSN, RN, CPN
Haley Bridges, BSN, RN
Rhonda Crowson, BSN, RN
Emily Carvajal, BSN, RN, CPN
Addie Durbin, BSN, RN
Heather Jill Finto, BSN, RN, CPN, CCRC
Erin Gratton-Fisher, BSN, RN, CPN
Tiffany Henderson, BSN, RN
Michelle Hudson, BSN, RN
Noel Humphries, BSN, RN
Karla Kizer, BSN, RN
Christi Lachman, BSN, RN, CPN
Sandra Mata, RN
Maggie Maxtin, MSN, RN, CPN
Renee McCullough, BSN, RN, CPN
Mandi Nottoli, MSN, RN, CPN
Shannon Onfray, BSN, RN, CPN
Taylore Perkins, BSN, RN
Hannah Pierce, MSN, RN, CPN
Renay Pugh, BSN, RN, CPN, EMTP
Sharon Riley, BSN, RN
Melissa Rodriguez, BSN, RN, CCRN
Melissa Ross, MSN, RN, CPN,
Toni Smith, BSN, RN
Ashley Stansbury, BSN, RN, CPN
Callie Stedman, BSN, RN, CPN
Faith Swiney, MSN, RN, CPN
Cassidy C. Ware, MSN, RN
Mandy Wright, BSN, RN
Jennifer Vierkant, MBA, MSN, RN, NE-BC
Lynne West, BSN, RN
Katy Yanez, BA, MSN, RN, CNOR

LEVEL 3

Megan Atwood, BSN, RN
Kathy Back, BSN, RN, CPN
Sheri Bailiff, BSN, RN, LP
Eden Beebe, BSN, RN
Raquel Chi, BSN, RN, CNOR, CCRN
Ashley Chreene, MSN, RN
Dana Cruz, BSN, RN, CPN
Amanda Davis, BSN, RNC-NIC,
EMT-B, C-NPT
Jarrett Dawson, BSN, RN, CST
Cory Dean, BSN, RN, CPEN
Heather Downs, BSN, RN, CCRC
Keith Franklin, BSN, RN, CCRN
Cody Greenwood, MSN, RN, CCRN,
CMTE, EMT
Lauryn Goff, MBA, MSN, RN
Alexis Gossett, BSN, RN, CCRC
Megan M. Graichen, BSN, RN
Andrea Holliman, BSN, RN, CPN
Stacy Johnston, BSN, RN
Juli Kidd, BSN, RN, CCRC
Andrea Knott, BSN, RN, CPN
Ashley Kovacev, MSN, RN, CPN
Melissa Lubahn, BSN, RN
Rebecca Meester, BSN, RN, CDCES
Trudy Morris, BSN, RN
Adrian Morse, BSN, RN, CPN, LSSYB
Bethany Olinger, MSN, RN, CPEN
Anita Proctor, BSN, RN, CPHON
Carol Roberts, BSN, RN, CCRC
Christina Richardson, BSN, RN, CPN
Julie Riley, BSN, RN
Erica Salaiz, MSN, RN, CPN
Christina Short, BSN, RN
Elizabeth Shrader, BSN, RN, CPN
Alyssa Slavin, BSN, RN, CCRN, CPN
Jordan Staggs, BSN, RN
Sandra Templeton, BSN, RN
Stephanie Tettleton, BSN, RN
Lori Thomas, BSN, RN
Shelley Thomas, BSN, RN, CBC
Michelle Ramey, BSN, RN, CPN
LeAnn Ward, MSN, RN
Rebecca Windham, BSN, RN
Randi Woods, BSN, RN, CPN

LEVEL 4

Caroline Anderson, MSN, RN, CPHON
Kelsey Bassett, MSN, RN, CCRC
Kaylan Branson, MSN, RN, CPN, CNL
Malorie Brooks, MSN, RN, CPN, CHSE
Leigh Anne Campbell, MSN, RN, CPN
Gabby L. Chavez, MSN, RN, CPN
Barbara De Leon, MSHA, BSN, RN
Michelle Espinosa, MSN, RN, CPEN, CPN
Abbie Garcia, MSN, RN, CPN
Brooke Green, MSN, RN
Victoria Hartman, MSN, RN, CPHON
Jenny Hathaway, MSN, RN, CPN, CNOR
Richelle Hicks, MBA, BSN, RNC-NIC, CLC
Kim Kimberling, MHA, RN-BC,
FACHE, CPHIMS
Cameron Larson, MSN, RN
Kia McCoy, MSN, RN
Roberta Miller, DNP, RN, CPN, CPEN, TCRN
Rachel Wenthe, MBA-HCM, BSN, RN,
CPHQ, LSSBB
Shana Rasmussen, MBA-HCM, BSN,
RN, CPPS
Stephen Sims, MSN, RN, CPN, NPD-BC
Stefanie M. Tanner, MSN, RN, CPEN
Marsha Triana, MSN, RN, CCRN
Heather Urbanek, MSN, RN, CCRC



Advanced certifications received in 2021



Blood and Bone Marrow Transplant Certified Nurse (BMTCN)

Hannah Doty, BSN, RN, CPN, CPHON, BMTCN

Certified Breastfeeding Counselor (CBC)

Sandra Percival, BSN, RN, CPN, CBC
Shelley Thomas, BSN, RN, CBC

Certified Clinical Research Coordinator (CCRC)

Ora Asheton, BSN, RN, CPN, CCRC
Heather Jill Finto, BSN, RN, CPN, CCRC

Certified Flight Registered Nurse (CFRN)

Jillian Wills, MBA, BSN, RN, CFRN, CCRN, MSTP-C, EMT

Certified Lactation Counselor (CLC)

Richelle Hicks, MBA, BSN, RNC-NIC, CLC

Certified Pediatric Nurse (CPN)

Kyra Andre, BSN, RN, CPN
Aly Anthony, MSN, RN, CPN
Andres Ardila, BSN, RN, CPN
Paige Bradley, BSN, RN, CPN
Madison Coburn, BSN, RN, CPN
Inara Dharani, BSN, RN, CPN
Emily Eggimann, BSN, RN, CPN
Meriam Cadiz Fabriga, MSN, RN, CPN
Lauren Faris, BSN, RN, CPN
Kerri Fruge, BSN, RN, CPN

Madison Hernandez, BSN, RN, CPN
Amara Holobaugh, MSN, RN, CPN
Kristin Hunter, BSN, RN, CPN
Lisa Kowalik, BSN, RN, CPN
Allie Lancaster, BSN, RN, CPN
Brad Litzkow, MSN, RN, CPN
Sandy Manoushagian, BSN, RN, CPN
Jordan McClendon, BSN, RN, CPN
Courtney McCloney, BSN, RN, CPN
Carly McGhee, BSN, RN, CPN

Meg Moffer, BSN, RN, CPN
Linnea Moran, BSN, RN, CPN
Sandra Percival, BSN, RN, CPN, CBC
Amanda Rutkowski, BSN, RN, CPN
Natiaya Thompson, BSN, RN, CPN
Bailey Turner, BSN, RN, CPN
Sabrina Vlk, MS, BSN, RN, CPN
Raven Warren, BSN, RN, CPN
Elizabeth Wood, BSN, RN, CPN

Certified Professional in Patient Safety (CPPS)

Jennifer Horn, MSN, RN, CPN, CPPS

Certified Sexual Assault Nurse Examiner Pediatric (SANE-P)

Bren Ledbetter, BSN, RN, CA-SANE, CP-SANE, SANE-P
Pam Simmons, MSN, RN, CP-SANE, SANE-P

Critical Care Registered Nurse (CCRN)

Erin Gunn, BSN, RN, CCRN
Austin Taylor, BSN, RN, CCRN
Lacy Tidwell, BSN, RN, CPN, CCRN
Jessica Yehl, BSN, RN, CCRN

Infection Prevention and Control Certified (CIC)

Tara Slone, BSN, RN, CIC

Lean Certification

Jennifer Horn, MSN, RN, CPN, CPPS

Certified Medical Transportation Safety Professional (MSTP-C)

Jillian Wills, MBA, BSN, RN, CFRN, CCRN, MSTP-C, EMT

Certified Neonatal Pediatric Transport (C-NPT)

Madai Kell, RN, EMT, CCRN, C-NPT
Christy Stratton McLaughlin, BSN, RN, C-NPT
Alissa Wells, BSN, RN, C-NPT

Certified Nurse Practitioner

Demi Brewerton, APRN, CPNP-PC
Lisa Couch, MSN, FNP-BC
Anna Tobias, MSN, APRN-CNP

Certified Pediatric Hematology Oncology Nurse (CPHON)

Lindsay Barkley, BSN, RN, CPHON
Hannah Doty, BSN, RN, CPN, CPHON, BMTCN
Nicole Slicker, MSN, RN, CPN, CPHON

Lean Six Sigma Green Belt Certification (LSSGB)

Aubrey Korol, MSN, RN, CPN, LSSGB
Dee Parma, MSN, RN, NPD-BC, LSSGB

Lean Six Sigma Yellow Belt Certification (LSSYB)

Saul Garcia, BSN, RN, LSSYB
Riley Heimuli, BSN, RN, CPN, LSSYB
Michelle McMillan, RN, LSSYB
Lori Montgomery, BSN, RN, LSSYB
Adrian Morse, BSN, RN, CPN, LSSYB

Neonatal Intensive Care Nursing (RNC-NIC)

Aleasha Athon, BSN, RNC-NIC
Hallie Crossnoe, BSN, RNC-NIC
Jessica Hazard, RNC-NIC
Tiffany Huber, BSN, RNC-NIC, CPN

Trauma Certified Registered Nurse (TCRN)

Martha Bassinger, BSN, RN, CPN, CPEN, TCRN

Degrees received in 2021



Bachelor of Science in Nursing (BSN)

Megan M. Graichen, BSN, RN
Jennifer Klavinski, BSN, RN, CPN

Master of Science in Nursing (MSN)

Lisa Couch, MSN, FNP-BC
Lauryn Goff, MBA, MSN, RN
Maggie Maxtin, MSN, RN, CPN
Ngoc Thien Son, MSN, RN, CPN
Anna Tobias, MSN, APRN-CNP
Candace Wilson, MSN, RN

Master of Business Administration (MBA)

Lauryn Goff, MBA, MSN, RN

DAISY Award 2021 honorees



The **DAISY Award** is an international program that rewards and celebrates the extraordinary clinical skill and compassionate care given by nurses every day.

Madison Caskey, BSN, RN, CPN
Chelsea Ellinger, BSN, RN
Trevor Garza, BSN, RN
Heather Hamrick, BSN, RN
Victoria Hartman, MSN, RN, CPHON
Michelle Hudson, BSN, RN
Ginger Hull, BSN, RN
Shelby Samuels, BSN, RN
Jennae Tillotson, BSN, RN
Courtney Timbs, BSN, RN, CPN
Lisa Wood, BSN, RN
Arlene Zuniga, RN, CPN

Nursing awards in 2021



Society of Pediatric Nurses Annual Conference: Best Poster in Leadership/Management Track
Angie York, BSN, RN, CPN

American Heart Association Woman of Impact Winner Tarrant County

Barbara Peace, MBA, MPH, BSN, RN, LSSYB

Society of Pediatric Nurses Annual Conference Best Poster in Leadership/Management Track
Jamie Bankston, MSN, RN

Inaugural DAISY Foundation Health Equity Grant Transcultural Nursing Society (TCNS) Research Award
Jennifer Stephen, MSN, RN, CPN

Beta Alpha Chapter Research Award from the Sigma Theta Tau Chapter of Texas Christian University
Julie Van Orne, MSN, RN, CPN, CNL

Society of Pediatric Nurses Annual Conference Best Poster in Evidence-based Practice Track
Kaitlin Smith, BSN, RN, CPN

Society of Pediatric Nurses Annual Conference Best Poster in Evidence-based Practice Track
Mary McClellan, BSN, RN, CPN

Dallas/Fort Worth Great 100 Nurse
Stephen Sims, MSN, RN, CPN, NPD-BC

Great 10 Nurses in 2021



Cook Children's Great 10 Nurses celebration is a way to recognize nurses for being role models, leaders, community servants, compassionate caregivers and significant contributors to the nursing profession. Every year, we celebrate 10 of our nurses who demonstrate excellence in the art and science of nursing.

Malorie Brooks, MSN, RN, CPN
Kara Dorman, BSN, RN
Kathy Grieser, BSN, RN, VA-BC
Jennifer Jarvis, MS, RN, CPN
Cammie Larson, MSN, RN
Stephanie Lavin, MSN, RN, CPN, LSS
Alexis Morris, BSN, RN
Shane Shockley, MSN, RN
Tricia Weems, BSN, RN, CPN
Lori Yielding, CRNA

Posters, presentations and publications in 2021

To view the Nursing Scholarship Report:

[CLICK HERE](#)

Lantern Award highlights

Emergency Department accomplishments

Cook Children's is among 33 hospitals in the world and the only pediatric hospital in Texas to receive the coveted Lantern Award from the Emergency Nurses Association (ENA). Named after Florence Nightingale, who worked to improve nursing in the 19th century, the award is given to health care institutions both in the U.S., and internationally as a visible symbol of commitment to quality, safety and a healthy work environment.

Despite the census being the highest in years due to COVID, **Natalie Carpenter, MSN, RN, CPEN**, Director of Emergency Services, along with the Emergency Department management team, front-line nursing staff, physicians and chaplains persevered to meet strict criteria for the award submission.

Natalie submitted multiple documents highlighting the Emergency Department's (ED) accomplishments incorporating evidence-based practice and innovation through leadership, practices, education, advocacy and research.

"We're proud to have an Emergency Department staffed with nurses who go above and beyond every day to do the very best for the children and families in our care," said **Cheryl Petersen, MBA, BSN, RN, NE-BC**, Vice President, Nursing and Chief Nursing Officer at Cook Children's.

Some of the key initiatives that helped Cook Children's win the Lantern Award include:

Implementation of a sepsis-screening process

Suicide-risk assessments for all ED patients over the age of 10

Enactment of a COVID-19 command center response team

Routine disaster drills, including participation in community exercises

Critical stress management training to help build resiliency for ED staff before and after stressful events

Improvements in the blood culture process



I'M VERY PROUD THAT THE EMERGENCY DEPARTMENT STAFF IS BEING RECOGNIZED FOR THE WORK THEY DO ON THE FRONT LINES EVERY DAY.

Natalie Carpenter, MSN, RN, CPEN
Director of Emergency Services

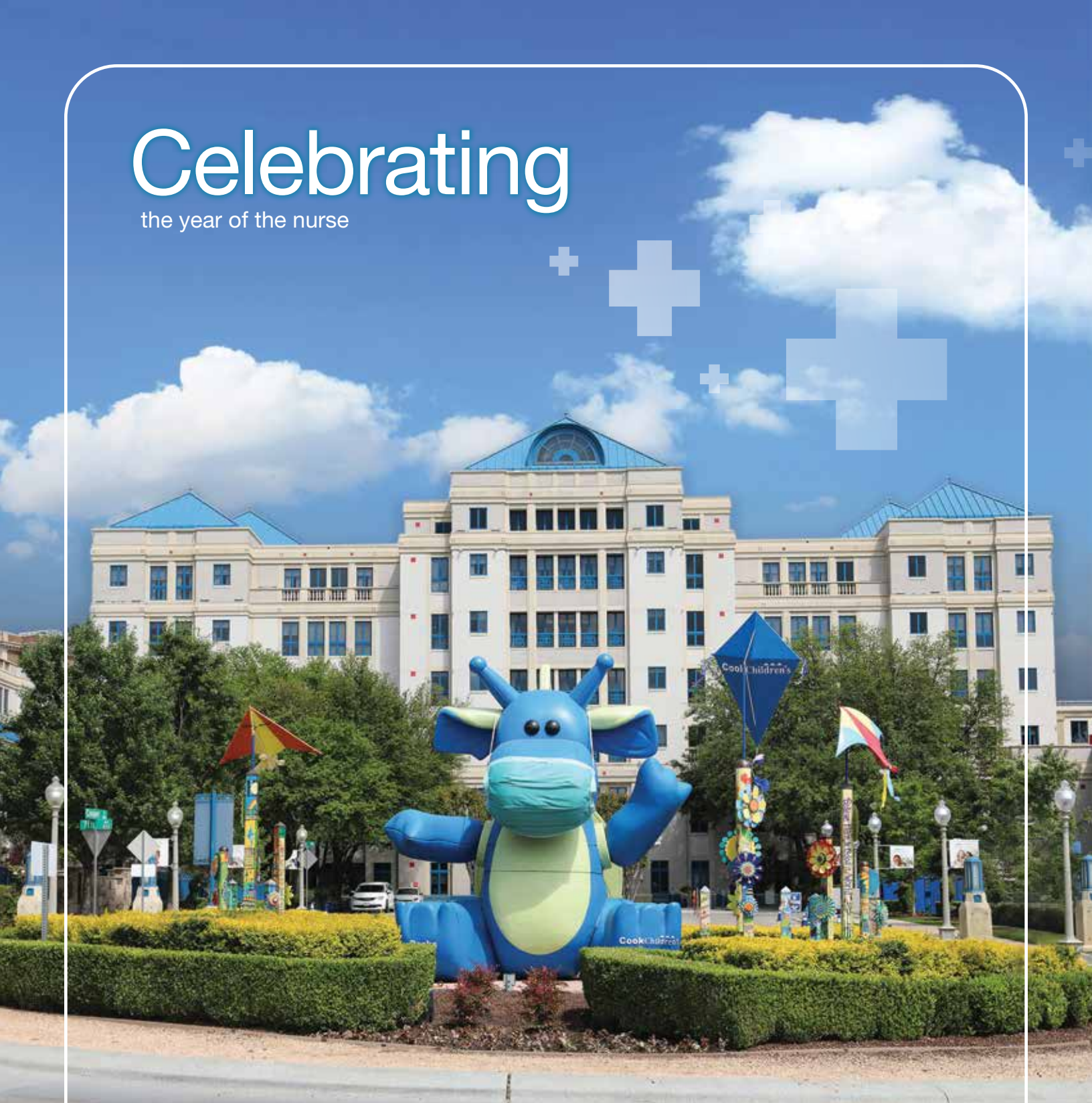
Cook Children's Promise

Knowing that every child's life is sacred, it is the Promise of Cook Children's to improve the health of every child through the prevention and treatment of illness, disease and injury.



Celebrating

the year of the nurse



2021 NURSING ANNUAL REPORT

CookChildren's