



2023 Nursing Year in Review

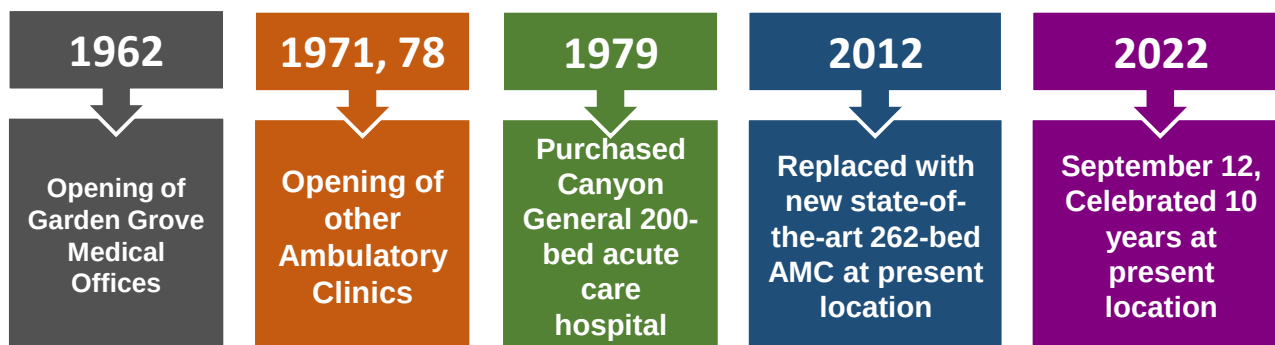


Anaheim Medical Center





Kaiser Permanente Orange County, Anaheim Medical Center



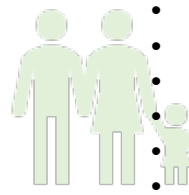
Service Area

Serving Northern Orange County in these zip codes:

- Anaheim/Yorba Linda
- Brea
- Euclid
- Fullerton
- Garden Grove
- La Palma
- Lakeview
- Tustin
- Santa Ana



More than 25 specialty care services including



- Cardiology
- Dermatology
- Gastroenterology
- Nephrology/Urology
- Neurology
- Nuclear Medicine
- Orthopedics/Podiatry
- Rheumatology
- Surgery
- OB/BYN

Hospital Highlights:2022



- 262 licensed hospital beds
- 100% private rooms
- >580,00 members
- >70,000 ED Visits
- 3568 Births
- >3800 Outpatient Surgical procedures
- >5300 Outpatient Surgi Center Procedures



Awards & Accolades



- 36 Emergency Room beds
- 8+6 Operating Rooms
- 24 Intensive Care Unit beds
- 24 Definitive Observation Unit beds
- 24 Adult Blended Telemetry beds
- 96 Adult Med/Surg Combined beds
- 24 Pediatrics/Adol beds
- 6 Antepartum beds
- 24 Postpartum beds
- 10 Labor & Delivery beds
- 25 Neonatal Intensive Care beds
- 24-hour pharmacy
- 10 EV charging stations
- 2-full service medical office building
- Helipad



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Message from the Chief Nurse Executive

2023 presented us with successes and challenges, and second ANCC Magnet designation was a tremendous achievement. We continued to be recognized by Leapfrog as a Straight A facility since 2012, along with outstanding scores for Maternal Child Health in U.S. News and World report. Quality and safety remained at the forefront of our priorities in our day-to-day practice. Safety for patients and our staff was a focus with our teams being involved in solutions to problems. High staff engagement prevailed through increased participation on Professional Governance Councils and task groups at the unit and medical center levels. Our focus on Care Experience remained the core of our work.

The 2023 Nursing Year in Review is a compilation of stories and supporting data about our successful achievements through focused multidisciplinary efforts. As you review this year's report, you will notice your individual and team contribution to this exemplary work. Our staff remained resilient and committed to a collegial team spirit.

Congratulations and thank you for the outstanding impact you make across the Kaiser Permanente Enterprise and communities served.

With Best Wishes,

Martha Dispoto, MA, BSN, RN, NE-BC

Chief Nurse Executive

New Chief Operating Officer for Kaiser Permanente Orange County



In April, **Joseph Tolentino**, MBA, DNP, RN, commenced his role as Kaiser Permanente Orange County's (KP OC) new Chief Operating Officer, including executive oversight of local Hospital/Health Plan functions. With over 20 years of experience in the health care industry, Joseph began his career journey as a Registered Nurse in Critical Care and gained experience in Dialysis and Case Management.

Joseph has held multiple staff and leadership roles within the Service Area, including Department Administrator of Palliative Care, Area Administrator of KP Care at Home, and Assistant Administrator of the Continuing Care Service Line, and Care Without Delay.

Joseph's positive, collaborative, and service-oriented leadership style has led to improved outcomes for patients and members, and improved culture and performance for the organization. Joseph earned his Bachelor of Science in Nursing from California State University, Long Beach, Master of Business Administration from Biola University, and Doctor of Nursing Practice from California Baptist University, in 2021.

Saying THANK YOU and Happy Retirement, to a Beloved Leader



THANK YOU, JULIE

After a 45-year career filled with remarkable achievements, **Julie Miller-Phipps**, president of Kaiser Permanente Southern California and Hawaii Health Plan and Hospitals, retired this summer. Her ties to KP Orange County

ran deep. Pursuing a passion for health care that began when she was a 14-year-old volunteer candy striper, Julie spent her first years with KPOC rising from administrative assistant to assistant hospital administrator and then to Continuing Care leader. Julie later served more than a decade as senior vice president and executive director for KPOC, directing all health plan and hospital operations for one of our fastest growing and most successful service areas in Southern California. In 2014, Julie took her expertise and experience to KP Georgia to serve as market president and returned to KP Southern California as president in 2016. Julie's legacy at KP included a long list of accolades that she and her leadership team earned, in partnership with SCPMG. Julie's leadership resulted in numerous innovations and best practices that have spread throughout the enterprise and her leadership made a long-lasting, profoundly positive impact on our members and our people.

Kaiser Permanente Orange County (KPOC) Welcomes Southern California President

SCAL PRESIDENT VISITS KPOC

On Halloween, Kaiser Permanente Orange County welcomed newly announced, Kaiser Foundation Health Plan and Hospitals Southern California and Hawaii regional president,

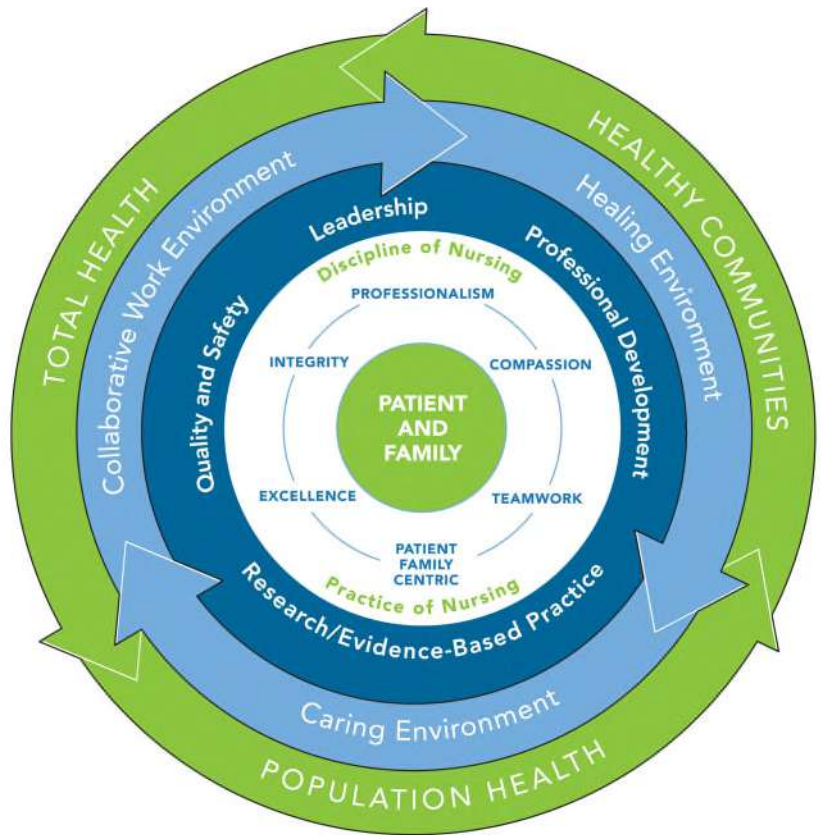


Michelle Gaskill-Hames, RN, to the Anaheim Medical Center. Along with her leadership team, including **Lesley McKendrick**, SVP Operations, and **Linton White**, SVP CFO, they started their day rounding with nursing teams, visiting pediatric patients to present Halloween treats, and also met with KPOC leaders and managers for a president's address and fireside chat. The session focused on reflecting on the challenges we've faced and the accomplishments we've achieved. Michelle also shared her vision of strengthening KP's value proposition. Since April 2023, under her direction, the Southern California regional and service area leadership teams, have been leading an operational improvement plan focused on reducing unwarranted variation across the service areas, implementing new management systems and tools, and developing a new operating model to maximize collaboration and alignment among all members of the care teams.

Foundation of Nursing Practice

Kaiser Permanente's Mission

Our mission is to provide high-quality, affordable health care services and to improve the health of our members and the communities we serve.



Nursing Vision

As leaders, clinicians, researchers, innovators and scientists, Kaiser Permanente nurses are advancing the delivery of excellent, compassionate care for our members across the continuum, and boldly transforming care to improve the health of our communities and nation.

Nursing Values

- Professionalism
- Excellence
- Patient- and Family-Centric
- Teamwork
- Integrity
- Compassion



Nursing Quality and Safety

CAUTI-OUS 2.0: Catheter Associated Urinary Tract Infection Reduction

The goal of this initiative was to reduce **C**atheter **A**ssociated **U**rinary **T**ract **I**nfections in the Med/Surg 6th floor units, through a multilayered approach to reduce utilization of Foley catheters.

Collaboration Optimized

The 6th Floor Unit-Based Team worked to achieve and sustain the goal for this patient population. Clinical nurses and the nursing management team partnered with Infection Control Professionals to determine root cause of the problem and implemented the simple effective mitigating strategies to address Foley catheter utilization.

Continuous Improvement

Reinforce the Nurse Empowerment Urinary Catheter Removal Protocol. Daily care team reminder to address **Foley necessity**. KP Learn and **Peer-to-Peer education** on prevention protocol. Weekly **Foley Patrol** (Audits) to determine compliance with protocol.

HOLY MOLY!

MY PATIENT HAS A **FOLEY!**

Hourly I&O needed

Obstruction or retention

uro**L**ogy patient

g**Y**ynecological patient

Multiple traumatic injuries

c**O**mfort care patient

u**L**cer (sacral pressure injury)

surger**Y** or perioperative use

40% of inpatient indwelling urinary catheters are not needed!!!

Project Outcome: The **CAUTI-OUS** Initiative achieved its goal and sustained achievement throughout 2023: 1660 and 672 days without a **catheter associated urinary tract infection** for 6 East and 6 West respectively and outperformed regional goal for Standardized Infection Ratio (SIR) at an estimated cost saving/cost avoidance of \$13,793 per infection prevented.

Achieving “HAPI-NESS”: A 4-Year Journey

Pressure injuries affect **2.5 million patients** annually. The goal of this initiative was to reduce the rate of **Hospital Acquired Pressure Injuries (HAPIs)** Stage 2 and above in the Med/Surg 6th floor units, using a multilayered approach to identification and prevention in high-risk patients.

Collaboration Optimized

A 4-year journey, the nursing team worked diligently to sustain success throughout 2023. Clinical nurses and the nursing management team partnered to determine root cause of the problem and implemented the following mitigating strategies.

Continuous Improvement

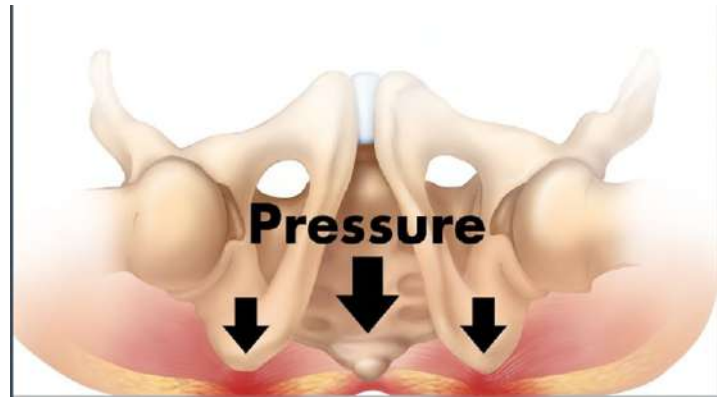
N-ew Focus: Established “Tissue Tuesday” Rounding to identify high risk patients.

E-xtensive Approach to Prevention through daily reinforcement of prevention protocol.

S-kin Champions

Empowerment with peer-to-peer education on skin assessment and documentation.

S-ustainability using Weekly Audits to determine compliance with protocol.



<http://www.ahrq.gov/professionals/systems/hospital/pressureulcertoolkit/index.html>

Project Outcome: With “HAPI-NESS” we achieved this patient safety/quality goal was achieved in all pressure injury categories. At the end of 2023, 6 East marked 1575 days and 6 West celebrated 411 days without a **pressure injury** – at an estimated cost saving/cost avoidance of \$10,708 per injury prevented.

Inpatient Pediatric Clinical Nurses Adapted Eating Disorder Program

Inpatient Pediatric Unit Team collaborated with the Outpatient Pediatric Eating Disorder Program and other key Stakeholders in 2023 to adapt the treatment protocol, and successfully implement the program to manage patients diagnosed with anorexia nervosa and other mixed type disorders. This is aligned with the goals and objectives of the outpatient treatment program.



Collaboration Optimized

Discussion began in early 2023 with key stakeholders. This inpatient/outpatient program alignment ensures consistency and continuity for our patients.



Implementing New Practice and Outcome



The program went live in November 2023 after staff education during annual Skills Days and monthly staff meetings. The unit received its first patient to the program soon after go-live. Patients admitted to the program must meet criteria to include: No significant confounding psychiatric issues, agreement to comply with treatment plan, and reside in Orange County to facilitate the necessary follow up.

Innovative Care for a Unique Patient Population



The Developmental Care Committee in the Neonatal Intensive Care Unit (NICU) focuses on the unique needs of our smallest patients to ensure their healthy development and readiness for transition to home.



Read-a-thon

A weeklong event in **March** to honor International Read to Me Day, promoted parents reading to their hospitalized infant and brought awareness to the benefits of the activity for their infants. The family with the highest number of books read to their infant received a prize.

Kangaroo-a-thon

A weeklong event in **May** to mark International Kangaroo Care Day and a 24-hour event in **November** in honor of World Prematurity Day, promoted performance and awareness of skin-to-skin care for premature babies. Top performing families received prizes for their participation.

Latch-a-thon: A weeklong event in **August** for International Breastfeeding Month to promote breastfeeding and/or skin-to-skin for mothers unable to breastfeed. Prizes were given to families logging the most latch sessions.

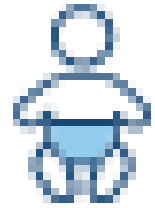
Project Outcome

These innovative initiatives supported the NICU's goal for breastfeeding and/or breastmilk feeding.

By the end of 2023, the unit achieved an average of 74% for breastmilk feeding on discharge, across all weight categories.

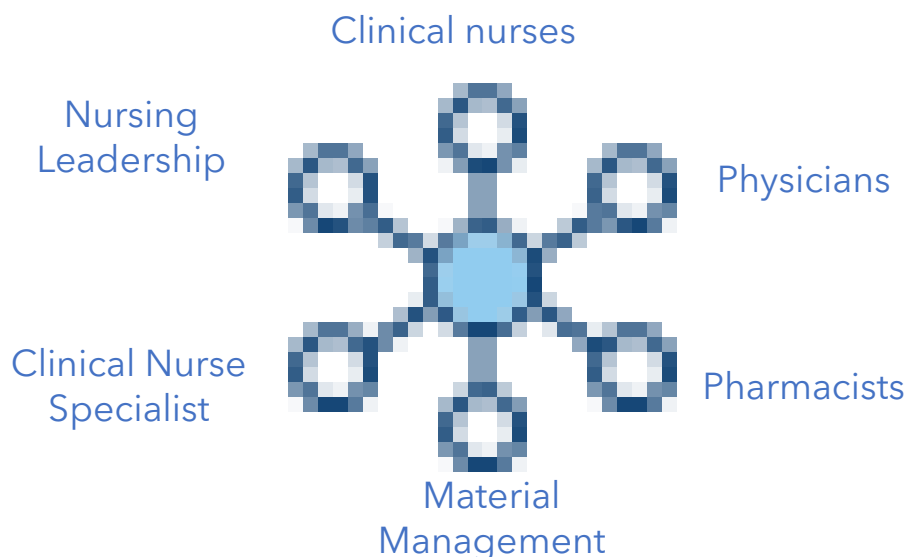
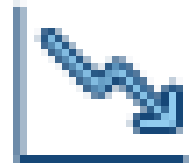


Waste Reduction in the Neonatal Intensive Care Unit



The 2023 cost savings initiative for the Neonatal Intensive Care Unit Based Team (NICU UBT) focused on rarely used items stocked in the unit. Through brainstorming meetings with the UBT and feedback from the broader nursing population, they identified four items. A Waste Reduction subgroup compared established par levels with actual number of the items stocked.

The Waste Reduction subgroup collaborated with nurses, pharmacists, physicians and Materials Management to adjust or permanently remove certain items from inventory. Through partnership with physicians and pharmacists, the unit successfully reduced Dextrose 5% Intravenous solutions from a par level of 40 bags per month to 0, as this item can be readily sourced directly from the pharmacy, if needed. Savings were realized through cost reduction and cost avoidance from removal of items from inventory and reduction in par levels of others.



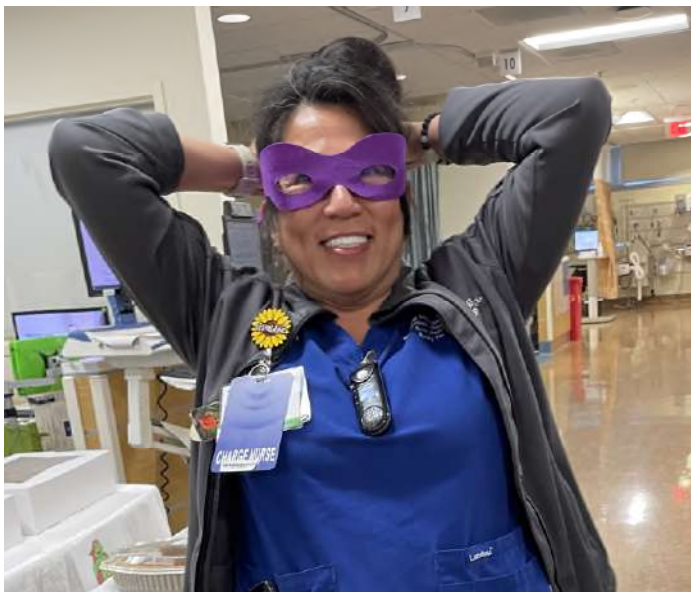
Peri Operative Services Focus on Safety With Gamification: Escape Room Event



- Focus on safety event: Surgical Services held an Escape Room competition among staff during 2023 **Safety Week**, as an interactive, problem-based and fun approach to learning.



- Staff were divided into three groups with a Charge Nurse as Facilitator.
- Each group answered questions and completed a challenge before they could advance to the next phase of the competition. *Oh, what fun!*





Professional Development

Celebrating Life-long Learning in Nursing

**SPECIALTY
CERTIFIED**

Achieving national specialty certification is promoted and celebrated at Kaiser Permanente Anaheim Medical Center. Specialty certification is a commitment to nursing and high-quality patient care, and affirms advanced knowledge, skills, and practice, which exemplifies the ability to meet the challenges of modern nursing. *[Congratulate our colleagues on the achievement of a specialty certification in 2023.](#)*

**SPECIALTY
CERTIFIED**

Tracy Delacruz, MSN,
CNS, RN, RNC-NIC, C-
ELBW, **C-NNIC**
Clinical Nurse Specialist
Neonatal Intensive
Care Unit (NICU)

**SPECIALTY
CERTIFIED**

Xuyen Huynh, BSN, RN,
CMSRN
Clinical Nurse
6th Floor Med/Surg Unit

**SPECIALTY
CERTIFIED**

Kaylie Suxo, BSN, RN,
RNC-NIC, ACM-RN,
CNML
Asst. Dept. Manager
Neonatal Intensive
Care Unit (NICU)

**SPECIALTY
CERTIFIED**

Kim Nguyen, BSN, RN,
RNC-NIC, C-ELBW,
C-NNIC
Clinical Nurse
Neonatal Intensive
Care Unit

Celebrating Life-long Learning in Nursing

**SPECIALTY
CERTIFIED**

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**SPECIALTY
CERTIFIED**

Joseph Nguyen, BSN,
RN, **CCRN**
Clinical Nurse
5 West
Med/Surg/Telemetry

**SPECIALTY
CERTIFIED**

Bless Lising, MSN,
BSN, RN, **NEA-BC**
Nursing
Administration

**SPECIALTY
CERTIFIED**

Cherise Villa, ADN, RN,
RNC-NIC
**Lactation Education
Counselor**
Clinical Nurse, NICU

Celebrating Life-long Learning in Nursing

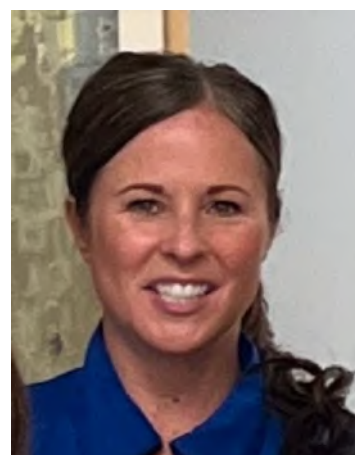


Achieving advanced nursing degrees is promoted and celebrated at Kaiser Permanente Anaheim Medical Center.

Congratulate our colleagues for obtaining an advanced nursing degree in 2023.



Jill Kraft, **MSN**, RN
Asst. Manager
Inpatient Pediatric Unit



Erica Perez, **BSN**, RN
Clinical Nurse
Clinical Nurse, DOU



Karamjit Kaur, **BSN**,
RN,
Clinical Nurse
Surgical Services



Susanne Winterscheid,
BSN, RN, CMSRN
Clinical/Charge Nurse
6th Floor Med/Surg
Unit

Celebrating Life-long Learning in Nursing



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Congratulate our colleagues for obtaining an advanced nursing degree in 2023.



Enny Cervantes, **MSN**,
RN
Clinical Nurse
6th Floor Med/Surg



Jeeun Oh, **DNP**, RN RNC-
NIC
Clinical Nurse
5 East
Medical Surgical



Vincent Dong, **BSN**, RN
Clinical RN,
Definitive Observation
Unit



Hye Sook Lidia Song,
MSN-FNP, RN
Clinical Nurse
5 East
Medical Surgical

Celebrating Life-long Learning in Nursing



Achieving advanced nursing degrees is promoted and celebrated at Kaiser Permanente Anaheim Medical Center.

Congratulate our colleagues for obtaining an advanced nursing degree in 2023.



Arabella Burchette,
BSN, RN
Clinical Nurse
Surgical Services



Smriti Thebe, **NP**, RN
Clinical Nurse
Surgical Services



Solinda Claudio, **MSN-FNP**, RN, RNC-NIC
Clinical Nurse
Neonatal Intensive Care



Tina Perez, **NP**, RN
Clinical Nurse
Surgical Services



Teaching & Role Development

Regional New Graduate Registered Nurse Transition to Practice (NGRN TTP)



In 2023, we continued our participation in the Regional New Graduate RN Transition to Practice Program. The accredited program curriculum includes clinical immersion with a preceptor, didactic education to expand clinical knowledge and encourage professional development, simulation with hands-on skills practice, and mentorship.

Through the partnership with Irvine Medical Center, Kaiser Permanente Orange County's medical-surgical/telemetry units welcomed 32 new grad RNs across three cohorts.

We also celebrated the commencement of our prior 2022/2023 new grads throughout the year and are proud of their growth and accomplishments.



SIMULATION & PROFESSIONAL DEVELOPMENT SESSIONS



Regional New Graduate Registered Nurse Transition to Practice 2023 Cohorts



COHORT 3



COHORT 1



COHORT 2



Regional New Graduate Registered Nurse Transition to Practice Commencement



COMMENCEMENT CELEBRATION
FOR 2022 COHORT 2
FEBRUARY 10, 2023



COMMENCEMENT
CELEBRATION FOR 2022
COHORT 3
MAY 5, 2023



COMMENCEMENT
CELEBRATION FOR 2023
COHORT 1
SEPTEMBER 15, 2023



Transition to Practice: Experienced Registered Nurses Transferring Within the Organization

Equipping experienced nurses with the knowledge and skills to deliver safe, quality care in specific clinical settings over a planned timeframe, is central to the success of the transitioning experienced nurse.



Richard Cun, BSN, RN
Clinical Nurse
Transition to Practice
Med/Surg to the Intensive
Care Unit (ICU)



Ashley Keating, BSN, RN,
Clinical Nurse
Transition to Practice
Emergency Department to the
Neonatal Intensive Care Unit



Kathrine Pe, BSN, RN
Clinical Nurse
Transition to Practice
5 West to ICU

Transition to Practice: Experienced Registered Nurses Transferring Within the Organization

Equipping experienced nurses with the knowledge and skills to deliver safe, quality care in specific clinical settings over a planned timeframe, is central to the success of the transitioning experienced nurse.



Alishia Torres, RN
Clinical Nurse
ICU



Leslie Patin, BSN, RN
Clinical Nurse
Med/Surg/Telemetry to ICU



Jaime Zamora, RN
Clinical Nurse
ICU

Transition to Practice: Experienced Registered Nurses Transitioning to the Charge Nurse Position

Equipping experienced nurses with the knowledge and skills to deliver safe, quality care in specific clinical settings over a planned timeframe, is central to their success of their transition.



Joseph Nguyen, BSN, RN, CCRN
Clinical Nurse
Charge RN, 5 West

Joseph transitioned to night shift Charge Nurse in 5 West from the Intensive Care Unit (ICU). Prior to becoming an RN, he was a Patient Care Technician in Critical Care Services. A member of the 5 West Unit-Based Team (UBT) and Informatics Subcommittee of the Nursing Quality & Safety Council, Joseph is an asset to his team.

Patients and peers are grateful to have him as shift leader. Joseph continues to set and meet his professional development goals, achieving CCRN certification in 2023.



Justin Deleon, BSN, RN
Clinical Nurse
Charge RN, 5 West

Justin is one of the new day shift Charge Nurses in 5 West, having transferred from Irvine Medical Center. Justin achieved Chemotherapy Certification and has become a valuable member to the 5 West Team.

Justin is a co-lead of the 5 West UBT and the Informatics Subcommittee. Justin graduated from the Master of Science in Nursing Informatics, and is being mentored by Ryan Sanchez, MSN, RN, Clinical Informatics Specialist, through an impactful practice change project.

Transition to Practice: Experienced Registered Nurses Transitioning to the Relief Charge Nurse Position

In 2023, Surgical Services increased the number of Relief Charge Nurses to support high quality patient care experience and the clinical team. This will advance their goal to improve teamwork and cohesiveness, the infusion of new ideas, and efficient workflows to impact patient outcomes, such as throughput goals. Thank you nurses for stepping up to the challenge and commitment to lead your teams and contribute to the successful achievement of our organizational and unit goals.



Recognizing our Relief Charge Nurses

We would like to express our heartfelt gratitude to our exceptional relief charge nurse.

Your dedication, leadership, and tireless efforts have not gone unnoticed.

Thank you for your unwavering commitment to ensuring the well-being of our team and providing outstanding patient care.

Your contributions are truly appreciated.



"If your actions inspire others to dream more, learn more, do more, and become more, you are a leader." John Quincy Adams.



Patient Care Experience

Hospital Care Experience

- For the Hospital Consumer Assessment of Healthcare Providers and Systems (HCAHPS) survey performance year 2023 (October 2022 - September 2023), Anaheim and Irvine Medical Centers have each achieved a 4.1-star rating for Summary Star (true value).
- Comparison based on a certification number level, Orange County medical centers combined for a 4-star rating for Summary Star (true value) and hold second rank in the Kaiser Permanente Southern California region. Overall, Orange County medical centers are publicly reported as combined by the Centers for Medicare and Medicaid Services (CMS) as a 4-star rating for Summary Star.
- For the Real Time survey performance year 2023 (October 2022 - September 2023), Orange County medical centers combined to achieve a 77.7% top box score for the Likelihood to Recommend Hospital, with Anaheim Medical Center achieving a 78.4% top box score.

Orange County Anaheim Medical Center	
HCAHPS Composite	Star Rating
Overall Hospital Rating	4 Stars
Recommend Hospital	4 Stars
Doctor Communication	5 Stars
Nurse Communication	4 Stars
Communication about Medicines	4 Stars
Responsiveness of Hospital Staff	4 Stars
Quiet at Night	3 Stars
Cleanliness of Room	4 Stars
Care Transitions	4 Stars
Discharge Information	4 Stars

2023 Hospital Care Experience Summit



- The summit was held at the Kaiser Permanente Rehab Pavilion in Orange, CA, August 30 -31. The event featured presentations from Emma Dolan, Director of Experience Improvement and Highly Reliable Performance in the Southern California region, and Carol Florek, Care Experience Leader for Orange County medical centers.
- Content explored a “Lights, Camera, Action” approach to the hospital experience - shining a light on the current healthcare environment to see through the lens of patients and their families. Teams developed an action plan to create a red-carpet experience when delivering health care to ensure our members feel valued.
- Attendees included representatives from nursing - adult inpatient and maternal and children services, physical therapy, respiratory therapy, case management, social medicine, food and nutrition services, perioperative services, emergency, environmental services, admitting, dialysis, wound care, neonatal, pediatrics, Unit Based Team (UBT) consultants, patient advisors, hospital administrators, regional partners, and executive leadership.

Care Experience Week

Care Experience Week was marked September 18 – 22 as an annual event to celebrate healthcare staff who contribute to exceptional patient experience every day. The week provided focused time to celebrate accomplishments, re-energize efforts and honor the people who impact the patient experience.

The event brought together nurses and physicians, support staff and executive professionals, patients, families and communities served to observe this special week. The week's activities included a message from our Executive Leadership Team, a Gratitude Gram, and culminated with fun activities at the Anaheim Farmer's Market.





Research team and physician partner presented research studies during the American Nurses Credentialing Center's (ANCC) Magnet Site Visit for second designation, June 2023.

L to R: Belen Thornfield, Librarian; Lyn Patulot, MSN; Jeff Burkholder, DNP; Heaven Holdbrooks, CNS; Shareemae Salvador-Lloyd, CNS; Jamiela Garma, BSN; Tracy Delacruz, CNS; Patrick VANWINKLE, MD, Inpatient Pediatrics.

Nursing Research

Simultaneously Implementing Pathways for Improving Asthma, Pneumonia, and Bronchiolitis Care for Hospitalized Children: (SIP) Study



The purpose of this ongoing research study is to implement evidence-based treatment guidelines for the management of asthma, bronchiolitis, and community acquired pneumonia in hospitalized children. This study will involve stakeholders from Respiratory, Emergency Department and Pediatrics.

Primary Investigator (PI): Patrick Van Winkle, MD

Co-PI: Shareemae Salvador-Lloyd, MSN, CNS, RN, CPNP

Socio-demographic Characteristics of Nurses and Their Perception of Shared Governance and Autonomy on Nurse-sensitive Clinical Indicators Among Integrated Care Facilities.



Data analysis was completed in 2023 and findings and recommendations disseminated at the Nursing Quality & Safety Council. An assessment of the health of our councils using the Robert Hess Council Health Survey will be done in 2024. The results will be used to determine the state of Shared Governance and actions needed.

Primary Investigator (PI): Juli McGinnis, PhD., RN, NEA-BC, Regional Director, Nursing Professional Practice

Co-PI: Jeffrey Burkholder, DNP, RN, ED

Nurse Led Intervention Improves Thrombolytic Administration Time by Optimizing Emergency Department Code Stroke Pathways



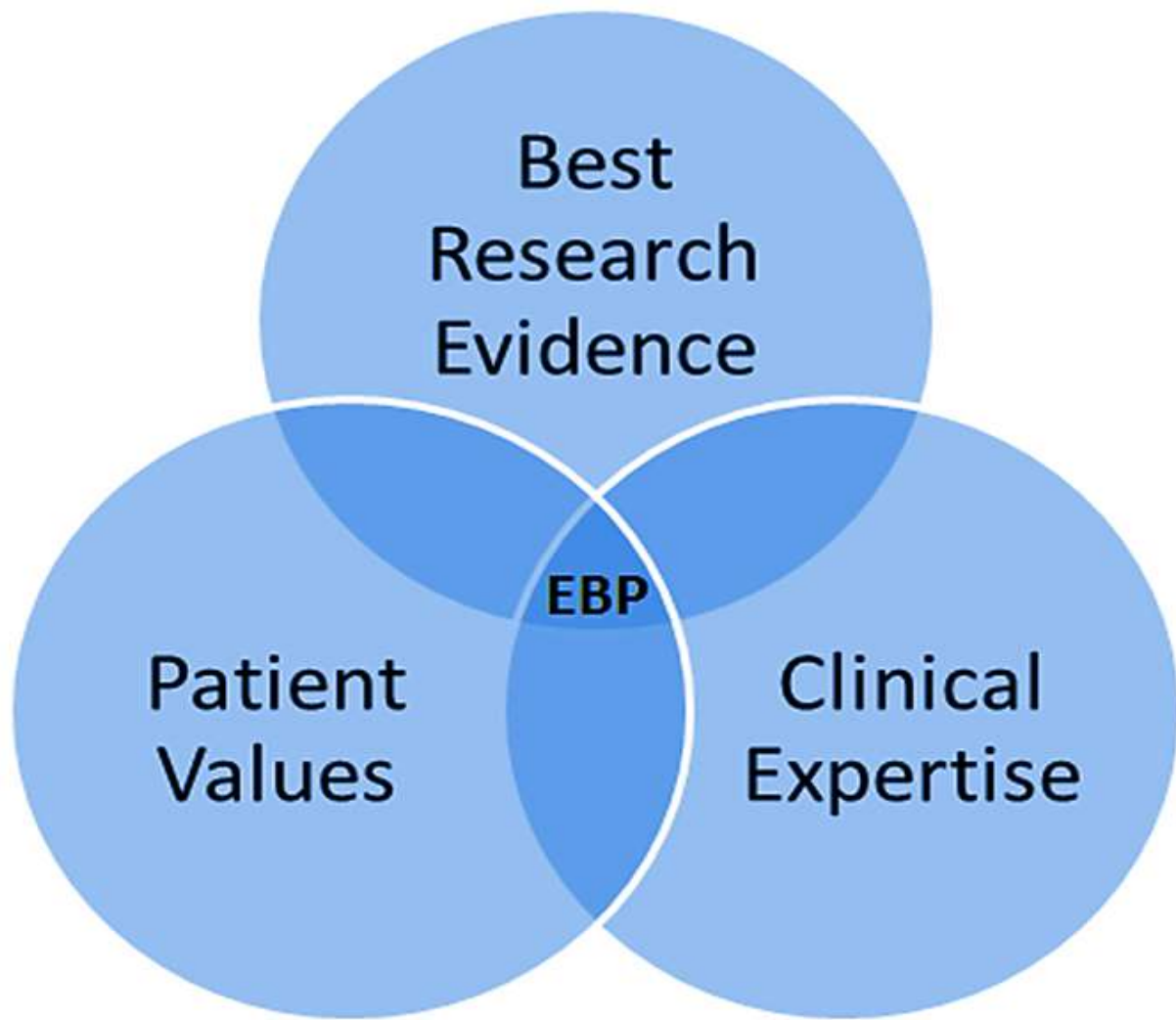
This research study found that Triage to Computerized Tomography (CT) pathway significantly shortened door to Code Stroke activation, and optimization of an emergency code stroke process decreased time for intervention, after diagnosis. Median Door to Code Stroke activation reduced from 17 to 11 minutes, which has positive implications for patient care quality and safety outcomes.

Primary Investigator (PI): Alireza Noorian, MD, Neurology, Kaiser Permanente Orange County.

Co-PIs: Angelie Velasco, MSN, RN, CRRN, CLSSGB and Sandra Warren, BSN, RN, Stroke Coordinator

The Research Team at the International Stroke Conference





Evidence-based practice is a problem-solving approach to clinical decision making within health-care organizations. It integrates the best available scientific evidence with the best available patient and practitioner experiential evidence. It considers internal and external influences on practice and encourages critical thinking in the judicious application of such evidence to care of the individual patient, patient population, or system (Dearholt & Dang, 2012).

Evidence-Based Practice

"Chasing Zero" Hospital Acquired Pressure Injuries (HAPI)



23rd Annual Meeting of the European Pressure Ulcer Advisory Panel (EPUAP)

On September 15, 2023, Ma Dolor King, BSN, RN, CWON, represented our Anaheim Medical Center in a podium presentation at the Innovation in Pressure Ulcer Prevention & Treatment Conference, hosted by the European Pressure Ulcer Advisory Panel in Leeds, United Kingdom. Ma Dolor shared on the effectiveness of multifaceted systemic interventions, articulated in the 3P's - **People**, **Process**, and **Product**/Technology, to consistently reduce Hospital Acquired Pressure Injuries over ten years.

Ma Dolor and Skin Champions/Charge Nurses Sylvia Tapia, BSN, RN and Elisa Mendez, BSN, RN, accepted the Education of Excellence Award on behalf of our medical center.

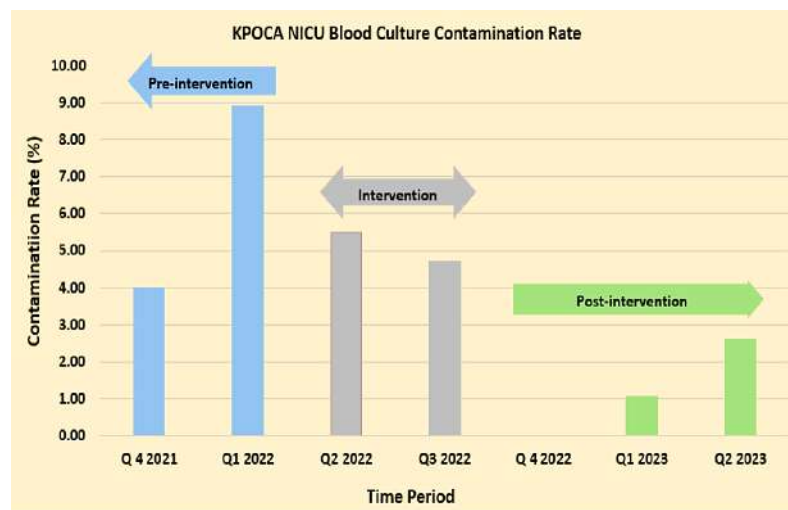
Reducing Blood Culture Contamination in our Level III Neonatal Intensive Care Unit



Blood culture is the gold standard for diagnosing and managing sepsis in the neonatal intensive care unit (NICU). False positives can occur from contamination due to poor collection technique and insufficient skin disinfection, leading to unnecessary treatment, extended length of stay, additional testing, parental concerns, and increased hospital cost.

Revision of Existing Practice

Using the Plan-Do-Study-Act (PDSA) Model, the NICU team identified and addressed specific opportunities for improved collection technique and reinforcing best practices which led to reduction in blood culture contamination rate in the unit by 90% between Q1 2021 and Q1 2023.



Internal & External Dissemination:

In September 2023, the outcomes of this quality improvement initiative were shared at the Kaiser Permanente National Nursing Conference and the National Association of Neonatal Nurses' 39th Annual Conference by clinical nurse Maricris Medina, BSN, RNC-NIC and Tracy Delacruz, MSN, CNS, RNC-NIC, C-ELBW.



Nursing informatics is the specialty that integrates nursing science with multiple information and analytical sciences to identify, define, manage, and communicate data, information, knowledge and wisdom in nursing practice (American Nurses Association (ANA) & Healthcare Information and Management Systems Society (HIMSS)).

Nursing Informatics

Informatics Enhancements to the Electronic Medical Record

The Nursing Informatics Council's Superusers supported the successful launch of informatics enhancements to the electronic medical record. Their dedication ensured a seamless transition, empowering our staff to efficiently integrate the updates and utilize new functionalities., through peer-to-peer education and one-on-one hands-on support.



Mobile Vital Signs

This launch marked a milestone to seamlessly integrate vital signs into the electronic medical record in the Medical Surgical and Post Partum Units. This streamlines workflow and gives back time to clinicians for interaction with patients.



Caregility

Aligned with our commitment to cutting-edge telehealth services, we transitioned from HealthCare Anywhere to Caregility carts in the Emergency Department and Pediatrics, to enhance the quality and accessibility of consultations, contributing to an improved patient experience and access.



Looking Ahead

In 2023, we actively explored the integration of the MediCopia to the electronic medical record. This will streamline workflows to simplify the user experience and enhance staff efficiency, to achieve our goal of smooth coordinated patient care and top-quality experience.

These enhancements underscore our commitment to leveraging technology for the benefit of the patient care experience and operational efficiency. We anticipate positive impacts for our members and staff.



Recognizing Nursing Excellence

Reward and Recognition: Kaiser Permanente Anaheim's Emergency Response Team Honored

Kaiser Permanente Anaheim's Emergency Department Team, one of nearly 200 community and business leaders gathered at the [2023 First Responders Dinner](#) hosted by the Orange County Business Council on September 12, was honored alongside eight other first responder organizations for service to the Orange County community.



Like many other days before, the Kaiser Permanente Anaheim Emergency Department was at capacity. The team was prepared while being mindful of the challenging circumstances without losing sight of the priority for patient safety and quality.

The interdisciplinary team of medical and non-medical personnel jumped into action at 2am in response to a call for help from a daughter in front of the department.

The Code Assist Team labored to save the life of this father, experiencing a heart attack. The team succeeded in their resuscitation efforts 13 minutes after arrival to the department.



After careful evaluation, the patient was admitted to the appropriate level of care. The coordinated effort of the interdisciplinary response team demonstrated the definition of teamwork. The team was recognized for their swift and coordinated efforts which resulted in saving the life of the patient and father.

Reward and Recognition: A *Quality* Reason to Celebrate



EXCELLENCE IN QUALITY, SAFETY AND EXPERIENCE

Roselyn Aradillos Pantoja,
MSN/Ed, BSN, RN, WCC, CPPS

Nursing Quality Coordinator

Quality Management

Anaheim Medical Center, Southern California

Roselyn (Rose) was recognized for excellence in quality and safety at the 2023 annual Kaiser Permanente Nursing Excellence Conference, on September 19. The quote below defines Rose's approach to quality and safety.

"Quality is never an accident. It is always the result of intelligent effort" - John Ruskin.

Rose drives quality initiatives to achieve patient and organizational outcomes as a mentor and coach to our multidisciplinary team.

A hands-on and solutions-oriented nurse, Rose engages stakeholders through meaningful deliberations to identify root causes and simple, effective, and impactful solutions to quality concerns.

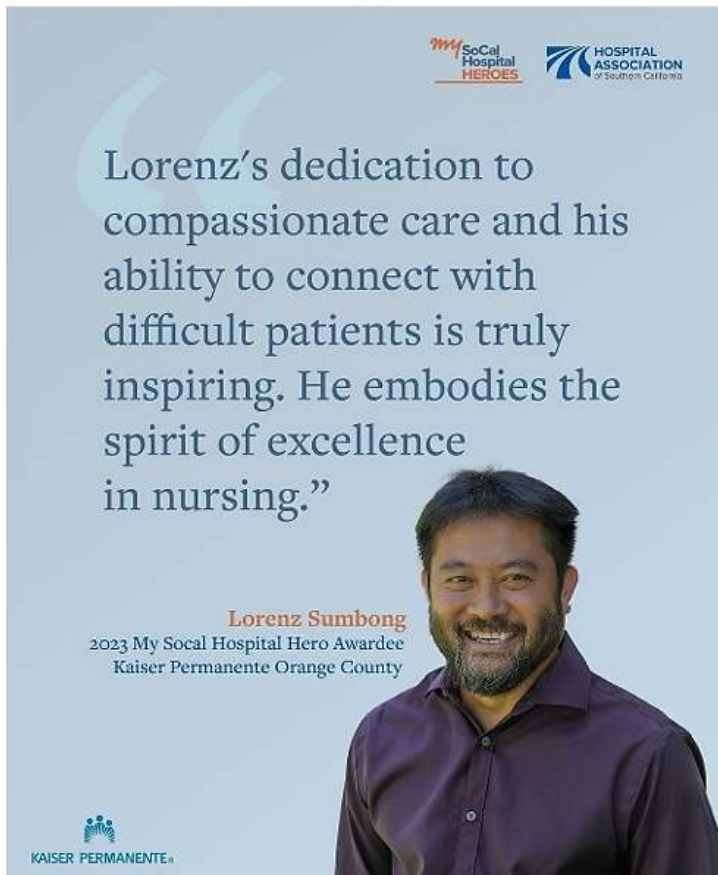
Quality is in Rose's DNA. A model in professional excellence, Rose enjoys being the Nurse Quality Coordinator at Kaiser Permanente Anaheim Medical Center. *"I love being a Quality Coordinator as I can interact with frontline nurses to ensure quality care is being maintained in our organization."*

Reward and Recognition: Kaiser Permanente Anaheim's Med/Surg clinical nurse named 2023 My Southern California Hospital Hero!



kporangecounty

:



An unassuming yet impressive clinical nurse in Medical/Surgical Services, Lorenz is an exemplary "quiet giant" among his peers and was declared the Hospital Association of Southern California (HASC) 2023 My Hospital Hero. Nominated by his manager Neelima Tigulla, MBA, BSN, RN, CCRN, CNML, the recognition came as a surprise to him. Lorenz was recognized for compassionate and exceptional care and dedication towards his patient with complex medical and psychological needs.

In a quiet and reserved manner, Lorenz graciously accepted the acknowledgement stating, "This is on behalf of all of you."

Lorenz embodies the spirit of excellence in nursing practice, always striving for **Extraordinary nursing care. Every patient. Every time.**



Congratulations! You've been chosen as a **Hospital Association of Southern California** (HASC) 2023 My SoCal Hospital Hero! Thank you, Lorenz, for all you do for your hospital and community, and for inspiring those around you with your dedication and caring.

Reward and Recognition: Distinguished Alumni Award

Duc Nguyen, BSN, RN, clinical nurse and Interim House Supervisor, 6 East Med/surg Oncology, was nominated for the 2023 **Distinguished Alumni Award** from his alma mater, West Coast University.

"Today, I work as a registered nurse at Kaiser Permanente Anaheim, Medical Surgical Oncology and I safely, therapeutically and efficiently care for my patients. By using information from a variety of sources, I assess, plan, implement and identify outcomes to evaluate the best care for my patients. I completed by Oncology Nursing Society certification, EKG and Preceptor course in 2023. With the support and guidance of my Manager I decided to expand my nursing experience in a managerial/ leadership role. I am currently an Interim House Supervisor where I manage the patient care and nursing services activities for the facility. My mission is to ensure the highest quality of care and compliance with regulations, while fostering a safe and healing environment for patients and families. I leverage my skills in strategic planning, coordination, communication, and leadership to oversee staffing, policies, procedures, and best practices for all nursing departments. I also collaborate with other health care professionals and administrative staff to facilitate optimal patient outcomes and operational efficiency. "



"As a former Marine, I bring a strong work ethic, resilience, and adaptability to my role, as well as a passion for serving others. My current education endeavor is pursuing my Doctor of Nursing Practice (DNP), specializing in Psychiatric and Mental Health Nurse Practitioner at University of Massachusetts Global. My passion is giving back and serving the veteran population suffering from post-traumatic stress disorder (PTSD). It is an ambitious endeavor, that I will play a part in decreasing the daily veteran suicide rate; the group that seems to be the most at risk." - Duc Nguyen

Reward and Recognition

Patti Bouskill, RN - DOU



Imagine yourself confined in the bed, uncomfortable most of the time, and unable to move due to excruciating pain all over your body. As a result, you need help and support performing simple tasks like eating, grooming, and even breathing. Patti had the answer with a goal to make a difference in this situation.



Pattie is the true epitome of a dedicated and compassionate nurse. Her years of experience are a testament that she carefully nurtured her career by giving every patient the best care possible.

Armed with 24+ years of critical care experience, Patti stood up to be the best advocate for her patient and was successful in meeting her medical and non-medical needs through collaboration with the interdisciplinary team resulting in smooth transition to the appropriate facility for the care she needed.

What a way to end a 24+-year impactful professional journey! A model in professional competency and clinical judgement to her peers and colleagues, Patti retired this year after dedicating many years to the profession and practice of nursing. Thank you, Patti!

Reward and Recognition Camelia Cristea, BSN, RN, CCRN - 6 West NICHE



"I would like to briefly tell you about my journey as a nurse to illustrate Camelia's dedication to teaching and mentoring nurses and caring for patients and their families. I started off as a New Grad RN at Kaiser Permanente Anaheim on the Medical Surgical Telemetry units and Camelia was my preceptor. My New Grad RN experience was one of the best times of my life. I learned a lot about nursing and myself."



Without Camelia's guidance, support, and encouragement, I honestly would not be where I am today.

"I carry what Camelia has taught me every day to serve patients. When I was a New Grad RN, I remember I had a patient with a challenging situation. I became anxious and it felt like I wasn't going to make it through the 12-hour shift. Camelia took my hand and said, 'It's ok to feel that way, it keeps you on your toes.' She encouraged me that I could do anything! Now when things get tough, a strength that I have is that I know how to pivot and get things done while being caring and helpful.

I am forever grateful to her for all the good she's done for me, our team, and our patients."

Reward and Recognition The Definitive Observation Unit (DOU) Team



It was a very special day for one long-term patient in the Step-Down Unit. It was her birthday. The team threw her a birthday bash and celebrated along with her family. They ensured the patient felt special with decorations throughout the room, making special accommodations for additional visitors than allowed in the unit, and allowing a big, beautiful arrangement of flowers in the room per the husband's request.



“The ability of the staff to come together despite all the challenges was a testament to their compassion.”

The DOU Team: Eyad Wahdan, BSN, MBA, RN, CCRN, ADA
Desirae Wesley, BSN, RN, Staff Nurse, Cecilia Balais, MSN, RN,
Charge Nurse, Lyn Patulot, BSN, RN, Staff Nurse, Hugo
Fernandez, Nurse Aide, Jennifer Lorenzo, BSN, RN, Staff Nurse

Reward and Recognition

6 East & West Med/Surg



The inaugural **Sunflower Award** recognizes interdisciplinary care teams at Kaiser Permanente Anaheim Medical Center, supporting nurses to provide patients experiencing complex medical and non-medical challenges with the compassionate and empathetic care they deserve and need. The inaugural Sunflower Award with the Circle of Friends Statue was presented to clinical nurses, nurse leaders, physicians, Housekeeping professional, Certified Nurses Aides and Ward Clerks on the 6th floor in August 2023.



The Circle of Friends Statue

The **Circle of Friends Statue**, represents the relationship between patient, caregivers and the organization.

6 East & West Med/Surg care team had seen their fair share of challenging cases, but nothing could prepare them for what they would experience over 3-4 months in 2023. They demonstrated exemplary performance in meeting the needs of their patient with complex medical and psychosocial needs, amidst resistance to the care tailored to his medical needs. They persevered while preserving the patient's dignity, respect and autonomy.

Reward and Recognition: STARs & HEROES

Exemplary service demonstrated by our nurses and staff is recognized and rewarded. The Radiant **S**ervice **T**hat **A**chieves **R**ecognition (STAR) program recognizes staff for their contribution to meeting our Orange County (OC) Promise Principles of **C**onnect, **O**wn, **U**nderstand, **N**urture and **T**hrill – our commitment to our patients, community and each other to provide the finest health care in the world.

Q2 STARs:

Kaleb Slaven, RN, Emergency Dept.
Donna Sagaidoro, RN, Post Partum
Lorenz Sumbong, RN Med/Surg, 6 West
Daryl Heintz, RN, Operating Room
Emily Gavarrete, RN, Operating Room
Jessica Kao, RN, Operating Room
Madeleine, RN, Operating Room
Marie-Christine Truong, RN, Operating Room



Q1 STAR:

Patricia Bouskill, RN,
Definitive Observation Unit
(DOU)

Q2 Individual HERO

Lorenz Sumbong, RN
6 West.



Reward and Recognition: STARS & HEROES

Recipients of the **STAR** award are entered for the Regional Everyday Heroes award which celebrates teams and individuals who go above and beyond to provide extraordinary service, extend a helping hand, or create organizational change. Everyday Heroes embody our values, mission, and vision, and support our strategic objectives.

Q3 STARS: 6th Floor Medical Surgical Team

Joel Handler, M.D.
Internal Medicine
Timothy Garvey, M.D.
Psychiatry / Mental Health
Nicole Cortes
EVS
Neelima Tigulla, RN
Marithel Arambulo,
Liza Limpengco, RN
Alan Jones, RN
Elisa Mendez, RN

Fe Villeno, RN
Hiyasmin Tran, RN
Yessenia Castellanos, RN
Med Surg 6 East
Amabel Margallo, RN
Pamela Flores, RN
Xuyen Huynh, RN
Haddyn Rodriguez, RN
Susanne Winterscheid,
RN
Sylvia Tapia, RN

Med Surg 6 West
Ma Dolor King, RN
Raymund Lu, RN
Emely Munoz-Luna, RN
Amy Wong, RN
Wound Ostomy- Mixed
Med Surg/Tele
Gary Villeroz, RN
Salvador Pacheco, RN
ICU



Emergency Department Team

Van Dinh, RN, Caroline
Radovan-Gale, RN, Alex
Mendez, Patrick Ormsby, Jillian
Aguila, RN, Dane Villanueva,
RN, Traci Fletchall, RN, Brenda
Jimenez, RN, Sean Wilson,
M.D., Jovani Rioja, RN (ICU)

Individual STARS

Annie Liwag, RN, DOU

Evelyn Pelayo, RN, Med/Surg
4 East

Felor Abbasnejad, RN, Labor
& Delivery

Ryan Sanchez, RN, CIS,
Nursing Administration

Casie Nguyen, BSN, RN 5 East

Reward and Recognition: Anaheim Receives 2nd ANCC Magnet Designation

On August 22, Anaheim Medical Center leadership and nursing teams received a call by the American Nurses Credentialing Center (ANCC) Commission acknowledging Magnet redesignation, reaffirming a hard-earned commitment to excellence in health care, with contented nurses at its heart.

During the call, the Commission recognized Anaheim with 13 exemplars, demonstrating that Anaheim is a model of excellence and best practices demonstrated in above and beyond the minimum criteria for standards. The Magnet Recognition Program designates organizations worldwide where nursing leaders successfully align their nursing strategic goals to improve the organization's patient outcomes. The Magnet Recognition Program provides a roadmap to nursing excellence, which benefits the whole of an organization. To nurses, Magnet Recognition means education and development through every career stage, which leads to greater autonomy at the bedside. To patients, it means the very best care, delivered by nurses who are supported to be the very best that they can be.



This extraordinary accomplishment is the demonstrated result of our team's daily commitment to excellence by ensuring high reliability in patient safety and ongoing improvement of services and care. We raised the excellence bar several notches and look forward to meeting the next challenging level of success for our 3rd designation.

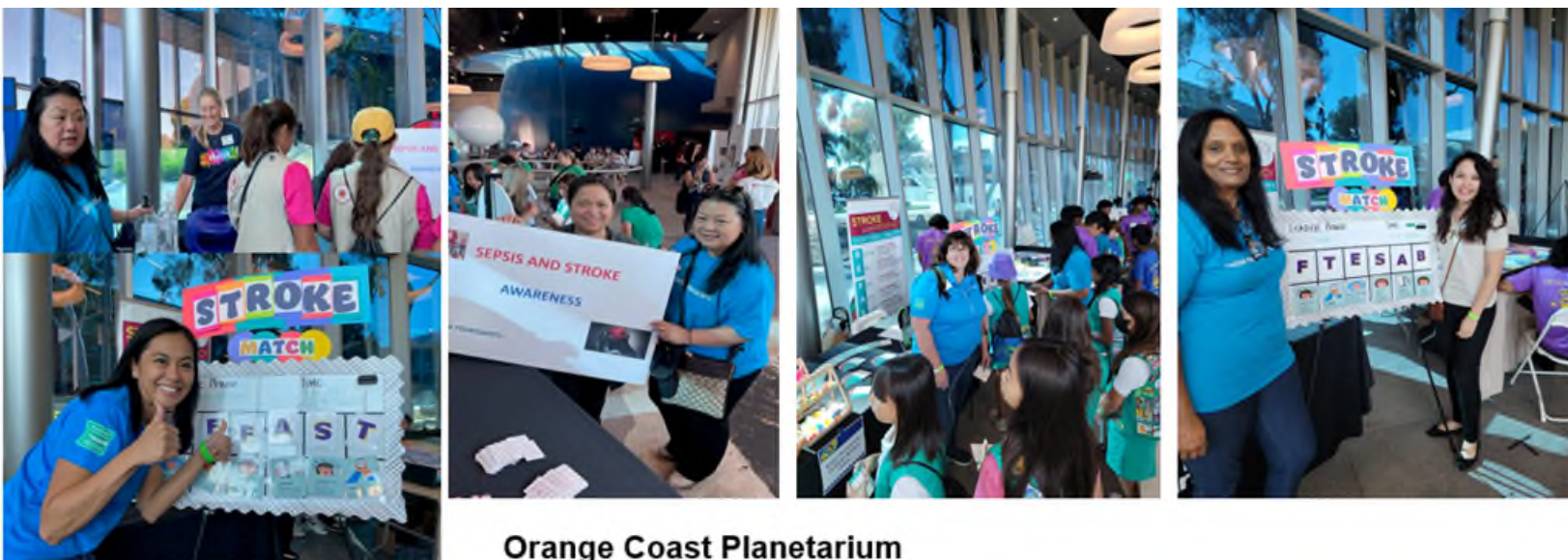
Healthy Communities: Stroke and infection prevention

Kaiser Permanente Anaheim Medical Center nursing leadership promotes and supports community healthcare initiatives aligned with Healthy People and United Nations Sustainable Development Goals.



Engaging young scouts in educational activities on hand hygiene, sepsis in children and stroke symptoms: October 2023


girl scouts
of orange county



Orange Coast Planetarium

Healthy Communities: Bringing joy to kids in need

Friendly Center provides wrap-around services to help families overcome crisis and the barriers of poverty in Orange County. The inpatient, Emergency and Surgical Services provided much needed items to support this goal - **March 2023**



Supporting kids in need in honor of Nurses Month: May 2023



Surgical Services



The HERO for Kids Foundation programs provide essential resources and educational opportunities to promote growth and success among homeless and at-risk youth in Orange County.

5 East



Healthy Communities: Sharing the Holiday Spirit

On December 8, the 6th Floor Medical Surgical Units Staff and Geriatric Resource Nurses coordinated a holiday event for the Meals on Wheels Adult Day Care Center in Orange County. The staff donated warm blankets, distributed meals, and assisted with feeding. They engaged the residents in physical activities to help with mobility and exercise aligned with the Healthy People 2030 Objective for physical activity in older adults. The staff also provided an interactive lecture on respiratory illness prevention. The event was truly uplifting for both volunteers and recipients.



Healthy Communities: Feeding the hungry in Orange County (OC)

Surgical Services staff volunteered time, food items and other resources to the cause of addressing hunger in Orange County (OC). They spent time packing boxes of food at the Orange County Food Bank to feed needy families, on July 8, 2023.

The Orange County Food Bank is Community Action Partnership uniting communities to end hunger and malnutrition through charities, soup kitchens and community organizations. Through donated and purchased food, United States Department of Agriculture commodities, and the generous support of individuals like the Surgical Services staff, they meet their goal for feeding individuals and families, through partnering nonprofit agencies.

According to the OC Food Bank, as of June 2020, the number of people at risk of hunger in Orange County each month has increased 4x that prior to the pandemic. Hunger impacts people of every age, race, ethnic group and neighborhood, and can be the result of a sudden emergency or crisis. For many low-income OC residents, hunger has become a long-term condition of poverty (<https://capoc.org/oc-food-bank/>). This can negatively impact the overall health of individuals, families and communities.



Healthy Communities: Orange County surpasses flu vaccination targets

In a bid to enhance community health, Kaiser Permanente Orange County's flu vaccination team achieved commendable success through a series of events aimed at staff, physicians, and members. Recognizing the peak of flu illnesses in December, the team embarked on a proactive campaign starting with engaging events in September.



Member Vaccine Event



A Saturday event featuring a meet-and-greet with Bluey resulted in more than 150 flu shots and nearly 350 COVID-19 shots administered.



Exceeding the goal through outreach efforts

Two vibrant gatherings, featuring music, food, and opportunities for connection took place at the Kaiser Permanente's medical centers in Anaheim and Irvine with a focus on physician and employee involvement. Thanks to the collaborative efforts of Employee Health Services (EHS), Nursing, Center for Healthy Living, Pharmacy, Volunteer Services, and others, hundreds of physicians and employees received their flu shots.



3rd Annual KPOC Anaheim Physician and Employee Flu Vaccine Event on Wednesday, September 20, 2023.



Collaborative Work Environment

At Kaiser Permanente We believe in celebrating differences.

Diversity is the multiplicity of human differences among groups of people or individuals – National Advisory Council on Nurse Education and Practice, 2013.



CELEBRATE DIVERSITY

WHAT: Nurses Week Celebration
Unit Diversity Potluck. Contribute a dish that showcases your unique heritage.

WHERE: Unit Lounge

WHEN: May 8, 2023, Monday

Share your picture celebration and get a chance to be featured in the "OC Splash".

"Food is a universal language that speaks to the diversity of our world, a melting pot of flavors and cultures that nourish both the body and the soul."

Food is a universal language that unites us, regardless of our cultural or linguistic background. When we explore different food traditions and customs, we can gain a deeper understanding of each other and the world we live in – Univ. of Essex.

Our nurses celebrated Diversity Day during Nurses' Week, 2023. The units were invited to showcase and celebrate through unique foods from diverse cultures.

Transition to Practice: Clinical Nurse to Interim House Supervisor

Duc Nguyen, BSN, RN

Duc Nguyen, BSN, RN, clinical nurse, 6 East Med/surg Oncology, was promoted to Interim House Supervisor in 2023. Duc shares how he choose professional nursing as a career.

"I was 26 when I joined the United States Marine Corp in 2009. I remained there for eight years. I knew I wasn't getting any younger and joining the military had been a lifelong dream of mine after growing up watching GI Joe. I knew I had to choose a job only the military could offer me, so I enlisted in the Infantry. They deployed me to Afghanistan, Kuwait, and Jordan where I fought on the frontlines. On the frontlines, I was exposed to all types of trauma and injury. From gunshot wounds to amputations – I saw it all. At the end of the day, all I wanted was myself and the guys to my right and left to make it home in one piece. It was then I realized that I wanted a change in career paths -- I wanted to help people. I made a 180-degree career change and enrolled in West Coast University's Bachelor of Nursing program in 2019. Coming from a stereotypical Asian household, my parents always wanted me to be a doctor or mathematician. As a kid I rebelled but here I am now. Yet joining the military was one of the best decisions I ever made and helped lead me to where I am today in the healthcare field."



"I am currently an Interim House Supervisor where I manage the patient care and nursing services activities for the facility. My mission is to ensure the highest quality of care and compliance with regulations, while fostering a safe and healing environment for patients and families. I leverage my skills in strategic planning, coordination, communication, and leadership to oversee staffing, policies, procedures, and best practices for all nursing departments. I also collaborate with other health care professionals and administrative staff to facilitate optimal patient outcomes and operational efficiency."

Transition to Practice: Clinical Nurse to Interim House Supervisor

Lyn Patulot, BSN, RN

Clinical nurse Edralyn (Lyn) Patulot, MSN, RN, Definitive Observation Unit (DOU), was an Interim House Supervisor from February to June 2023, under the mentorship of House Supervisor, John Ibarra, BSN, RN.

Lyn, through job shadowing with John, learned key shift-to-shift interdepartmental operations, decision-making and collaboration to anticipate staffing needs, bed placement for internal and external members, and procurement of resources to support safe quality patient care and staff wellness. Lyn participated in shift handoff with other House Supervisors for continuity of operations, attended Codes and early intervention evaluation to mitigate the need for codes, as well as:

- Daily Huddles & Operational Briefs
- Regional census calls
- Anticipating/managing issues/concerns
- Management of human and other resources to support safe quality patient care and productivity metrics.



Job Shadowing is a type of on-the-job training that allows for employees to learn through direct observation of another in the role they want to learn about. The best way to learn is through practical experiences and job shadowing provides clinical nurses with a goal for a career in leadership to gain valuable practical experience in the nurse leader role - "feeding our young," to help prepare them for success in the role.

Shadow the Leader: Clinical Nurse Mentored by Assistant Department Nurse Manager Lauren Sanchez, BSN, RN

Lauren Sanchez, BSN, RN, Definitive Observation Unit (DOU), joined the Kaiser Permanente Mentoring Community in 2023 and selected Eyad Wahdan, assistant nurse manager, as her mentor to learn and develop leadership skills.

A relief charge nurse and co-lead of the Unit Based Team, Lauren is a passionate and dedicated clinical nurse, with a goal to advance into nursing management. To that end, Lauren began her mentoring relationship with Eyad in March 2023 and completed six 8- hour job shadowing over six months, learning the following essential information to gain knowledge related to daily operations for new and potential nurse leaders.

- Hiring process and navigating the hiring dashboard
- Understanding Position Control and staff allocation for the unit
- Balancing staff schedule for unit efficiency and quality care
- Understanding and completing reports
- Attendance review process
- Attended Fuel for Leaders training
- Investigation processes
- Narcotics reconciliation and tracking.



Kaiser Permanente Anaheim Nurse Mentoring Community is a safe place for mentee/mentor collaboration, using simple tools to guide the relationship and support professional development goals.

**JOIN KP ANAHEIM
MENTORING COMMUNITY**

Visit www.KPmentoring.org/anaheimnurses

OR contact

CAREEN.C.CAMPBELL@KP.ORG

X 5529 for more information

Nurturing future healthcare professionals

COPE Health Scholars

The COPE Health Scholars program has been integral to patient care and satisfaction at Kaiser Permanente Anaheim. The program fosters a nurturing learning environment for students who undergo extensive training to be adept in the hospital setting. The Scholars are immersed into the care setting as they prepare for future healthcare careers. Their dedication and hard work effectively support our nursing staff, as partners in care, while gaining invaluable real-world experience and contributing to our patients' overall care experience.

Staff Feedback

"As a nurse at Kaiser Permanente Anaheim, I cannot overstate the invaluable assistance and support our COPE Scholars provide. Their dedication and passion for healthcare have been a remarkable asset to our team. It's inspiring to work alongside such dedicated future healthcare professionals committed to making a positive difference in the lives of those we serve."

Experiential Learning

COPE Health Scholars gain firsthand experience in the clinical setting working alongside experienced healthcare professionals to help prepare them for a career in healthcare. Scholars rotate through several clinical settings and may rotate into specialty areas and administrative roles as they gain advanced skills.



Honoring a Fallen Colleague

The Nurse Honor Guard



Celebrating the Life of a Fallen Colleague

Nurses rely on each other for the synergistic effect of teamwork, in our efforts at care giving. Loss and grief are part of life, and nursing is not exempt from those realities. It is appropriate that we honor our colleagues not only during their career, but also at the end of life's journey. With that in mind, nurses volunteer for the Nurse Honor Guard to pay homage to Fallen Colleagues.



Nightingale Lamp

During the ceremony, the lamp is lit and extinguished at the release of the Fallen Colleague from her nursing duties. It is then presented to the family at the end of the ceremony.



White Rose

The family is presented with white roses by all nurse volunteers of the Nurse Honor Guard Team, as a representation of their appreciation for the Fallen Colleague.



Nursing Honor Guard

Nursing Honor Guard recognizes and pays homage to men and women who have dedicated their professional lives to nursing. The nursing Honor Guard has been established to honor these individuals upon their death. The Honor Guard's presence helps shine a light on a nurses' dedication to their chosen profession, and helps ease mourners' grief during their time of loss. The nurses who are members of the Honor Guard consider it both an honor and a privilege to participate in final services for their fellow nurses.

Honoring a Fallen Colleague

Evelyn Laygo, RN

Evelyn Laygo, RN and member of the 6 East Oncology Unit, lost her battle to a brief illness in 2023. She is remembered as a compassionate, caring and cheerful team member who was flexible with her schedule to meet staffing needs. She regularly cared for her team with her specialty, chicken adobo. Evelyn was celebrated by peers and colleagues during a Nurse Honor Guard ceremony on December 12, 2023. Neelima Tigulla, MBA, BSN, RN, CCRN, CNML, Nurse Manager, partnered with Dawn Vonderheide to plan this special ceremony during her homegoing service. A DAISY awardee, Evelyn was celebrated with daisies and her family presented with her 10-year service award.



For Nurse Honor Guard ceremonies, email NursehonorguardSocal@yahoo.com or call 714-309-2171

Wellness Teambuilding Events

Self-care apps for your everyday life

Mental health and wellness for nurses

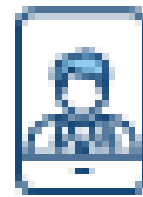
Kaiser Permanente believes mental health is essential to total health. We offer programs, services, and resources to help employees get the support they need.



Calm

The number one app for sleep and meditation – designed to help lower stress, anxiety, and more.

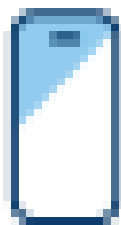
- More than 100 guided meditations
- Sleep Stories for deeper, more restful sleep
- Exclusive music tracks for focus, relaxation, and sleep



myStrength

Build a personalized plan to strengthen your emotional health whenever, wherever you need to.

- A personalized support plan
- Tools to manage stress, depression, sleep, and more
- Hundreds of activities, articles, and videos



Headspace Care (formerly called Ginger)

Text one-on-one with an emotional support coach anytime, anywhere.

- 24/7 text-based emotional support coaching
- Discuss goals, share challenges, and create an action plan with a coach
- Self-care resources recommended for identified needs

Everyone needs support for total health – mind, body, and spirit. These wellness apps can help navigate life's challenges, and make small changes to improve sleep, mood, relationships, and more. Its self-care made easy, designed to help each nurse live well and thrive.

*Extraordinary nursing care.
Every patient.
Every time.*



KAISER PERMANENTE®