



2023-2024 AdventHealth for Children Nursing Report

Contents

- 2 Who We Are
- 3 A Message From Our Chief Nursing Officer
- 4 Recognitions
- 5 Our Magnet® Journey
- 6 Transformational Leadership
- 6 Structural Empowerment
- 9 Celebrating Excellence
- 10 Community Care
- 11 Exemplary Professional Practice
- 12 Family Centered Care
- 13 Quality, Risk and Safety
- 16 Consortium Initiatives
- 17 Team Member Well-Being
- 18 New Knowledge, Innovations and Improvements

Who We Are

AdventHealth for Children is at the center of a vast network dedicated to the health and well-being of our patient populations. We provide top-tier programs, specialty clinics, primary care services, premier neonatal care and emergency facilities. Our mission is to extend the healing ministry of Christ by consistently delivering exceptional patient care and clinical excellence.

We pride ourselves on our outstanding team of health care professionals who excel in their fields and have access to some of the most advanced treatments, technologies and therapies available. Our team leads our approach to patient care, research and advanced methodologies to help enhance patient outcomes. As a leading health system in the nation, we are committed to setting benchmarks in innovation, quality and comprehensive care.

Welcome

A Message From Our Chief Nursing Officer

It is with immense pride that I work alongside this distinguished Magnet®-recognized nursing team as we embark on our journey toward our fourth consecutive Magnet designation. Magnet recognition represents the highest national honor for professional nursing practices, granted by the American Nurses Credentialing Center (ANCC). AdventHealth for Children received Magnet recognition in 2011 and 2016, and our AdventHealth for Women Orlando team joined us in 2020. This prestigious recognition is a testament to our unwavering commitment to nursing excellence and the highest standards of patient care.

Also, accredited by the ANCC, our Graduate Nurse Residency program equips our new nurses with a solid foundation to become skilled professionals who deliver safe, high-quality care. This program exemplifies our dedication to nurturing and developing the next generation of nursing leaders.



**Wanda Escoffery, MSN,
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*Vice President | Chief Nursing Officer
AdventHealth for Children
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Recognitions

We are incredibly proud of our neonatal intensive care, OB/GYN, gastroenterology, GI surgery and pediatric and adolescent behavioral health teams. Their extraordinary care and contributions to the health and well-being of our patients have been recognized by *U.S. News & World Report*. Notably, our neonatal intensive care unit (NICU) received the Beacon Award for Excellence at the gold level in 2023, and our mother infant unit (MIU) was awarded the silver level in 2024.

Our team embodies what it means to be a Magnet organization through unwavering dedication to clinical excellence, innovative practices and compassionate care. However, these achievements would not be possible without the collaboration of our esteemed multidisciplinary team, which prioritizes whole-person care and exemplifies our mission in action. Together, we strive to set the standard for clinical excellence, ensuring we remain at the forefront of health care. We will continue providing world-class care to our patients and their families.





Our Magnet® Journey

Achieving a fourth consecutive Magnet designation is remarkable for any health care organization. The pursuit of this achievement highlights our steadfast commitment to nursing excellence and continuous improvement over time. Less than 10% of health care organizations nationwide have attained this distinction. Each four-year Magnet designation cycle challenges us to continually elevate our practices and outcomes.

The journey to this prestigious designation involves a rigorous evaluation of our nursing practices, strong organizational support for professional development, elevated levels of nurse empowerment and active nurse involvement in decision-making. It reflects our multidisciplinary team's dedication, hard work and leadership in fostering an environment that supports and empowers our staff to deliver the highest quality care.

Our team is ready for this challenge and eager to display excellence in action. As we embark on our "Year of Magnet," we are excited to highlight our achievements and continue setting the standard for clinical excellence. We will provide extraordinary care to our patients and their families with pride and dedication.

Transformational Leadership

Transformational leadership is crucial for cultivating a culture of excellence in nursing and patient care. Transformational leaders inspire and motivate their teams to reach higher levels of performance and innovation. They are visionary, influential and dedicated to creating an environment that supports professional growth and development. We are committed to cultivating leadership that drives continuous improvement and delivers exceptional patient outcomes.

Empowering Future Leaders

Our commitment to fostering mentorship and development among our team members is unwavering. Succession planning plays a crucial role in these efforts, ensuring we have a pipeline of skilled and prepared leaders ready to step into key roles as they become available. In alignment with this commitment, we have developed the ANM Success Program, an initiative to support our assistant nurse managers' (ANMs) professional growth and development. This program aims to equip ANMs with the necessary tools, resources and guidance to excel in their roles and pursue leadership positions within our organization.

The program focuses on developing leadership, operational and financial skills through a structured mentorship approach. Participants collaborate closely with experienced mentors and coaches to navigate diverse topics, including leadership, emotional intelligence, communication, decision-making and goal-setting. The program follows a “choose your own adventure” format, allowing mentees to tailor their learning experience based on their needs and interests. We are proud to share that two program participants have already advanced within our organization, demonstrating the program's effectiveness in preparing future leaders.

Structural Empowerment

Structural Empowerment fosters an environment where nurses significantly influence the organization's daily operations and decision-making processes. Our team exemplifies this through shared governance, team member recognition and active community engagement. Creating a supportive and valued atmosphere for nurses helps our organization achieve and sustain high standards of clinical excellence.

Our Commitment to Nurse Education

We are proud of the number of BSN or higher-prepared nurses we employ at AdventHealth for Children. As part of the Magnet culture, advanced education of nurses with a BSN or higher is very important.

Evidence shows that a lower morbidity and mortality rate directly correlated to a larger number of BSN or higher prepared and certified nurses in the workforce. The 2010 Institute of Medicine Future of Nursing Report recommended that by 2020, 80% or more of the nursing workforce should be BSN-prepared or higher at all hospitals. Through the strategic hiring of BSN-prepared nurses, we are proud to say that we achieved this goal four years early, and our current BSN or higher-prepared nurse rate for 2024 is 89.7%.



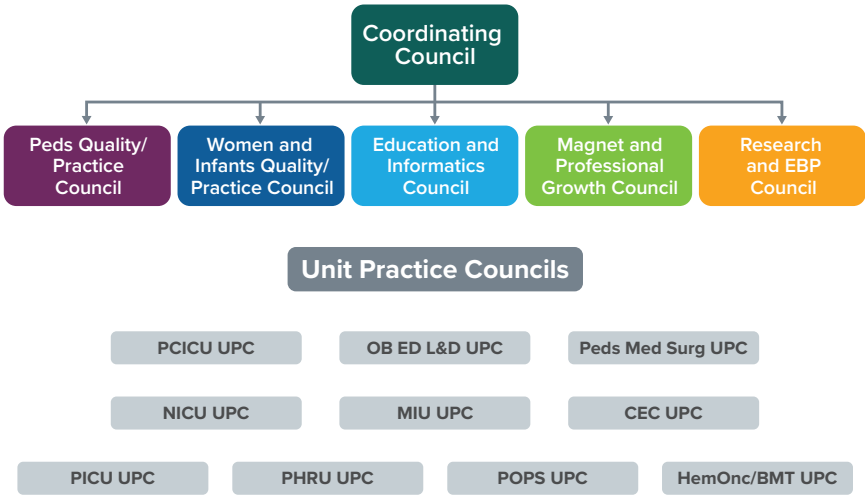
Our Commitment to Nurse Certification

We are delighted to share that we continue to employ many nurses who are certified in their specialties. As part of our Magnet culture, we place great importance on the certification of our nursing staff.

The Future of Nursing 2020-2030: Charting a Path to Achieve Health Equity report reaffirms the goal of having a significant number of nurses hold specialty certifications. This report highlights the need to increase the number of certified nurses to improve patient outcomes and health care quality. Through our strategic hiring practices, we are proud to have achieved this goal; as of 2024, our current certification rate is 36.5%

Shared Governance

Our Shared Governance Program is a dynamic and engaging initiative aimed at fostering professional growth and collaborative decision-making. This program empowers nurses and interprofessional team members to have a say in clinical practice, quality improvement and professional development, ensuring that patient care continuously improves through evidence-based practices and innovative solutions.



The program’s structure is designed to empower our team to define, implement and advance current practice standards. It enables them to make decisions that ensure patient safety, promote quality service, drive accountability, engage in innovative problem-solving and encourage the discussion and resolution of clinical or professional operational issues.

Shared Governance is an eight-hour day that is part of the staff member’s schedule. Bedside nurses apply to be part of their unit-level practice councils and, once approved, are assigned to one of five campus-level councils, where they represent their unit or department. This allows clinical nurses to gain professional experience, have a voice at the unit and campus levels and collaborate with leaders and interprofessionals to bring about meaningful change.

Since its start in 2019, the program has seen significant growth and development. It has expanded its reach and impact, involving more nursing staff from various units and departments, leading to a greater diversity of perspectives and ideas. The number of Action Request Forms (ARFs) received and completed has increased, demonstrating the program’s ongoing commitment to continuous improvement. The program has introduced new professional development events, such as speed networking with nursing leaders and performance improvement workshops. These events help foster professional growth, meaningful connections and the acquisition of new skills. Additionally, we have established several quality workgroups that focus on specific areas of patient care and operational excellence. Each council plays a crucial role in driving quality improvement initiatives, promoting evidence-based practices and supporting the professional development of our nursing staff. The Shared Governance Program is a testament to our organization’s commitment to whole-person care and continuous improvement.

Nursing Professional Excellence Program (PEP)

This clinical ladder program offers a structured framework to support and celebrate the advancement of our nurses. Through PEP, nurses are empowered to expand their skills, grow their careers and deliver the highest standards of patient care.

PEP is important because it ensures that our nursing team remains at the forefront of medical advancements and best practices, which directly translates to improved patient outcomes and satisfaction. Through PEP, our nurses have the knowledge and tools to deliver exceptional whole-person care that aligns with our service standards of Love Me, Keep Me Safe, Own It and Make It Easy.

Nurses on our campus actively participate in PEP through various initiatives, including continuing education courses, committees and councils and leadership development activities. Their engagement is a testament to their dedication to professional growth and excellence in nursing practice. We are proud to report that, for 2024, an impressive 70% of our nursing team participates in PEP, reflecting their commitment to maintaining the highest standards of care and professional development. This participation rate is one of the highest among team members across our region, highlighting our nurses' dedication to excellence.

Our Shared Governance Magnet and Professional Growth Council plays an essential role in the success of PEP. They work diligently to assist nurses in understanding the program and identifying participation opportunities. They also distribute a quarterly newsletter with updates and information to the team, fostering a sense of ownership and accountability.

Magnet Champions

As part of our “Year of Magnet,” we have expanded our Magnet Champion team. These dedicated team members actively promote the Magnet culture by showcasing our programs and activities and their alignment with the Magnet Model. Magnet Champions attend monthly meetings, serve as unit liaisons and participate in activities to support our Magnet journey. Magnet Champions contribute to our organization's success through their engagement and commitment.



Redefining Nursing Education

Transitioning from educators to nursing professional development (NPD) practitioners marks a significant evolution in our nursing education and professional growth approach. This change reflects our commitment to fostering a culture of continuous learning and development within our organization. NPD practitioners are dedicated to enhancing the skills and competencies of nursing staff through evidence-based practices and innovative educational strategies. They are crucial in supporting nurses' professional development, ensuring they are well-equipped to provide high-quality patient care.



Celebrating Excellence

Team member recognition activities are essential for fostering a positive and supportive work environment. These activities acknowledge and celebrate our team members' hard work, dedication and achievements, boosting morale and enhancing job satisfaction. We celebrate contributions to our service standards and strategic priorities through the DAISY Award, the Bee Award and the Excellence Awards. Overall, these recognition activities promote a culture of continuous improvement and excellence, ensuring that everyone feels valued and supported.

Campus Excellence Awards

The Campus Excellence Awards program is an annual event that recognizes and celebrates our campus community's outstanding achievements and contributions. This program features a variety of awards, including the Community Service Award, Transformational Leader Award and Partner in Care Award, to name a few.

Driven by peer nominations, the program is continuously enhanced to better recognize our team's great work. Recent additions include the MD/RN Dyad Award, DAISY Nurse Leader Award and DAISY Nurse Educator Award. Ultimately, this program aims to acknowledge and appreciate the hard work and dedication of our team members who have made significant contributions to our campus community.

BEE Award

The new BEE award (Be Excellent Every Day) acknowledges our non-nursing team members' outstanding skills and compassionate efforts. Instituted in 2023, this award complements the DAISY Award, which honors nurses. While the DAISY Award recognizes nurses for their clinical ability and compassionate care, the BEE Award highlights the contributions of non-nursing staff who partner with the nursing team and enhance the overall patient care experience. The avid involvement of our nursing team in the award process underscores the sentiment that "you can't have a DAISY without a BEE."

Chick-fil-A Outstanding Team Member Award

The Chick-fil-A Outstanding Team Member program recognizes team members who exemplify our service standards. Recipients of this award enjoy Chick-fil-A for a year as well as a complimentary meal for their unit courtesy of Chick-fil-A. This initiative is part of our collaboration with Chick-fil-A and aims to recognize team members who significantly contribute to the organization and the community.

DAISY Award

The DAISY Award for nurses was established by the family of J. Patrick Barnes — a family who experienced the loss of their loved one to an autoimmune disease and was profoundly moved by the exceptional care and support they received from their nursing team. As a result, they created a lasting tribute to nursing excellence. Today, this prestigious award is presented at many hospitals nationwide and is highly esteemed. Our campus receives more than 100 nominations each month and recognizes one honoree a month.



Community Care

Our team is dedicated to touching the lives of the Central Florida community inside and outside our campus, ensuring a healthier future for all. Some examples of our work with the community are:

Identifying Victims of Human Trafficking Symposium

The Identifying Victims of Human Trafficking Symposium is an annual event that has been in place for the last seven years to raise awareness and combat human trafficking in Central Florida. The symposium brings together health care professionals, law enforcement and other stakeholders to unite against this issue. It aims to provide essential tools and information to identify and support victims, recognize subtle signs, implement response protocols and access local and national resources.

4th Trimester Coordinator Program

The 4th Trimester Coordinator program is designed to offer enhanced postpartum support to Black/African American mothers with a history of hypertension who deliver via cesarean section. This initiative looks to address health disparities and the higher rates of maternal morbidity affecting Black women. The 4th Trimester coordinator works closely with the multidisciplinary care team to ensure a seamless discharge process, confirming follow-up appointments and making any necessary arrangements before discharge. After discharge, the program provides comprehensive care and assistance throughout the 12 weeks following childbirth (the fourth trimester), ensuring mothers receive the care and resources they need during this crucial period.

Exemplary Professional Practice

Exemplary Professional Practice recognizes quality patient care, nursing excellence and innovative practices. Our dedicated team embodies a culture focused on patient safety, staff satisfaction and achieving quality outcomes. These practices are rooted in professional standards and evidence-based practice. This culture is supported by a team that collaborates seamlessly to provide comprehensive care, helping our patients and their families.

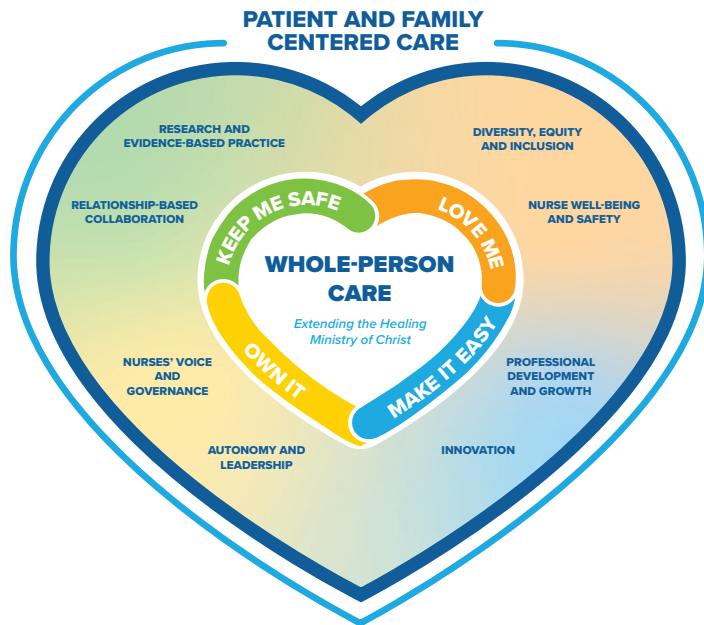
Professional Practice Model

The Nursing Professional Practice Model (PPM) is an all-encompassing framework that directs our nurses in their practice, collaboration, communication and professional development to ensure the highest quality of care for our patients and their families. This model is designed to unite our nurses in delivering patient and family-centered care, ensuring alignment with our mission, vision, values and service standards.

The PPM visually symbolizes our commitment to caring for patients as if they were our family members. AdventHealth nurses express our mission through our service standards — Keep Me Safe, Love Me, Make It Easy and Own It — as we connect to each other and our patients. We provide compassionate whole-person care by treating patients and families in all aspects — body, mind and spirit.

The model also underscores the significance of evidence-based practice, quality, diversity, shared leadership and safety. It aligns interprofessional teams with our mission and service standards, fostering collaborative partnerships that build trustworthy relationships and enhance patient, family and staff satisfaction.

The PPM embodies the values and beliefs that steer our nursing practice, ensuring that we provide exceptional, holistic care to our patients, families and the community.



Family Centered Care

Our Interdisciplinary Plan of Care (IPOC) integrates the principles of CREATION Life, extending this approach to include the family, who are essential partners in the health plan. We aim to deliver high-quality, safe care through a collaborative partnership fostering trusting relationships. We strive to address our patients' and their families' emotional, physical, social, spiritual and developmental needs, thereby improving outcomes, distributing resources wisely and enhancing satisfaction. Our nursing staff is committed to patient- and family-centered care, incorporating shared decision-making and interdisciplinary teamwork grounded in evidence-based practices.



Patient and Family Experience Partners

The Patient and Family Experience Partners (PFEP) play a crucial role in enhancing the experiences of our patients and their families. These councils comprise family members who have received care at our facility and are dedicated to improving the hospital experience by sharing their valuable insights and feedback. PFEP members meet regularly to discuss and implement best practices in family-centered care, ensuring that the voices of patients and their families are heard and thoughtfully integrated into the care delivery process. We are proud to have expanded to over

five councils, demonstrating our commitment to patient and family-centered care.

Comfort Rounds

Comfort Rounds is an evidence-based best practice designed to enhance patient safety and improve the patient experience. These rounds involve regular visits to patients to address their comfort needs, including pain management, positioning and emotional support. Additionally, the patient communication board is updated with any changes to the comfort plan. Comfort Rounds foster trust between patients and their families, reduce pain and discomfort and show respect for the patient's environment.

Family Resource Center

The Family Resource Center at AdventHealth for Children, situated on the sixth-floor lobby of the Walt Disney Pavilion, was established in collaboration with Ronald McDonald House. Its primary mission is to provide families with a nurturing and supportive environment during their hospital stay. The center offers an array of snacks and beverages, allowing parents and caregivers to take moments of respite and relaxation. This initiative is part of our unwavering commitment to family-centered care.

Meals From the Heart

The Meals From the Heart program is designed to support families after delivery, helping them transition from hospital to home. This program offers a meal for the first night home, ensuring new mothers have one less thing to worry about as they adjust to their new routine. The meals are thoughtfully prepared in partnership with our Nutritional Services team and delivered by a nurse at discharge, creating a moment of surprise and delight for the families. Each meal includes two servings, accommodating the patient and a family member. This initiative is part of our commitment to supporting families and ensuring their well-being during this critical time.

Disney's Initiative to Support Children's Hospitals Program

The Disney Initiative to Support Children's Hospitals program (formerly Disney Team of Heroes) is dedicated to creating a comforting and inspiring environment for families. Team members are instrumental in implementing interactive elements, including murals, magic art and play spaces, which help alleviate the stress associated with a hospital stay. They also facilitate personal moments of connection and empowerment for patients and their families. Through specialized training and activities, our team ensures that the program's focus on family care is integrated into daily interactions, providing a child-centered healing environment emphasizing preventative health and wellness.

Jane's Room

Jane's Room is a tranquil and private sanctuary purposefully designed for families enduring the profound sorrow of pregnancy and infant loss. Situated at the end of the hallway on the sixth floor of the Women's Tower within the High-Risk OB unit, Jane's Room offers rest and recovery for families and staff navigating challenging times. This room was established with the generous support of the Jane's Room Foundation, Brasfield Gorrie, Hunton-Brady and CI Group. It provides a serene environment where grieving parents and families can find solace, process their emotions and seek spiritual comfort. Additionally, team members can use this space to decompress and regain composure during challenging moments. The room is adorned with a beautiful butterfly artwork display, symbolizing the enduring spirit of those who have passed.

Memory Walk

The Memory Walk is a meaningful event designed to honor and remember patients who have passed away. This walk offers a supportive environment for families to come together, share their experiences and find comfort in the company of others who have faced similar losses. Participants will take a tranquil walk, allowing them to reflect and remember their loved ones. Additionally, the event features activities and ceremonies that help families create lasting memories and celebrate the lives of their loved ones. The Memory Walk is essential to providing compassionate care and support to families during their most challenging times.

Quality, Risk and Safety

We adhere to ISO 9001, an esteemed international standard for managing quality, business and compliance, developed by the International Organization for Standardization. We advocate for a just culture, an approach to errors non-punitively that focuses on learning and improvement by identifying and addressing system issues while supporting individual accountability and enforcing a zero-tolerance policy for reckless behavior. Our unwavering commitment to safety and quality improvement involves streamlining daily operations, health care-acquired conditions and establishing measurable quality goals through strategic planning, scorecards and ongoing management reviews.

We are a High Reliability Organization, characterized by the ability to anticipate and address potential problems early to avert adverse outcomes. Five fundamental ways of thinking to bolster this mindset include preoccupation with failure, reluctance to simplify explanations, sensitivity to operations, deference to frontline expertise and a steadfast commitment to resilience. Continuous quality improvement is ingrained in our culture, offering multiple avenues for clinical teams to engage, such as workgroups, taskforces and shared leadership councils. Over the past several years, we have significantly improved all eight domains on our Safety Survey, underscoring our dedication to fostering a safety culture.

Patient Experience (PE) Playbook

The Patient Experience (PE) Playbook is a comprehensive guide designed to support health care providers in delivering consistent, high-quality care across all patient encounters. Rather than focusing solely on automated or manual methods, the playbook promotes a standardized and consistent approach to managing encounters in diverse clinical scenarios.

It reinforces AdventHealth's commitment to The Whole Care Experience, offering clear guidance on communication tools, including iCARE, ACT, MyChart Bedside, Communication Boards and Huron Rounding — all of which help ensure every patient receives a unified and compassionate experience. The playbook also clarifies the role of nurse leaders at every level, outlining expectations for daily engagement, leadership rounding and accountability in improving patient experience.

By streamlining workflows, enhancing communication and aligning leadership responsibilities, the PE Playbook reduces errors, boosts efficiency and, ultimately, elevates the standard of care.

Infection Prevention Playbook

The Infection Prevention Playbook was developed to reduce and eliminate all health care-acquired infections by promoting best practices and standardizing care processes. This playbook, a result of collaboration between Clinical Outcomes and Infection Prevention teams, provides thorough instructions and tools for health care providers to minimize risk.

It includes comprehensive guidelines for daily, weekly and monthly expectations, highlighting the importance of consistent and meticulous care, proper insertion techniques, maintenance protocols and monitoring procedures. By incorporating evidence-based practices and quality principles, the playbook ensures all team members have the necessary knowledge and skills.

Additionally, it serves as a valuable resource for education and training, offering materials and templates to support ongoing learning and improvement. By adhering to the Infection Prevention Playbook, health care providers can significantly enhance patient safety, reduce infection rates and improve overall outcomes.

Executive Safety Rounds

Executive Safety Rounds at AdventHealth for Children involve leaders visiting various units to connect with frontline staff, hear their concerns and address safety issues. These rounds follow a regular schedule, allowing executives to attend unit-based High-Reliability Organization (HRO) Safety Huddles, understand key sections of the Learning and Engagement System (LENS) board and actively engage in discussions. Executives arrive early, listen attentively, interact with the team and collaborate with local leaders to tackle challenges. They offer encouragement, provide feedback and show genuine interest and respect for the team's efforts. The primary goal of these rounds is to enhance relationships and communication across departments, ensure timely interventions and offer support services such as mental health counselors and chaplaincy. This initiative helps identify trends, involve all team members in reporting safety concerns and create a transparent environment for incident reporting, strengthening the overall safety culture.

Speak Up for Safety

The Speak Up for Safety program is designed to encourage and recognize employees for contributing ideas that make environments safer and for speaking up when they see something that could affect safety. This program aims to eradicate organizational barriers to conversations between employees and superiors, fostering a “safety first” culture. It emphasizes the importance of reporting safety concerns quickly and ensures there is follow-up and accountability to address these issues.

The significance of the Speak Up for Safety program lies in its ability to create a culture where safety and quality are prioritized. By encouraging open communication and recognizing employees who report safety issues, the program helps to identify and fix problems early, ultimately making environments safer for everyone involved.

Gold-Level Safe Sleep Recognition



Our Women's team and Neonatal ICU (NICU) have earned the Gold Safe Sleep designation for their unwavering dedication to best practices and education on infant safe sleep. This prestigious recognition, awarded by the National Safe Sleep Hospital Certification Program run by Cribs for Kids, highlights hospitals and hospital systems committed to following the highest standards in infant safe sleep and their efforts to reduce the risk of Sudden Unexpected Infant Death (SUID), Accidental Suffocation and Strangulation in Bed (ASSB), SIDS and unsafe sleep injuries.

Achieving this certification involves meeting several key requirements, including educating staff members on safe sleep policies, promoting positive culture changes across hospital departments, providing evidence-based education to families and conducting thorough, safe sleep audits. Hospitals must also engage in public community outreach events to promote safe sleep practices. This significant accomplishment demonstrates our commitment to reducing infant deaths by implementing evidence-based best practices and providing comprehensive education for parents and families.

Level IV Maternal Levels of Care



Our women's team was the first in Florida to achieve level IV status in The Joint Commission's Maternal Levels of Care program, offering advanced Regional Perinatal Health

Care Centers and care for complex maternal conditions. This esteemed designation ensures that appropriate care levels are provided to patients based on their individual needs and risk factors. The Level IV designation confirms the hospital's ability to offer medical and surgical care for the most complex maternal conditions. Thereby enhancing community trust in the quality and safety of our maternal services.

Leapfrog Top Children's Hospital



The Leapfrog Group honored AdventHealth for Children as a Top Children's Hospital in 2024.

This prestigious award recognizes hospitals with exceptional systems to prevent medication errors, provide outstanding pediatric care and maintain low infection rates, among other excellent qualities.

This accolade places AdventHealth for Children among the top 6% of hospitals nationwide for patient safety. It stands as a testament to the unwavering commitment of our health care teams to ensuring patient safety and delivering high-quality care.



Consortium Initiatives

Engaging in collaborative efforts is crucial for fostering innovation, sharing knowledge and achieving shared goals. Organizations can benefit from diverse expertise, resources and viewpoints by participating in such partnerships, enabling them to address complex issues more effectively. These collaborations help implement best practices, drive continuous improvement and establish a shared responsibility and accountability culture. Ultimately, working together leads to better outcomes, increased efficiency and a stronger sense of community and support among all stakeholders.

Solutions for Patient Safety (SPS)

The Solutions for Patient Safety (SPS) Collaborative is a network of more than 140 pediatric hospitals dedicated to eliminating serious harm across all children's hospitals. By sharing safety successes and failures, learning from each other and implementing best practices, the collaborative aims to improve pediatric and employee safety, ensuring that all patients and staff are safe daily.

Our team is actively involved in several key initiatives through the Solutions for Patient Safety Collaborative. We foster and promote a Culture of Safety and encourage a questioning attitude. All team members complete an annual computer-based learning module on error prevention. Additionally, leaders attend in-person training to learn how to support the team and promote a culture of safety using Leadership Methods.

Our collaborative efforts also focus on the use of Proactive Safety Tools. A recent project in the NICU aimed to reduce unplanned extubations by conducting proactive safety huddles for high-risk patients. Through this collaboration with other children's hospitals in Florida and across the United States, we continue to prioritize eliminating any harm to our patients or employees.

Children's Hospital's Neonatal Consortium (CHNC)

The Children's Hospital's Neonatal Consortium (CHNC) is a group of more than 45 leading hospitals working together to improve care and outcomes for babies in neonatal intensive care units (NICUs). They focus on a unique population of medically complex newborns

and infants in the highest-level NICUs. By sharing data, ideas for benchmarking and research, CHNC aims to make neonatal care better.

Our team participates in several projects with CHNC. One key project is validating the Pediatric Critical-Care Pain Observation Tool (P-CPOT) in the PICU and Pediatric CVICU. This project aims to validate a tool for assessing pain in critically ill pediatric patients.

Florida Perinatal Quality Collaborative (FPQC)

The Florida Perinatal Quality Collaborative (FPQC) is a group of dedicated professionals committed to enhancing the health of mothers and babies in Florida. Founded in 2010, the FPQC strives to provide high-quality, evidence-based perinatal care through partnerships with statewide perinatal-related organizations, health professionals and other stakeholders.

Our team has been actively involved in several FPQC projects. Recently, we contributed to the PACC Initiative, which aims to improve perinatal care and outcomes through various quality improvement strategies. Additionally, our team participated in the Mother-Focused Care Social Determinants of Health (SDOH) Project, which aims to address SDOH and enhance maternal care by offering targeted education and support to health care providers.



Pan-American Society for the Placenta Accreta Spectrum (PAS2)

The Pan-American Society for the Placenta Accreta Spectrum (PAS2) is a non-profit organization committed to enhancing the care of women diagnosed with the placenta accreta spectrum. This collaborative network brings together experts from various fields, including obstetrics, maternal-fetal medicine, gynecologic oncology, anesthesiology, transfusion medicine, critical care, pathology and scientific research. PAS2 emphasizes clinical collaboration, high-quality research, education and advocacy to improve outcomes for women affected by this condition.

Our team is actively engaged in several PAS2 projects. One of the major initiatives is the Accreta Team and Clinical Program, which is dedicated to saving maternal lives by effectively managing placenta accreta, increta and percreta cases. This program is crucial in ensuring patients receive the highest care and support.

Team Member Well-Being

The well-being of nurses is essential to upholding a high standard of patient care and fostering a supportive work environment. At AdventHealth for Children and AdventHealth for Women Orlando, we have implemented several initiatives to promote our nursing staff's physical, emotional and mental health. These initiatives not only enhance the well-being of our nurses but also lead to improved patient outcomes and a more resilient health care team.

Moral Injury Response Balloon

The Moral Injury Response Balloon is widely regarded as a best practice within our system and is a highly valued tool for the Children's and Women's teams. This interactive resource connects team members with various support mechanisms available at the system and campus levels, providing a one-stop shop for those experiencing stress and distress.

We periodically review and update our offerings to ensure they remain valuable and meet the needs of our team. Recent updates include expanding the Code Lavender program into two tiers to better address the team's experiences and adding emotional debriefs to give our team members an outlet after distressing situations. These enhancements are designed to offer more comprehensive support, ensuring our team members have the necessary resources to handle the emotional challenges of their work.

PEACE Rounds

PEACE Rounds, or Pediatric Ethics and Communication Excellence Rounds, provide a structured forum for health care providers to discuss and address ethical issues and moral distress related to patient care. These rounds mainly focus on patients with prolonged stays in units, such as the Pediatric Intensive Care Unit (PICU), the Pediatric Cardiac ICU (PCICU) and the Neonatal ICU (NICU). The primary goal of PEACE Rounds is to establish realistic patient-care goals and improve multidisciplinary team communication. The intervention has shown positive outcomes, including a statistically significant decrease in the length of stay for patients and an increase in code status changes.

New Knowledge, Innovations and Improvements

Bereavement Conference

The Bereavement Conference is an annual event dedicated to providing support and healing for team members and the families they serve. The conference features a variety of sessions focused on coping with grief, loss, loneliness, self-care, family support, communication and pediatric and pregnancy loss.

During the 2024 Bereavement Conference, team members had the valuable opportunity to listen to families who had experienced the loss of a child, sharing insights on what helped and what could have been done differently to support them better. The conference also included a vendor area where participants could explore community and in-hospital resources to support their teams and families through challenging times.

This forum enables team members to learn new ways to offer compassion and manage grief, ensuring that care teams feel supported. The conference continues to impact the lives of families and team members significantly.

Mental Health Consultant

The mental health consultant offers immediate care and support to staff members who may be dealing with challenging situations at work or at home. This licensed mental health professional is committed to providing confidential support and resources to assist team members in managing issues, such as anxiety, stress and depression. The mental health consultant (MHC) is available for one-on-one meetings and regularly visits hospital units to identify and support staff members in need. Additionally, the MHC organizes grief support groups for teams experiencing loss and collaborates with AdventHealth chaplains to offer comprehensive care. The presence of the MHC in the hospital has been incredibly beneficial to many staff members, offering essential support and helping them navigate difficult times.

Our commitment to employing evidence-based practices in our daily operations is unwavering. We strive to deliver exceptional patient care through improvement projects, innovative approaches and ongoing research initiatives.

Professional Growth Conference Funds Program

The conference funding program is designed to help team members attend professional conferences by providing financial support. This initiative promotes professional development, aligns with our strategic objectives and encourages sharing knowledge with a broader audience beyond the team. By attending conferences, team members acquire valuable insights and skills, which they disseminate among their colleagues as part of the program, ultimately benefiting the entire team.

Institutional Review Board (IRB) Projects

Institutional Review Board (IRB) research projects are vital to our team, ensuring that all studies conducted at AdventHealth adhere to ethical standards, scientific rigor and regulatory requirements. These projects safeguard the rights and welfare of participants, promoting a culture of integrity and excellence in our research efforts. This is particularly important for Magnet organizations, because it demonstrates a commitment to high standards of nursing practice and continuous improvement in patient care.

The Association of Women's Health, Obstetric and Neonatal Nurses (AWHONN) released a Respectful Maternity Care Evidence-Based Guideline (RMC-EBG) and Implementation Toolkit (RMC-IT) in March 2022. AWHONN also launched a multi-site research project titled *"Impact of a Respectful Maternity Care Program on the Attitudes, Beliefs and Perceptions of Respectful Care Among Intrapartum Nurses and Pregnant and Postpartum People."* This study evaluated how implementing the RMC program influenced both nursing staff and perinatal patients in inpatient settings. Following a rigorous application and interview process, AdventHealth for Children was selected as one

of 12 institutions nationwide to participate in the multi-site study. The overarching aim of this study was to examine the impact and effectiveness of implementation of the AWHONN Respectful Maternity Care Program, including a framework, evidence-based guideline and implementation toolkit.

Podium Presentations

Nursing podium presentations are crucial in professional development and knowledge sharing within the nursing community. These presentations allow nurses to showcase their research, innovative practices and quality improvement projects to a broader audience. By presenting their work, nurses receive valuable feedback, engage in professional dialogue and contribute to advancing nursing practice.

For Magnet organizations, podium presentations are essential. They demonstrate a commitment to excellence in nursing practice, continuous learning and evidence-based care. Magnet designation recognizes health care organizations for quality patient care, nursing excellence and innovations in professional nursing practice. Podium presentations highlight the organization's dedication to these principles, helping to maintain and achieve Magnet status.

In 2023-2024, our team completed ten external podium presentations. These presentations reflect our nursing team's hard work and dedication to advancing health care practices and improving patient outcomes.



Poster Presentations

Poster presentations are essential to professional growth and the spread of knowledge within the nursing community. They offer a platform for nurses to share their research, innovative practices and quality improvement projects with their colleagues. These presentations promote a continuous learning and enhancement culture, which is essential for Magnet organizations. Poster presentations support a commitment to evidence-based practice and professional development.

Our team delivered 20 external poster presentations in 2023-2024. These presentations showcase the commitment and effort of our nursing team to enhance health care practices and achieve better patient outcomes.

Shared Governance Poster Fair

Nursing poster presentations are an essential part of disseminating the work of Shared Governance. They offer nurses the chance to display their research, quality improvement projects and innovative practices. By taking part in these presentations, nurses help foster a culture of continuous learning and professional growth, which is vital for maintaining high standards of care and achieving Magnet designation.

Each Unit Practice Council (UPC) selects a project to investigate and develop each year. Education on creating a poster presentation is provided as part of the Shared Governance Program. At the end of the year, these poster presentations are showcased at the annual Shared Governance Poster Fair. The Poster Fair serves as a platform for nurses to share their work with colleagues, receive feedback and engage in professional discussions. This event highlights the dedication and hard work of our nursing team in advancing health care practices and improving patient outcomes. Team members are encouraged to submit their posters to conference organizers for consideration.



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