

2024 Nursing year in review

South Bay Medical Center



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Kaiser Permanente South Bay

At Kaiser Permanente, community health is central “to our mission because healthy communities are where people thrive.” Guided by a prevention-focused, evidence-based approach, we go beyond traditional philanthropy by leveraging our clinical expertise, health education, and internal resources to support meaningful change.

Through the 2022 Community Health Needs Assessment (CHNA) and ongoing engagement with community members, we identified key social and economic barriers impacting health in our region. Our 2024 Implementation Strategy (IS) Plans apply a health equity lens to address these needs in partnership with local organizations.

2024 Focus Areas Across Southern California:

- **Housing** – Promoting stable, affordable housing to improve overall health outcomes.
- **Mental and Behavioral Health** – Expanding access to care and addressing stress, suicide, and emotional well-being.
- **Income and Employment** – Tackling poverty and unemployment to support economic stability and opportunity.
- **Access to Care** – Improving access to comprehensive health services, including oral and specialty care.
- **Health Disparities** – addressing root causes that drive inequities in health access and outcomes
- **Food Insecurity** – Supporting food access and nutrition for families in need.

In 2024, Kaiser Permanente South Bay continued to invest in community-based programs, support grassroots partnerships, and activate our workforce through volunteerism. We regularly engage with partners and use data to inform our efforts—ensuring our work is relevant, sustainable, and centered on health equity. This report reflects our commitment to using the full strength of our organization to build healthier, more equitable communities.





Demographics

Total licensed beds: 257 licensed beds

Members in service area: 268,406 members

Emergency Department visits: 76,202

Admissions: 5,448

Discharges: 8,112

Number of births: 2,169

Number of surgeries: 16,865

South Bay nurses are an anchor of our health care organization—steadfast, resilient, and deeply committed to delivering exceptional patient care. They are a diverse, dynamic, and highly skilled group of professionals who not only provide expert clinical care but also serve as leaders, innovators, and advocates for patients and communities they serve. Their dedication is the foundation that keeps our organization strong, ensuring that our patients receive the highest quality care with compassion and integrity.

From the bedside to the boardroom, South Bay nurses are actively engaged in shared decision-making, using their voices to influence change and shape the future of nursing. They are empowered to lead transformation at all levels—driving improvements in patient outcomes, elevating clinical practice, and fostering a culture of excellence. They anchor our commitment to evidence-based practice, conducting research, and applying innovation to strengthen the care delivery system. Through collaboration across disciplines, they continuously launch initiatives that enhance the patient experience and improve health outcomes.

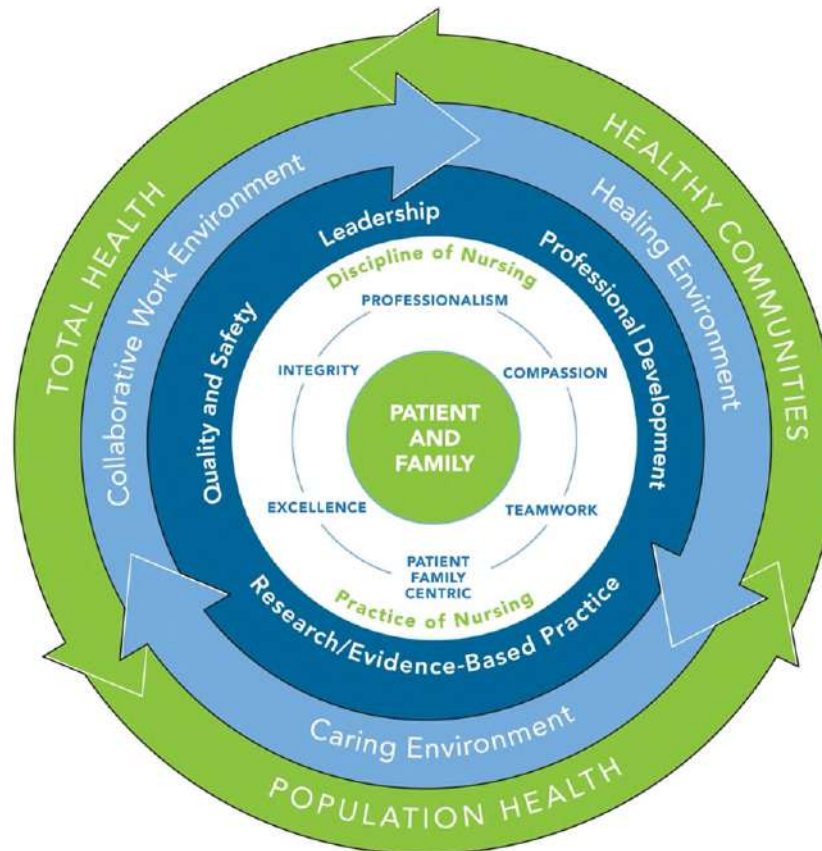
But beyond their clinical expertise and leadership, what truly sets our nurses apart is their unwavering commitment to our mission and values. They are the heart and soul of South Bay, connecting us in times of challenge, guiding us with their wisdom and compassion, and ensuring that every patient feels seen, heard, and cared for. Their resilience and adaptability allow them to navigate the ever-changing health care landscape while remaining steadfast in their pursuit of excellence.

It is my greatest honor to serve as Chief Nurse Executive and work alongside such an extraordinary team. I am incredibly proud of the dedication, leadership, and compassion that South Bay nurses bring to their profession. As we look to the future, we will continue to stand strong together, rooted in our shared purpose, driven by innovation, and committed to making a lasting impact on the lives of those we serve.



**Mervin Francisco-
Passarella**
**DNP, MBA, RN, NEA-
BC, CNML**

Foundation of nursing practice



KAISER
PERMANENTE®

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

Strategic priorities 2025-2028



Strategic priorities 2025-2028

QUALITY

Build upon strengths and advantages in clinical quality to ensure medical excellence remains an integral component of KP South Bay's value proposition.

- Hospital composite score > 100
- Drive towards zero harm

COMMUNITY

Strengthen deep roots within the community and develop partnerships that drive solutions to social determinants of health.

- Spread health equity through volunteering and community benefit

AFFORDABILITY

Leverage existing efficiencies and affordability practices, and continue to redesign processes to minimize waste.

- Meet or exceed budget targets

EXCEPTIONAL EXPERIENCE

Transform member experience through improved access, greater convenience, and overall exceptional experience at all touch points.

- 3 E's: Emotional Connection, Ease, Efficiency

PEOPLE

Care for our Care Team by reconnecting our people to purpose, reinventing the work environment, and empowering them to deliver exceptional care.

- 75% or higher engagement score on People Pulse

Registered nurses leading change through shared governance

The Kaiser Permanente South Bay shared governance is a collaborative model that supports nurses at all levels to be part of the shared decision-making process. It promotes joint accountability and responsibility which increases engagement in transforming the environment of nursing practice and improving patient outcomes.

Research indicates health care organizations that promote employee engagement outperform other facilities in several areas, such as:

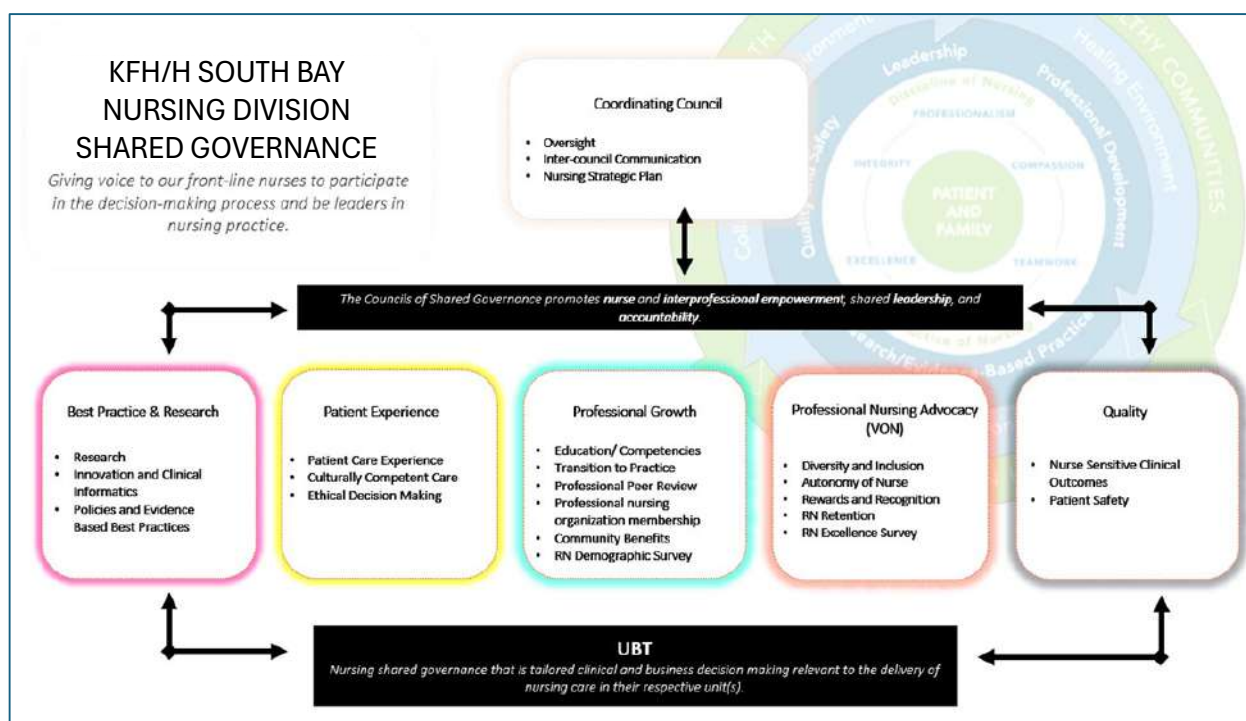
- Job satisfaction
- Nurse retention
- Performance, including better patient care experiences
- Profitability

Unit-Based Teams

Implemented on the unit level, these hospitals seeking Magnet status must demonstrate an effective structure that supports registered nurses in the shared decision-making process. South Bay values the contribution of nursing by amplifying the voice of nurses through teams that offer clinical nurses a direct channel to suggest and implement ways to improve the patient care experience and make decisions regarding process improvements that impact the unit.

Shared Governance Councils

Comprising clinical nurses and nursing leaders from various units, these councils address issues affecting nursing practice and patient care throughout the entire organization.



Shared governance at South Bay Medical Center

Professional Growth

- Annie Kim
- David Chen
- Ivonne Garcia
- Jennifer Thistle
- Louis Munoz
- Megan Masangkay
- Mona Lisa Rivera
- Shelly Andrews
- Shontae Mattera
- Tin Tin Rodriguez
- Kristen Bilanko

Patient Experience

- Alison Galloway
- Amireh Tolhurst
- Angie Ruelas
- Brian Avalos
- Daniel Anene
- Felina Nishimura
- Jessielyn Martinez
- Joma Sebastian
- Karla Infantato
- Kylie Nguyen
- Nataly Sanchez
- Tahira Levels
- Tim Fox

Professional Nursing Advocacy

- Allen Smith
- Brenda Averil
- Camile Mansy
- Edith Sarmiento
- Ei Zin Lin
- Eliana Flores
- Gina Renteria
- Greal Yumul
- Katherine Carachure
- Mary Castor
- Mary Ann Ferrer
- Mona Romero
- Nwamaka Alugbue
- Perlita Herrera
- Tonja Sweeney
- Traci Minguet

Best Practice

- Aesha Shah
- Auriel Baek
- Cailin Mulvihill
- Colleen Wyllie
- Diana Escolero
- Ema Kishita
- Hiromi Sako
- Jaewon Choi
- Jin Kim
- Johan Morales
- Judy Cadorna
- Julie Takigawa
- Liz Sorrentino
- Nikisha Purnell
- Nintoo Baby
- Scarlet Hazzard
- Sean Martinez
- Steven Dine

Quality

- Cindy Leung
- Jessy Mathew
- Joseph Ciminelli
- Jeremae Mendigoria
- Jun Lim
- Ruel Calungsod
- Kara Rito
- Karina Gudani
- Karis Pickett
- Khoi Dang
- Maria Masangkay
- Melody Domingo
- Nadia Arreaga
- Rajessah Thevrajah
- Shannen Rein Relova



Nursing demographics



Experience

RNs with 5+ years of experience

68%



Professional Certifications

RNs with professional nursing certifications

16%



Advanced Education

RNs pursuing advanced education

11%



Educational Attainment

RNs with a BSN or higher degree

49.3%



Professional Memberships

RNs in professional nursing organizations

22%

Nursing quality and safety



Improving patient safety

Bedside Handoffs Between Perioperative and Operating Room (OR) Nurses in the Ambulatory Surgery Unit Driven by the Unit-Based Team (UBT)

Why it matters:

- Gaps in handoff communication led to safety risks and inefficiencies.
- Clinicians aimed to standardize communication and enhance patient-centered care.

What changed:

- Improved bedside handoff between Preop and OR nurses.
- Streamlined handoff tool: added essentials and removed redundancies.
- Checklist format for efficiency.
- Patient and family engagement during warm handoffs.

Evidence-based approach:

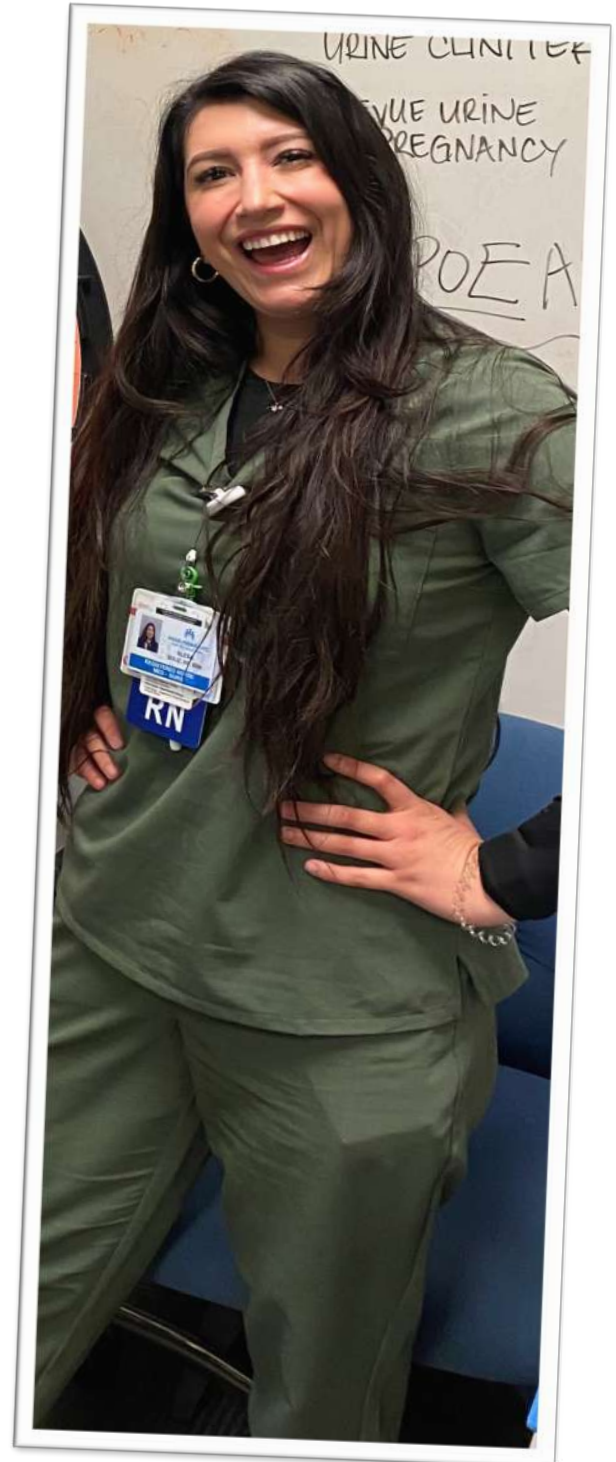
- Guided by the Joint Commission (TJC), Agency for Healthcare Research and Quality (AHRQ), and American Society of PeriAnesthesia Nurses (ASPN) standards.
- Literature review confirmed that warm, structured handoffs improve outcomes.

Team effort:

- The RN committee from Preop, Operating Room, and Post-Anesthesia Care Unit (PACU) led the initiative.
- Staff trained and coached via PDSA cycles.
- Real-time peer feedback and observations during huddles.

Impact:

- Boosted patient safety, communication, quality, and collaboration.



Alexa Soliz, RN
Unit 3400

Improving patient safety

Emergency Department recognition spotlight: Silvina Costa's Life-Saving Catch

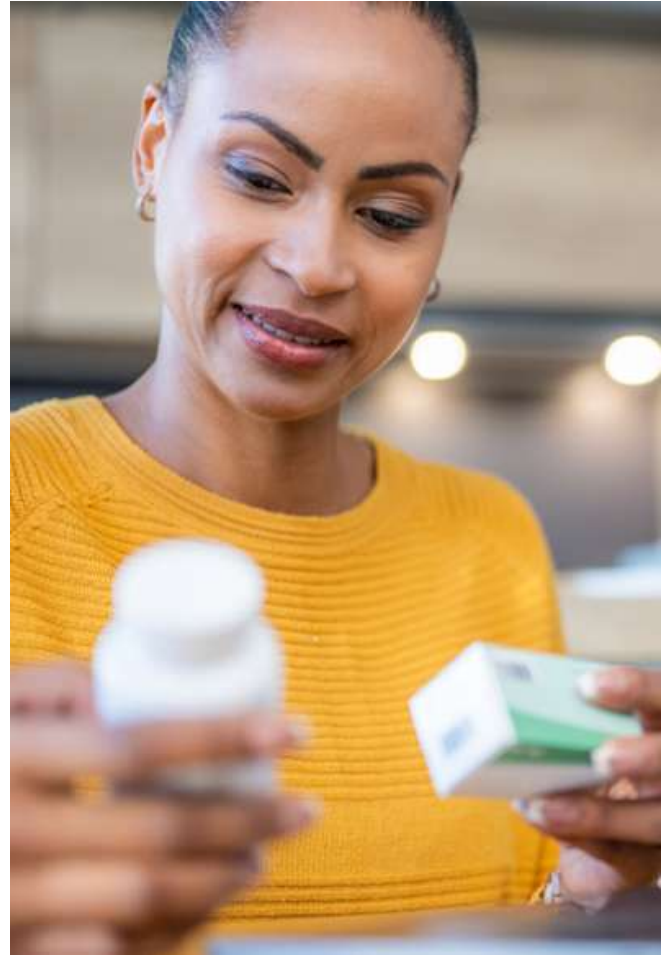
In the high-stakes environment of the Emergency Department, vigilance can mean the difference between harm and healing.

During a routine pediatric case, clinical nurse Silvina Costa, RN, noticed something alarming. The Pyxis system held 2 concentrations of ketamine, yet it offered no clear differentiation between them. In the rush of emergency care, this oversight could have led to a severe overdose.

Silvina's quick thinking and clinical judgment prevented a potentially life-threatening error. But her impact didn't stop there.

Her report triggered a regionwide pharmacy investigation, leading to sweeping changes across all Emergency Departments in the system:

- Standardized ketamine concentrations were implemented across the region.
- Pyxis alerts were introduced to require dose verification before removal.
- Concentration-specific storage protocols were put in place.
- A renewed focus was placed on medication safety in pediatric care.



What began as one nurse's concern became a life-saving initiative that transformed medication safety for countless patients. Silvina's actions are a powerful reminder: when nurses speak up, systems change—and lives are saved.

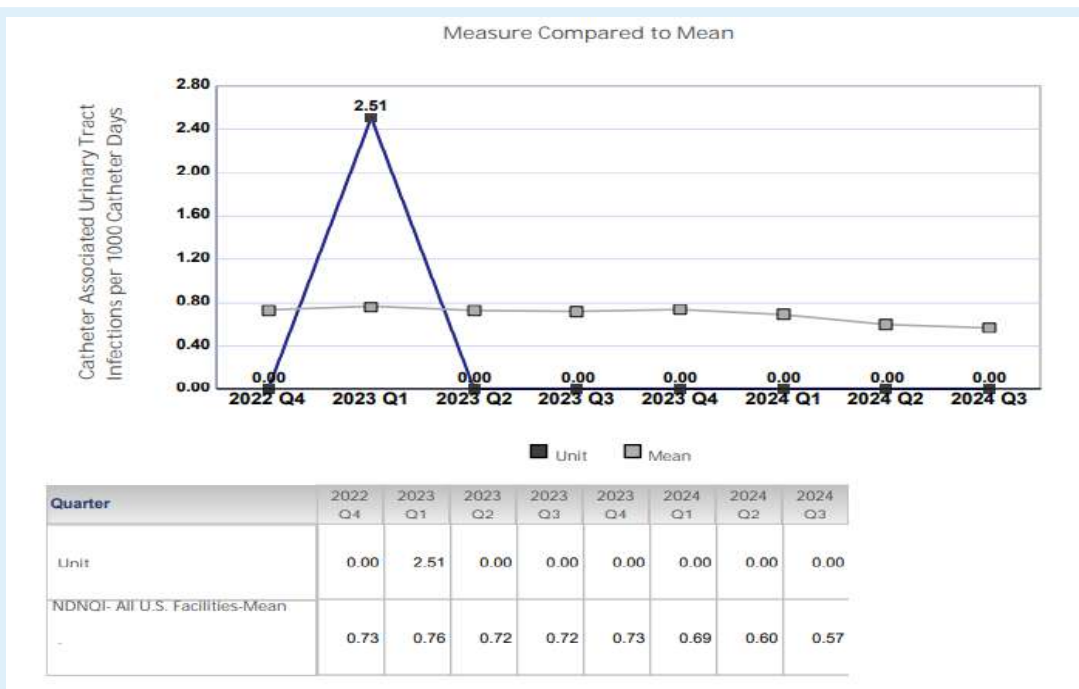
CAUTI free for two years!

The Intensive Care Unit stays vigilant

According to the Centers for Disease Control, catheter-associated urinary tract infections (CAUTI) remain one of the most reported hospital-acquired conditions. CAUTIs are preventable events that can lead to longer hospital stays, higher health care costs, and increased patient morbidity and mortality. It is also an important nurse-sensitive indicator (NSI), which is a set of quality metrics that aim to determine the influence of nursing care on patient outcomes.

Nurses play a critical role in preventing CAUTI, as they are often responsible for inserting, maintaining, and removing urinary catheters. South Bay intensive care unit (ICU) uses a multifaceted approach that integrates evidence-based CAUTI bundles with nurse-driven removal protocol for discontinuing catheter use and holding each other accountable through peer coaching. In the United States, CAUTI occurs frequently in critical care units because of the high acuity of patients -- our ICU bucks this trend by consecutively outperforming national benchmarks.

Because of their vigilance, the ICU has set an unprecedented streak of being CAUTI-free for 2 years!



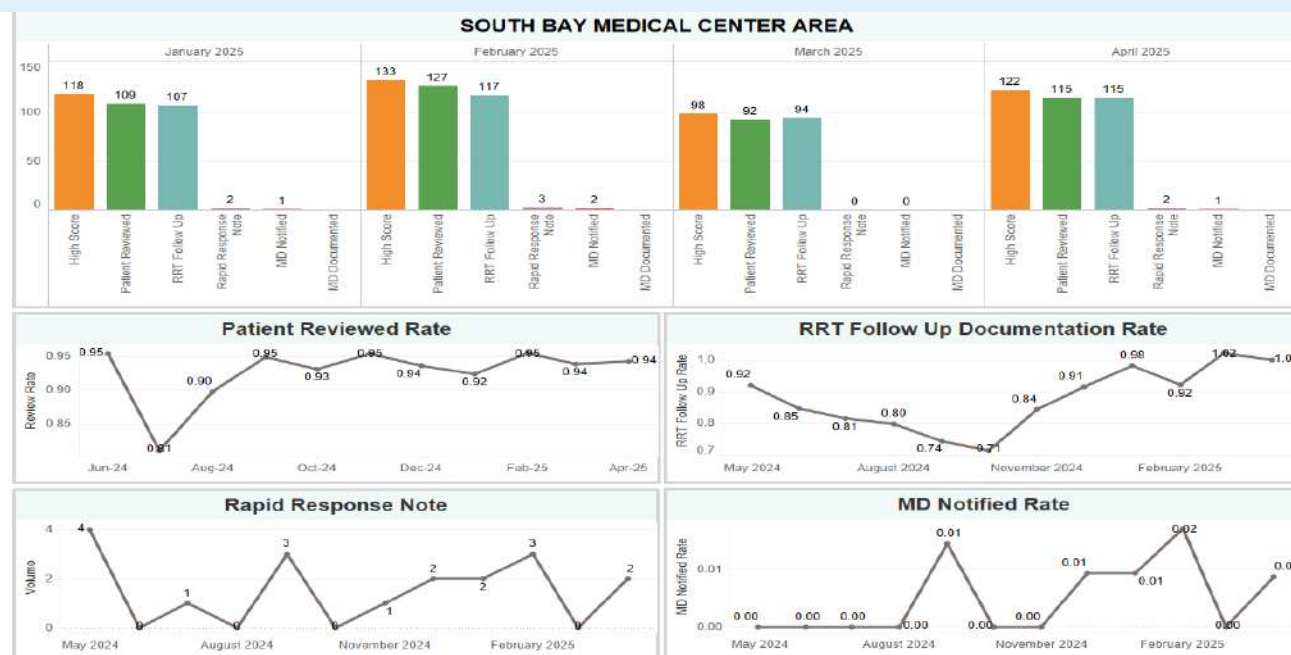
Rapid response team improves patient outcomes

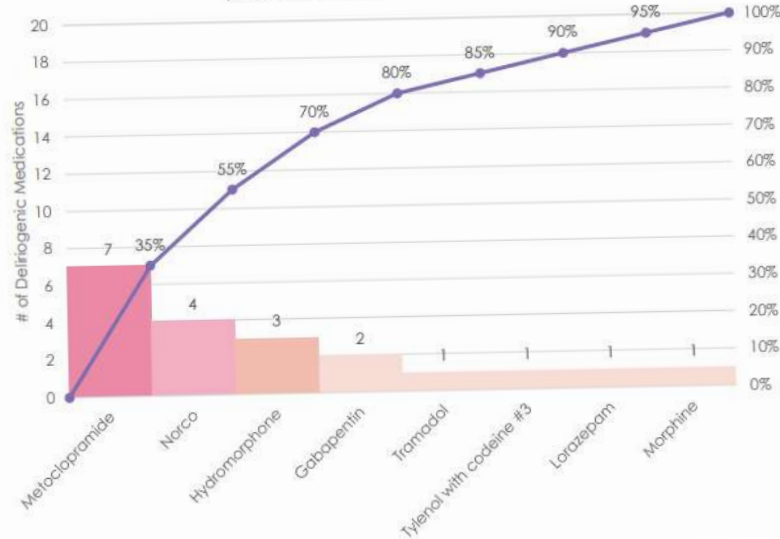
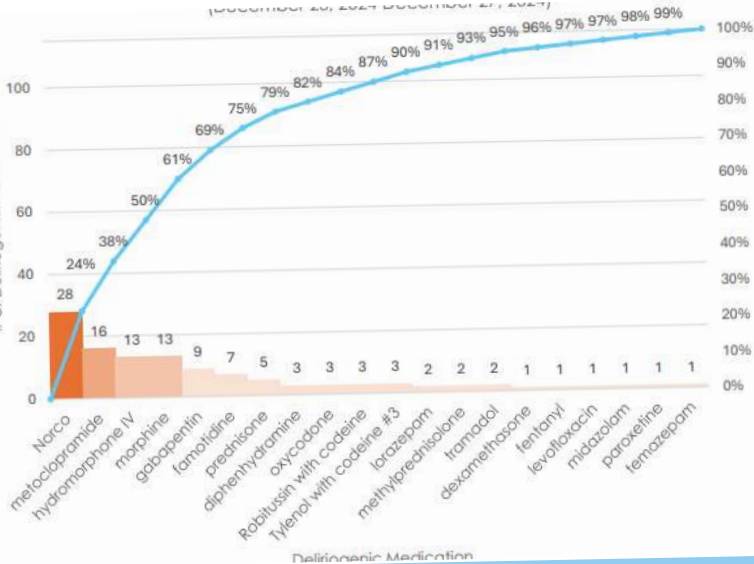
RRTs are groups of health care professionals who are trained to respond quickly to patients who are experiencing a sudden decline in their health while hospitalized.

The Rapid Response Team (RRT) provides an opportunity to bring Intensive Care Unit (ICU)-level care anywhere in the hospital. For those hospitals with an RRT embedded in their workflow, a significant decrease was shown in the number of cardiac arrests, unplanned transfers to the ICU, and overall mortality rate.

The RRT is an interdisciplinary group, consisting of 6 core ICU-trained nurses (with 14 additional ICU nurses trained and on standby), a lead physician, and a respiratory therapist. The team provides 24-hour adult inpatient coverage 7 days a week. The RRT RN uses a tool found in Health Connect called the Early Warning System (EWS). EWS generates a score called the Deterioration Index Score (DI Score), which is a clinical acuity score used for the prediction of clinical deterioration and unexpected death. It uses values other than vital signs, such as labs, age, and supplemental oxygen. The data is provided in real time and allows for earlier treatment and escalation of care. The role of the RRT RN is to provide active surveillance to those patients with a high DI Score. RRT RN rounds on these patients and collaborates with the charge nurses, primary nurses, and other members of the health care team to optimize care.

Any member of the health care team can call for an RRT at any time, especially if they observe any changes in a patient's condition that may be concerning. RRT RN will also provide coaching to nurses to administer, monitor, or treat patients who have had adverse reactions from medications like dopamine, which have allowed patients to remain in the unit versus being sent to the ICU. These teaching events have promoted confidence in the clinical nurses and have improved the level of care and outcomes for these high-risk patients.





Quality council: a focus on delirium

When a patient develops delirium while hospitalized, it hinders their safety. For example, delirium increases the risk for falls and prolongs hospital stays. The effects can have far-reaching effects even after discharge, contributing to their long-term cognitive decline. Early detection and implementing an appropriate plan of care can significantly improve outcomes and contribute to the care experience for this high-risk population.

After assessing an opportunity for clinical nurses to improve their delirium management, the Quality Council, which is co-led by Jeremae Mendigoria, clinical RN, and Maria Masangkay, RN, director of adult services, discussed hosting an educational workshop concentrating on the detection and management of delirium. They reached out to content expert, Bonnie Flores, DNP, RN-BC, ACCNS-AG, CCRN, an ICU clinical nurse at Kaiser Permanente West Los Angeles and Adjunct professor at Santa Monica College in the School of Nursing program. Most notably, Bonnie is certified in the Nurses Improving Care for Healthsystems Elders (NICHE), which is a national nurse-driven program designed to help hospitals improve care of older adults. Together, they organized a 4-hour workshop and devised a curriculum that focused on delirium basics, such as risk factors, early identification, and pharmacological and non-pharmacological treatments. The team carved out time in the workshop to review the component of the Confusion Assessment Method (CAM) tool and provide hands-on practice in completing the tool while using a simulated patient profile.

The first workshop was offered on October 11, 2024, and attended by over 50 clinical staff and nursing managers. It was so widely received that another workshop was scheduled for November 2024.



NICU nesting program – enhancing skin-to-skin bonding

Background

- Identified Jan 2024: Need to expand skin-to-skin in the Neonatal Intensive Care Unit (NICU).
- The World Health Organization recommends immediate skin-to-skin for preterm/low-birthweight babies.
- Parent-newborn separation in NICU limits bonding & affects breastfeeding/satisfaction.

Solution

- Ivonne Garcia, Maternal Child Health (MCH) Manager, initiated the idea and collaborated with colleagues at Kaiser Permanente Baldwin Park NICU.
- Presented to MCH Director, Transformational Meeting, PPSG for vetting.
- Engaged Quality, Risk, Compliance, Peds, Neonatology for buy-in.

Program Highlights

- Launched April 1, 2024.
- Moms stay up to 3 days post-discharge in the same room (non-patient status).
- Signed waiver, door signage, mom keeps wristband for linkage.
- Clinical nurses were trained in late March.

Benefits

- Promotes bonding, breastfeeding, neonatal health & survival.
- Still being used in the NICU as a current practice!

Collaborative work environment





Innovation: skin care champions on the move

Every quarter, the Skin Champions (SC) participate in the NDNQI prevalence study, which collects data used to track the rate of hospital-acquired and unit-acquired pressure injury occurrence, as well as to study the connections between nursing assessments, interventions, and the development of pressure injuries. The collected data enables the organization to reinforce quality improvement efforts. During the study, the SC assesses the skin of all admitted patients regardless of Braden score and responds to questions such as the use of nursing skin assessments, risk assessments, and the interventions used for at-risk patients.

In 2024, the prevalence study data collection process transitioned from a labor-intensive, paper-based system to a digital solution led by Hiromi, Jo, and their partners. By integrating the questionnaire into MIDAS, an analytics platform connected to Epic Health Connect, and deploying it on iPads, staff could collect and document data in real time. Built-in safeguards ensured data accuracy, while the digital upgrade improved efficiency, data quality, and enabled quicker analysis. This collaboration marked a major step toward using technology to enhance patient care and streamline operations, which saved time and money.





Unit 4200 leads the way in HAPI Prevention

Congratulations to the dedicated team on Unit 4200 for going over a full year without a single hospital-acquired pressure injury (HAPI). Their unwavering commitment to patient safety, proactive skin care practices, and exceptional teamwork is a testament to the high standard of care you provide every day. The team's vigilance and excellence make a true difference—thank you for being leaders in prevention and champions of quality care! This achievement reflects not only clinical excellence but also a deep sense of accountability and compassion for every patient. The team's success sets a benchmark for others and reinforces the power of collaboration in driving outstanding outcomes.

Unit	Unit Total 2023	Unit Total 2024	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24
2000	9	2	1	0	0	0	0	0	0	1	0	0	0	0
3000	2	4	0	1	1	0	1	0	0	0	1	0	0	0
4000	5	0	0	0	0	0	0	0	0	0	0	0	0	0
3200 SDU & MST Combined	6	4	0	1	0	0	1	0	0	0	0	1	1	0
3300/ICU	5	4	1	0	1	1	0	0	0	0	0	0	1	0
3400	2	0	0	0	0	0	0	0	0	0	0	0	0	0
4200	1	0	0	0	0	0	0	0	0	0	0	0	0	0
4300	7	6	2	0	1	0	1	0	0	0	0	1	0	1
HAPIs Total Hospital Wide	37	20	4	2	3	1	3	0	0	1	1	2	2	1
Total Reportable HAPIs	10	5	1	0	1	0	1	0	0	0	0	0	2	0



1 Year and counting: Hospital-acquired pressure injury (HAPI) free on unit 3400



Following up on our recent rounding in South Bay's 3400 Unit, I want to convey my gratitude to you and your team for our time together. It was wonderful to hear about the team's stellar HAI outcomes - and so impressive to hear from your new grads about the amazing work the unit has been doing! Please share my gratitude with your team members, and I look forward to seeing you on my next visit!

Sincerely,

Michelle Gaskill-Hames, BSN, MHA, president,
Kaiser Permanente Southern California and Hawaii
Health Plan and Hospitals



Celebrating Unit 4000: 6 Months HAPI-Free!

Congratulations to the incredible team on Unit 4000 for reaching a major milestone—six consecutive months without a hospital-acquired pressure injury (HAPI). The team's dedication to prevention, attention to detail, and consistent delivery of high-quality patient care are truly commendable. Thank you for the continued excellence and commitment to keeping our patients safe. Your achievement reflects a proactive culture of safety and a deep sense of responsibility toward patient well-being. This milestone is a testament to the power of teamwork, clinical vigilance, and a shared commitment to delivering exceptional care.



Recognizing nursing excellence



Awards and Accolades

Kaiser Permanente South Bay Medical Center is recognized as a High Performing Hospital in Stroke, Maternity Care (Uncomplicated Pregnancy), and Pneumonia, demonstrating excellence in patient outcomes and quality care.

Awarded an 'A' for hospital safety in the Spring 2024, reflects our commitment to protecting patients through high standards in safety and quality care.

We are proud to be recognized for the seventh consecutive year with the Gold Plus Quality Achievement Award and Honor Roll Elite Plus status, an honor that reflects our team's unwavering commitment to delivering exceptional stroke care. This achievement highlights the consistent excellence and dedication of our clinicians in providing timely, evidence-based treatment that saves lives and improves recovery outcomes.

Additionally, Kaiser Permanente South Bay has been named one of Newsweek's Best Maternity Hospitals for 2024, a recognition of our commitment to safe, high-quality care for mothers and newborns. This prestigious honor is a testament to the compassion, skill, and teamwork demonstrated daily by our maternity care team. These accolades reinforce our mission to deliver outstanding care across all specialties and celebrate the people who make it possible.





Daisy Award winner for exceptional care delivery

Maria Carlota “Carla” Silva, RN, clinical nurse, Stepdown/3200 Unit

"My mom was transferred to 3200. Carla was my mom's PM shift RN. Carla took care of my mom as if she were her own mother. To this date, Carla's plan for the night is still up on my mom's whiteboard. Carla took the time to assess my mom at the beginning of the shift, made her comfortable, bathed her, explained, and talked to my mom every step of the way. My mom was often confused, but Carla treated my mom so lovingly and with such compassion. My mom was confused, trying to pull out the nasal cannula. Carla offered to chart using the computer in my mom's room so that she would keep an eye out for my mom. Carla made me feel that it was ok to leave [my mom] alone and she

would be well taken care of. Carla is the one who suggested PT for my mom. These are just a few examples of what I saw for the 2-3 hours I was in my mom's room.

So, thank you very much, Carla. You are an awesome nurse. Thank you for taking such good care of my mother. I truly appreciate you. I hope Carla will get the DAISY award for being such an extraordinary unit nurse at 3200. The unit is lucky to have you.

Wishing you the very best,

Patient Son"





Providing extraordinary and compassionate care

A Mother's Wish

In early 2024, the staff of Unit 2000 banded together to deliver one last wish to a 60-year-old patient who was diagnosed with terminal breast cancer. One of the patient's greatest sources of joy, as shared with her health care team, was listening to her son perform with his mariachi band, a group he proudly founded during his high school years. With the patient quickly deteriorating, Naty Cachola, BSN, RN, and Cathy Wallace, BSN, RN, case manager, rushed to Allen Smith, MSN, RN, nurse manager, with the idea of bringing the son and his band to play for the patient one last time. Allen jumped into action, leveraging assistance from senior leaders to fast-track approvals and clearances for the son's band to perform on the unit. He coordinated with facilities and the Security department to secure a location that would accommodate the patient, the large number of family and friends who wanted to be a part of her last moments, and members of the band.

In a few short hours, the team from 2000 was able to pull off what seemed to be an impossible feat. They staged an impromptu mariachi concert, which paid tribute to the remarkable life of the patient. The patient was surrounded by her loved ones and by the hospital staff who participated in her care. Not long after the music ended, the patient quietly passed, but the memory of her time on the unit continues like a beautiful melody.

"The patient is the essence of our nursing professional practice model. This was an example of how the health care team came together in providing patient-centered care and honoring the whole patient – mind, body, and spirit in her last wishes. It was truly a special and unforgettable moment for us all."

Allen Smith, MSN, RN, nurse manager, unit 2000



Providing culturally-sensitive hair care, during Black History Month and beyond

After receiving patient feedback at the medical center, particularly from the African American community, regarding the small, standard combs provided, it became clear that the combs were not culturally appropriate. Patients expressed that the combs were inadequate for their hair texture. In response to this feedback, the staff came together and requested the management team purchase larger, more culturally appropriate combs for African American patients and others with similar hair textures. As a result, new combs were purchased and distributed among patients. This change was well-received, and patients appreciated the accommodations made to better meet their needs.

Photo: Acknowledging the dedicated members of the Unit 2000 Unit-based team for their efforts in supporting and coordinating the provision of combs for African American patients at Kaiser Permanente South Bay Medical Center.

Leaders in nursing are influencing health care organizations at all levels, and in every setting and discipline

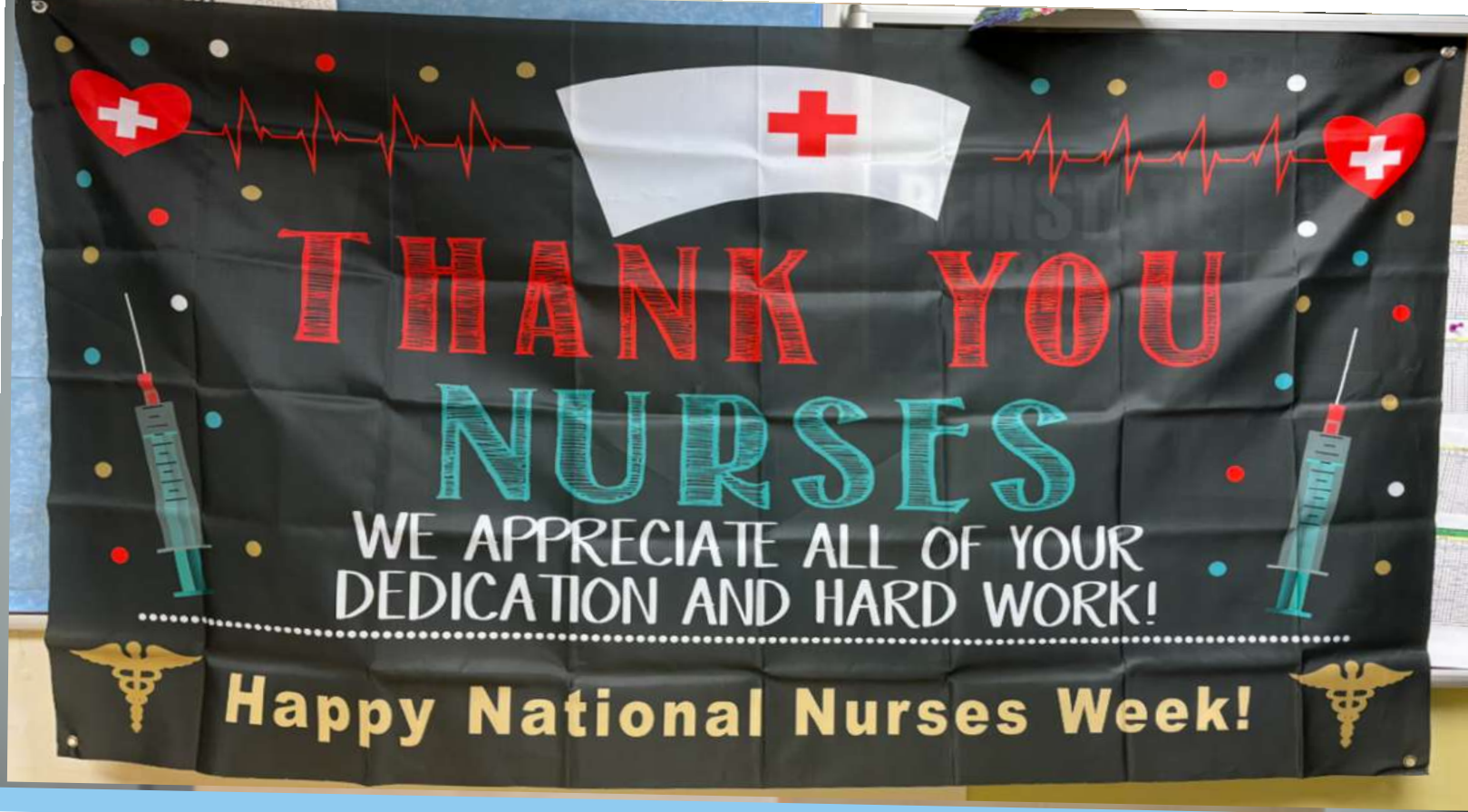
Nursing leadership is the cornerstone of health care organizations and plays a significant role in inspiring success. At Kaiser Permanente South Bay, nurse managers and directors are supported through programs that foster their professional growth. They are paired with mentors to help them identify strengths and further enhance leadership skills. Through the mentoring relationship, they work towards cultivating a culture of empowered employees who continue to transform the work environment and promote positive outcomes and experiences for patients and staff alike. This investment in leadership development not only strengthens individual capabilities but also reinforces a shared vision of excellence across the organization. As a result, nursing leaders are equipped to drive innovation, champion quality care, and lead with compassion and purpose.

Congratulations

Gina Renteria, MSN, RN

Nurse director of the Maternal Child Health Department, South Bay Medical Center, a graduate of the Kaiser Permanente Amplify Leadership Program!





Nurses Week 2024:

honoring compassion, commitment, and impact

This week, we celebrate the extraordinary dedication of our nurses—the heart of health care. Whether at the bedside, in the community, or leading innovation behind the scenes, nurses continue to go above and beyond, delivering compassionate, evidence-based care that transforms lives. In 2024, we honor not only the care you provide but the strength, advocacy, and unwavering commitment you bring every day. Thank you for being the voice of healing, the touch of comfort, and the champions of better health for all. Your resilience in the face of challenges and your ability to uplift others through empathy and expertise are truly inspiring. As we recognize your contributions, we also reaffirm our commitment to supporting your growth, well-being, and leadership—today and every day.



CARNIVAL OF INNOVATION
ALL KPSB EMPLOYEES INVITED



May 6-12 2024 CELEBRATION

Nurse's Week & Healthcare Worker's Day

THE WEEK

May 8 | DJ, Refreshments, Games & Prizes
1000-1400, Lakeside Park

May 10 | Sprinkles Cupcakes for all Employees
Off Campus: Delivered to your MOB

On Campus: Pick-up from Lakeside Park 1200-1300
May 12 | Classic Nursing Uniform Dress Up Day

NURSE'S WEEK GIFT

May 10th- pick up at Lakeside
Park, when you pick up your
Sprinkles Cupcake

THE DAISY AWARD

Extraordinary Nurses will be
recognized with the DAISY Award!



Providing for meaningful Nurses' Week recognition

National Nurses Week begins each year on May 6 and ends on May 12, Florence Nightingale's birthday. It is a time to honor the contributions and the often difficult and heartbreaking tasks that nurses perform every day. From assisting with life-threatening emergencies to delivering babies or caring for the elderly in their final moments, nurses are truly the heart of the organization.

An investment in nursing builds a resilient and high-performing workforce. Organizations that value and recognize nurses for the vital role they play see better patient outcomes and a thriving health care system.

Showing appreciation promotes well-being and a sense of value. For this reason, the Professional Nursing Advocacy Council—formerly known as Voice of Nursing within Shared Governance—saw an opportunity for nurses to select their own appreciation gift. They advocated for a seat at the table in discussing and making decisions about Nurses' Week gifts. Historically, nurses received a universal, one-size-fits-all gift, which often failed to resonate with everyone.

Working with Positive Promotions, a vendor specializing in corporate gifts, council members selected multiple gift options, allowing nurses to choose what they truly wanted. The options ranged from a 12-can cooler bag to a mini massage gun to a bamboo charcuterie board set.

In April, clinical nurses in all areas, including ambulatory spaces, were sent a link to the ordering site to select their individualized gift. The orders were then compiled by the vendor and shipped to nursing managers for distribution during Nurses' Week.

***"Were there none who
were discontented with
what they have, the world
would never reach
anything better"***
- ***Florence Nightingale***



**Nintoo Baby, RN
Charge Nurse
Unit 4000**

Unit-Based Team (UBT) fair for Nurses Week

Kaiser Permanente South Bay Medical Center hosted a lively fair filled with carnival games, including ring toss, bottle knockdown, and a dunk tank where staff could dunk their leaders! Nurses enjoyed prizes, sweet treats, delicious food, and upbeat music that kept the energy high. More than just a celebration, the event served as a vibrant showcase for our hospital's nursing committees to highlight their hard work and inspire others to get involved in shared governance, strengthening our nursing community through engagement, collaboration, and fun. It was a powerful reminder of the unity and spirit that define our nursing teams, bringing together staff from across departments to celebrate their shared purpose. Events like these not only boost morale but also reinforce the value of connection, recognition, and joy in the workplace.

Pictured:

Joel Kim, BSN, MBA, RN

Chief Nursing Executive

Jin Kim, MSN, RN, CNML

Nurse Manager, Intensive Care Unit





Nursing research/evidence-based practice



Mentoring for success

The mentoring relationship is a dynamic and supportive connection that fosters professional development for nurses at any stage of their career. Both novice and experienced nurses benefit from having a mentor, leveraging expert guidance to navigate career paths and enhance clinical and leadership skills.

The American Nurses Credentialing Center considers the mentor-mentee relationship one of the most essential connections in a nurse's professional journey. These interactions can last for years and offer ongoing learning opportunities for both participants.

Looking for a mentor or interested in becoming one? Sign up on the KP Mentoring website to take the next step in your professional growth.



I mentor nurses so that I might have a positive influence on their passion for nursing. I feel mentorship is vital to the success of nurses in all areas of health care. I try to find common ground and focus on that initially, then I work towards exploring areas of health care that might ignite their passion for growing in their nursing career.

Colleen Wyllie MSN, RN, CCRN-K
Director of Professional Development & Education

The power of mentoring relationships:

Career development: Mentors can assist in identifying career goals, navigating career paths, and providing opportunities for advancement within the nursing field.

Increased confidence: A supportive mentor can help new nurses feel more confident in their abilities and decision-making process.

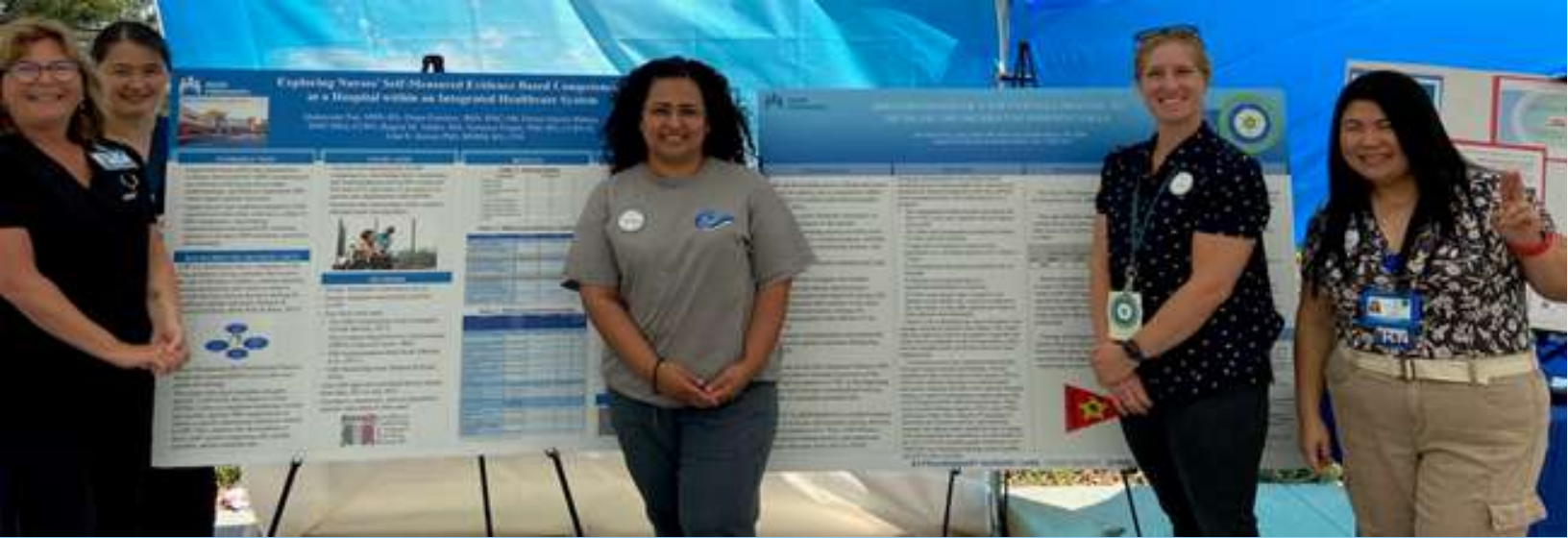
Reduced stress and burnout: Having a mentor to discuss challenges and seek advice can help mitigate stress and burnout, particularly for new nurses.

Better patient outcomes: By improving clinical skills and confidence, mentored nurses can contribute to higher quality patient care.

Knowledge transfer: Experienced nurses can share valuable knowledge and best practices with newer colleagues.

Retention of nurses: A strong mentoring program can help retain nurses within health care organizations by providing a supportive environment.

Leadership development: Experienced nurses can develop their leadership skills by mentoring others.



Research EBP Perception

Why Nursing Research Matters?

Let's be honest—nursing research might not sound exciting to everyone. It can feel complicated, overwhelming, or even dull. But here's the truth: nursing research is essential to advancing our profession and improving patient outcomes. And if you've ever felt confused or disconnected from it, you're not alone.

Nursing research builds the empirical foundation of our practice. It supports our professional status, informs best practices, and helps us deliver high-quality, evidence-based care.

In fact, nursing research dates back to Florence Nightingale, who famously used data during the Crimean War to measure infection rates and outcomes. Her findings helped convince the British government to improve sanitary conditions in military hospitals—saving countless lives.

Without her research, the importance of sanitation might never have been recognized. That's the power of data: it turns observations into action and change.

Today, nursing research continues to answer questions about our practice, validate our interventions, and show the value we bring to health care. It's not just about statistics and studies—it's about improving the care we give, every day.

In short, research is how we prove, improve, and elevate nursing.

Nurses' Self-Measured Evidence Based Practice Competencies at a Hospital within an Integrated Healthcare System

Quincyann Tsai, MSN, RN

Kaiser Permanente Regional Southern California & Hawai'i Markets

Nursing Research Program

Clinical Consultant Nursing Research & EBP

Diana Escolero BSN, RN, RNC-OB

Kaiser Permanente South Bay Medical Center

Clinical Staff Nurse, Labor & Delivery



Annual UCLA Nursing Science and Innovation Conference – Nursing UCLA Health

May 22, 2024

NURSING CARE | EVERY PATIENT | EVERY TIME

Kaiser Permanente

External dissemination of evidence-based practice

On May 22, 2024, Diana Escolero, Clinical Nurse and Chair of Best Practice, and Quincyann Tsai, Regional Nursing Research and Evidence-Based Practice (EBP) Consultant, shared their completed study with an external audience at the 20th Annual UCLA Nursing Science and Innovation Conference, held at UCLA Covel Commons. Their research, titled *“Nurses’ Self-Measured Evidence-Based Competencies at a Hospital within an Integrated Health Care System,”* was successfully presented, marking a significant contribution to the advancement of nursing science.

Diana exemplifies the spirit of professional growth that defines nursing at its best: a continuous commitment to learning, improving, and driving safer, evidence-based patient care. Her leadership and dedication set a powerful example for all nurses striving to elevate the profession. The presentation not only highlighted the importance of self-assessment in nursing competencies but also encouraged dialogue around strengthening evidence-based practice across care settings. Their work continues to inspire innovation and reinforces the value of research in shaping the future of nursing.

Podium Abstracts

Breakout Session II

TIME	Abstract & Presenter	Room
1:50 - 2:10pm	Nurses' Self-Measured EBP Competencies at a Hospital within an Integrated Healthcare System <i>Session Theme: Healthcare Innovation Education</i> Quincyann Tsai, MSN, RN Diana Escolero, BSN, RN, OB-BC	West Coast



UCLA NURSING SCIENCE & INNOVATION CONFERENCE

Celebrating 20 Years of
Evidence-Based Practice,
Research, & Innovation

Professional development



New graduate nurses take on Skills Blitz

Countless studies have indicated that the transition of new graduate nurses (NGN) to practice is marked with anxiety and can contribute to higher turnover within their first 2 years. The Education Department explored innovative approaches to enhance the transition of NGN and to increase their sense of belonging. One of those strategies was to include them as skills validators in the annual regulatory skills blitz for Adult inpatient, Maternal Child Health, and Perioperative units.

The process of them being validators was two-fold. They had to first learn the required skills and be confirmed as being competent by Kristen Bilanko, MSN, RN, nurse educator, who oversees the New Grad program. After successfully completing a return demonstration, they attended as observers of a skills blitz session to gain a better understanding of the annual competency process.

The pilot of the NGN involvement in skill blitz started with the March 2024 cohort. Under the supervision of the clinical nurse educators, the NGN was assigned a station, such as central line dressing change, indwelling catheter insertion, blood product administration module (BPAM), or high alert medication program (HAMP). They assisted in validating over 600 clinical nurses in performing skills in accordance with Kaiser Permanente's policy and procedures.



Giving a new nurse who may be timid about speaking up when something is wrong or incorrect an opportunity to do so in a safe space fosters the correct attitude while in practice. I personally felt this experience made me more confident in my ability to perform skills and gave me the confidence to step in and help when a process is not being performed correctly.

Steven Dine, BSN, RN, clinical nurse, unit 4000, March 2024 New nurse graduate cohort

The NGN's participation in skill blitz ended up being multifaceted – it increased confidence in performing their psychomotor skills, developed their teaching abilities, and provided multiple opportunities for them to create connections with their peers across each unit. The pilot proved to be so successful that it was fully implemented in subsequent NGN groups.



Members of the March 2024 new nurse graduate cohort

David Chen, BSN, RN, clinical nurse

Emily Nguyen, BSN, RN, clinical nurse

Eugen Kim, BSN, RN, clinical nurse

Kylie Nguyen, MSN, RN, clinical nurse

Maria Alamo, BSN, RN, clinical nurse

Megan Masangkay, BSN, RN, clinical nurse

Melissa Sandoval, BSN, RN, clinical nurse

Nhung Do, BSN, RN, clinical nurse

Richard Tong, BSN, RN, clinical nurse

Steven Dine, BSN, RN, clinical nurse



Members of the July 2024 new nurse graduate cohort

Miko Angelo Filio, BSN, RN, clinical nurse

Lilly-Amanda Billedo, BSN, RN, clinical nurse

Kevin Matsuoka, BSN, RN, clinical nurse

Carolin John, BSN, RN, clinical nurse

Marites Galapon, BSN, RN, clinical nurse

Derek Guevarra, BSN, RN, clinical nurse

Desiree Cocha, BSN, RN, clinical nurse



Members of the October 2024 new nurse graduate cohort

Lea Ann Gomez, MSN, RN, clinical nurse

Patrice Hicks, BSN, RN, clinical nurse

Kate Rael, BSN, RN, clinical nurse

Luis Trujano, BSN, RN, clinical nurse

Healthy communities



Nurses contributing to healthy communities

Nurses are in a unique position to encourage and influence health across the continuum. Giving back to the community we serve provides us with the opportunity to share our knowledge and skills—improving public health, addressing social determinants of health, promoting education, and building trust within the community. Through outreach efforts, health screenings, education sessions, and advocacy, nurses extend their impact far beyond the walls of the hospital. These contributions not only empower individuals to make informed health decisions but also strengthen the overall well-being of the populations we care for. By engaging with the community, nurses reinforce their role as trusted health partners and help bridge gaps in access, equity, and understanding.

Allen Smith, nurse manager of Unit 2000, Melissa Sandoval, RN, clinical nurse, and Linda Gomez, RN, clinical nurse (pictured), served as guest lecturers at Los Angeles Trade Technical College on May 9, 2024, inspiring and educating students interested in pursuing nursing as a career. Their presentations offered valuable insights into the realities of nursing, from clinical expertise to compassionate care, helping bridge the gap between classroom learning and professional practice. By sharing their personal experiences and professional journeys, they encouraged future nurses to embrace the challenges and rewards of the profession with confidence and purpose.



Nurses' contributions to healthier communities

Healing Starts with Awareness: Nurses at the Market

Skin champions and wound care nurses hosted a booth at the Farmer's Market on November 20, 2024, which marked National Pressure Injury Day, to provide awareness and education on pressure injury prevention to the community and our members. The interactive booth featured educational materials, expert guidance, and hands-on demonstrations to help attendees understand the importance of early detection and proper skin care. This outreach effort not only raised awareness but also strengthened community engagement and reinforced our commitment to promoting health and preventing harm beyond the hospital setting.

Stroke Prevention Outreach During Game Day

While the San Francisco 49ers faced off against the Kansas City Chiefs, clinical nurses engaged the public in life-saving stroke prevention education—bringing health awareness to the forefront amid the excitement of the game. Their presence at the event demonstrated how health promotion can seamlessly integrate into community gatherings, reaching people in unexpected yet impactful ways. By sharing key stroke warning signs and prevention strategies, they empowered attendees to recognize symptoms early and seek timely care. This initiative not only raised awareness but also reinforced the vital role nurses play in public health education and community outreach.



Wellness campaign:

Self-care apps for your everyday life



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



Headspace Care (formerly called Ginger)

Text 1-on-1 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

Created by :

Steven Dine BSN, RN Unit 4000 Clinical nurse,
Co-Lead Best Practice and Coordinating Councils



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