

Striving for Excellence:

A Pediatric Department's Journey to Certification

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Background

Because small community pediatric departments have limited resources for educational programs and continuing education, staff must travel to larger organizations for seminars. Scheduling and budgetary constraints make it difficult for more than two staff members to attend an educational offering at one time. The pediatric staff developed a unique approach to providing certification preparation training for the entire staff at the same time.

Step by Step

- The entire staff developed a pledge to publicly acknowledge their commitment to achieving 100% certification
- Currently certified staff agreed to mentor and lead study sessions for those pursuing certification
- A formal pledge signing with the CNE, CEO, and media was held
- Flash drives were given to all staff for storage and easy retrieval of certification study materials
- Mentors shared tips from their experiences taking the certification

- A four-month calendar was established listing topics based on the number of exam questions. Study session materials were distributed electronically by staff mentors two weeks prior to each class.

Study Session 1 - Test Taking Strategies/The Professional Nurse/Mental Health & Sensory

Study Session 2 - Respiratory

Study Session 3 - Gastrointestinal

Study Session 4 - Endocrine & Metabolic/Renal & Genitourinary

Study Session 5 - Neurology/Special Developmental Needs/Musculoskeletal

Study Session 6 - Infectious Disease /Immunology/Dermatology & Burns

Study Session 7 - Emergencies & Trauma/Cardiovascular

Study Session 8 - Hematology/Oncology/Well Child/Protective Services

Study Session 9 - General Review Session I

Study Session 10 - General Review Session II

Our Success

- An on-site certification exam was held two weeks after the last study session
- Staff took the examination together for moral support
- When test results arrived, staff communicated with each other "I passed, I passed!"
- The pass rate for the certification exam was 100%

Outcomes

From start to finish, our department achieved 100% RN Pediatric Certification in six months. Teamwork, shared governance, and morale were fostered when the staff collectively identified a problem, devised a creative solution, and saw tangible results!

Our Pledge:

We, the pediatric nurses of Bayhealth Medical Center, are committed to improving the health and lives of our pediatric patients, their families and our community. Because we are dedicated to providing superior pediatric care, we are all striving to become Nationally Certified Pediatric Nurses in partnership with our current certified nurses.



We're transforming our care **for you.**

