

# NURSING

2024 ANNUAL REPORT

## Nursing Care, *Beyond Imagination*





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Nursing Minds too!**



# Better Together

Dear Colleagues and Friends,

As we reflect on the year gone by, one thing stands out above all else—our collective strength. *“Better Together”*, embodies the spirit of collaboration, unity, resilience and shared commitment that has been central to the way we care for our patient families, support one another, and continue to grow as a team.

In healthcare, no one person can truly succeed alone. Every success, every milestone, and every improvement are the result of countless team members working together toward a common goal: providing the best possible care for our patients. From the frontlines of patient care to behind-the-scenes collaboration, our strength lies in the synergy created by diverse skill sets, lived experiences, and perspectives. We are not just a team—we are a community bound by a shared mission to heal, to comfort, and to make a difference in the lives of those we serve.

This year, we have celebrated many successes that demonstrate how much we can achieve when we work as one team. From multidisciplinary partnerships to innovative approaches in patient care, the *“Better Together”* theme has guided us through both challenges and triumphs. We’ve learned that through mutual support and collaboration, we can overcome obstacles, elevate patient experiences, and create a healthier, more compassionate environment for all.

As we move forward, we remain dedicated to the principles of teamwork, respect, kindness and continuous improvement. The story of our work in the past year is a story of working together, of growing together, and ultimately, of thriving together. I am so proud of all we have accomplished and excited for the future that lies ahead—because we know that, together, we are truly better.

With respect and admiration,



**Sarah Matney**  
**MSOL, BSN, RN, CPON, CENP**

Chief Nursing Officer and  
Senior Vice President of Clinical Operations,  
Connecticut Children’s

# Nurse Practice Coordinating Council

Connecticut Children's Nursing Colleagues,

Nurse Practice Coordinating Council (NPCC) has continued its work to affect change that is reflective of the evolution of nursing as a whole. We ensure that work being done within the Nursing Professional Governance structure is aligned with the organization's nursing strategic plan. We aim to prioritize our goals to meet the common needs voiced by nurses across the institution. Our goal is that you can recognize the change and accomplishments highlighted in this report.

Our priority continues to be addressing nursing recognition and satisfaction with a commitment to providing high quality, family-centered care at Connecticut Children's by being a nursing voice throughout the organization. As we move ahead into 2025 and 2026, we will continue to advocate for you and your needs. We strive to ensure your voices are heard in determining the types of recognition our nurses find truly meaningful. Nurse's Week continues annually to highlight and recognize all the nurses for their hard work and dedication.

Last November, NPCC led the 2024 Nursing Annual Meeting. This year, we were fortunate to have two families come and share their experiences at Connecticut Children's. It was heartwarming to hear their stories, and how much nursing had impacted their lives. Additionally, NPCC uses the Nursing Annual Meeting to highlight the great work being done by nursing, but also allows for feedback that can help further impact changes.

NPCC was involved in Connecticut Children's 2nd Magnet Designation. We have completed work with the professional governance redesign including our new professional governance model. NPCC's goal is to assist the Central Councils in developing annual goals that are aligned with Connecticut Children's Nursing Mission, Vision and Strategic Plan. We also partnered with and are members of the Nurse Staffing Council. We are focused on providing insights on behalf of nurses throughout the organization to deliver feedback on resources like the professional development tool and professional practice model.

As part of the nursing body at Connecticut Children's, we are proud of the work our nurses do each and every day. As you read through this annual report, we hope that you feel inspired, motivated and fulfilled by the incredible initiatives happening throughout this organization. We are honored to represent nurses at Connecticut Children's.

Sincerely,

*Alyson Mason* *Erin Scanlon*  
*Kelsey Giammatteo*



Alyson Mason  
BSN, RN, CLC  
NPCC Co-Chair



Erin Scanlon  
MSN, RN, CNML, CPN  
NPCC Co-Chair



Kelsey Giammatteo  
BSN, RN, CPN  
NPCC Co-Chair



**Our Vision:** Transforming children's health & well-being as one team.

## AT A GLANCE

- 205** Bed medical center
- 38** Primary & Specialty Care "Close to Home" locations spanning 3 states
- 14** NICUs & wellborn nurseries
- 570+** Specialists
- 240+** Care Network primary care partners
- Academic and research partner with

## TOTAL VISITS & VOLUME

- 72,534** Emergency department & urgent care visits
- 491,780** Outpatient visits
- 11,983** Discharges
- 18,000+** Behavioral/mental health encounters
- 120** Help Me Grow systems operating in 30 affiliate states and Washington D.C.

## RESEARCH & INNOVATION

- 553** Residents/fellows trained
- 440** Active clinical research studies, including 141 clinical trials
- 221** Research publications

## RECOGNITION & AWARDS

Top-Ranked by U.S. News & World Report as one of their 2024-2025 Best Children's Hospitals



## NURSES



- 31** doctorally-prepared nurses
- 211** masters-prepared nurses
- 773** baccalaureate-prepared nurses
- 67** associate-prepared nurses
- 9** diploma-prepared nurses

\* All data FY24 unless otherwise noted

# Advanced Practice Providers: Nourishing Our Workforce



It continues to be a remarkable journey for the two hundred plus, Advanced Practice Provider (APP) group Nurse Practitioners (NP), Physician Assistants (PA), and Certified Registered Nurse Anesthetists (CRNA) at Connecticut Children's. I am honored to have our accomplishments shared alongside those of our nursing colleagues. In the Office of Advanced Practice Providers (OAPP), we are full of optimism as we continue to address APP challenges, opportunities, retain APPs and decrease turnover by increasing APP engagement and morale. Our vision is to develop Connecticut Children's as the premier pediatric academic medical center in the country for APPs to work, grow, and develop their career.

Much work has been done to support and accelerate the visibility of NPs, PA's and CRNA's at Connecticut Children's. My colleague Garry Lapidus, PA-C, MPH, and I serve as Co-Directors for the OAPP. We report to James E. Moore, MD, PhD, MBA, President, CCSG, with a secondary report to Sarah Matney, Chief Nursing Officer, Juan Salazar MD, Physician in

Chief, and Christine Finck, MD, Surgeon in Chief. In addition, the APP Co-Directors have representation and a voting seat on the Connecticut Children's Specialty Group (CCSG) Board of Directors and coordinate their efforts closely with Dr. Moore. Our gratitude for their support extends beyond measure.

The greatest highlight for 2024 includes our two year Advanced Practice Provider Strategic plan which aligns with Health Compass 2027. A two day strategic planning session was held in the Fall of 2024 which included input from APPs representing different roles and departments. Several key priorities were identified.

- To enhance the understanding of APP group identity and value within the organization;
- To create a standardized approach to onboarding our new team members transitioning to practice; and
- To provide opportunity for professional growth and development for APPs in the organization.

## 2024 Updates

### Supporting ongoing growth and promotions along our APP Career Ladder:

Our competency based career ladder was designed to formally progress a team member to a higher level of job responsibility within his/her current position.

Having an APP career ladder in place communicates that Connecticut Children's is invested in the development and retention of its APP workforce.

In addition, it will:

- provide APPs with clear competency based advancement targets and goals.
- address the compensation inequity among APPs in many departments
- provide a clear path to reward our excellent performers and retain them for their clinical acumen, expertise and loyalty to the CT Children's mission.
- provide a structure to incentivize our APPs to continue to provide excellent care and growth within the institution.

### Over the past year, we celebrate the advancement of our colleagues:

**Promotion to team Lead:** Christina Giudice, APRN, Pediatric Hospital Medicine; Lauren Schmidtberg, PA-C, Plastics; Petronella Stolz, DNP, APRN, Neurosurgery

**Level III APP:** Marissa Shaker, PA-C, Pediatric Hospital Medicine; Anthony Ricciutti, PA-C, Orthopedics and Sports Medicine

**Level II APP:** Erin Clark, DNP, APRN, Pediatric Hospital Medicine

### Committee updates from the APP Advisory Council:

- **Education and training committee** (Chair: Christina Giudice, APRN). Ongoing efforts to support professional development opportunities which included: Quarterly APP Grand Rounds, APP Annual Summit supporting a half day of CME.
- **Transition to practice committee** (Chair: Elizabeth Oblon, PA-C). Activities include initiatives to improve onboarding and transition to practice for new APP team members. This included a 30- 90-18 day check in for all new team members. Future initiatives include a standardized orientation checklist and evaluation process to ensure the success of our newest team members.

- **Communication and marketing activities** (Chair: Pam Fanning, PA-C) Activities included production of quarterly APP newsletter entitled "The APP Pulse", updating current and accurate APP web content which includes information about our APP community.
- **Professional development activities** (Chair: Meredith Lake, APRN). 2024 marked our inaugural recognition of APPs who are excelling in work beyond their clinical responsibilities. These areas of recognition include work within academics, research and education.

**Celebrations and achievements:** We have recognized three outstanding APPs at our fourth APP Annual Excellence Award dinner held at the Pond House this past fall. This event celebrated the 7 nominees and 3 awardees. The three awards recognize select APPs for exemplary demonstration of Connecticut Children's values in their clinical practice and interaction with patients and team members. Representing our executive management team, Dr. Jim Moore and Dr. Christine Finck provided welcome remarks and applauded the event that acknowledged the outstanding achievements of our colleagues. Others in attendance included APP Advisory Council members, award nominators, friends, and family. By all accounts, the evening was a great success and we look forward to celebrating this tradition ahead.

### Nominees include:

- **Dana Eisenberg, APRN**, Developmental and Behavioral Pediatrics
- **Maureen Fearon, APRN**, Endocrinology
- **Alyssa Gersten, APRN**, Surgery/Trauma
- **Kristen Moore, PA-C**, NICU West
- **Kimberly Roche, APRN**, Center for Cancer and Blood Disorders
- **Allison Schilling, APRN**, Cardiovascular Surgery
- **Katie Van Duke, APRN**, Backus Hospital

**The award winners for the APP Excellence Award:**



**Amanda Zuse, APRN**  
Center for Cancer and Blood Disorders



**Melissa Condren, APRN**  
Plastic Surgery



**Emily Tyksinski, APRN**  
Pulmonary Medicine

**Professional Advancement Model Awardees:**

- **Kim Roche, APRN**, Center for Cancer and Blood Disorders
- **Megan Coco, APRN**, Center for Cancer and Blood Disorders
- **Constandina Conley, APRN**, Neurology
- **Amanda Filipelli, APRN**, Pulmonary Medicine
- **Victoria Pohl, APRN**, Center for Cancer and Blood Disorders
- **Whitney Fairchild, APRN**, Cardiology

The growth of APPs has been impressive and the contributions of Nurse Practitioners and Physician Assistants will continue to be a driving force in healthcare. Their partnership with our bedside nurses, nurse managers and leaders will offer ongoing opportunity to provide excellent care to our patients and families. We hope the initiatives supported this year will improve the overall engagement of this group at Connecticut Children's. In turn, this will impact the quality and accessibility of care for our patients and families across the region. We are looking forward to more growth and an even brighter future in 2025.

Sincerely,

*B. Adams*



**Basia Adams, DNP, APRN**  
*Co-Director, OAPP;  
APP Team Lead, Pediatric Hospital Medicine;  
Instructor, Pediatrics,  
University of Connecticut School of Medicine;  
Assistant Professor,  
Netter School of Medicine, Quinnipiac University*



# Structural Empowerment



**MELISSA DIBBLE**  
**MSN, RN, NPD-BC**  
Connecticut Children's Specialty Group  
(CCSG)

## MELISSA DIBBLE LEADS EDUCATIONAL INITIATIVES THROUGHOUT CCSG AMBULATORY CLINICS IN NEW ROLE.

In October 2023, Melissa Dibble MSN, RN, NPD-BC, began a new role within Connecticut Children's Specialty Group (CCSG) as a Clinical Education Specialist. CCSG nursing leadership identified a need for the nursing teams in CCSG to have a dedicated educator.

In this new role, Melissa has taken her expertise in education methodologies and best practices to transform the learning experiences for teams within CCSG. Melissa jumped right in and began building structures and processes to support team members' professional growth, streamline onboarding, champion scientific inquiry, and close gaps in orientation and onboarding.

Throughout 2024, Melissa has led and joined multiple initiatives to build education and development within CCSG. Examples of these initiatives include:

- Leveraging the American Academy of Ambulatory Care Nurses (AACN) professional standards throughout nursing care areas
- Advocating for nurses to attend AACN to support their professional growth
- Review and create specialty clinic RN competencies
- Launch an ambulatory nursing journal club
- Support quality improvement projects
- Creation of an ambulatory education dashboard
- Launch of ambulatory simulation codes
- Telephone triage education for nursing
- Support professional governance councils
- Support and mentor MA workgroup
- RN refill education
- Create and disseminate ambulatory newsletter every 2 weeks
- Support nurses through obtaining specialty certifications
- Coordinate traveler onboarding and competencies
- Organize ambulatory nursing care week activities
- Plan unit-based competencies dedicated to ambulatory nurses
- BP education quality improvement project
- Participates in onboarding of all new ambulatory RNs

As a result of this new structure and role for ambulatory RNs, Melissa has evolved nursing practice in these clinics. Her leadership and educational expertise is driving practice forward for ambulatory nurses.

We are so grateful for Melissa's educational leadership!

# PROFESSIONAL DEVELOPMENT

## Professional Governance Redesign

In the fall of 2024, after completing a thorough literature review, SOAR analysis and think tank sessions, the Nurse Practice Coordinating Council completed the redesign of the old shared governance structure into the revised Professional Governance Model. During this process, NPCC formally adopted the American Organization for Nurse Leadership definition of Nursing Professional Governance: "A structure empowering professional clinical nurses to contribute collaboratively as decision makers regarding the nursing practice environment" (2024) into the Nursing Professional Governance by-laws.



The Nursing Professional Governance Model is comprised of a Coordinating Council, Central Councils, a Supporting Council, Unit-Based Councils and Location-Based Councils. The Nurse Practice Coordinating Council oversees all of Nursing Professional Governance at Connecticut Children's and all councils included in the structure. This ensures the entire structure aligns to our nursing goals and strategic priorities, as outlined in our Nursing Strategic Plan.

Aligned to the Nursing Strategic Plan, it is a goal that each Unit-Based and Location-Based Council accomplishes the following each year for their unit / location. We look forward to seeing all the work that comes through our new model!

### Unit-Based Councils

1. Nursing Satisfaction Project / Initiative
2. Evidence-Based Quality Improvement Project
3. Patient and Family Experience Project / Initiative

### Location-Based Councils (Ambulatory)

1. Nursing Satisfaction Project / Initiative
2. Evidence-Based Quality Improvement or Patient Experience Project
3. Community Outreach Project / Initiative



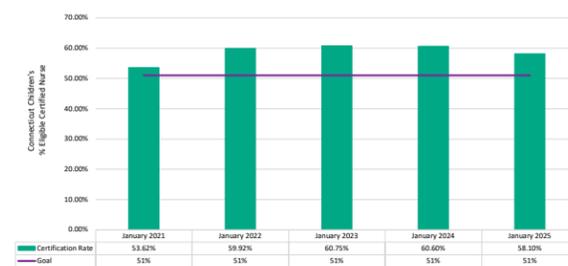
Unit-Based Councils	Location-Based Councils
MS6	Hartford-Ambulatory
MS7	Farmington-Ambulatory
MS8	Westport Ambulatory
Waterbury Med-Surg	Hematology-Oncology
CSO	Infusion Center
PICU	Newborn Screening
ED	Hartford-Night Shift
Zone C	
NICU East	
NICU West	
Periop	
ASC	
Sedation	

# PROFESSIONAL DEVELOPMENT

## Percentage of Nurses with BSN or Greater:



## Professional Nursing Certification Rates:



## Residency Program

### Spring Cohort:

- Jenna Brasile
- Chloe Cyr
- Tessa Cyr
- Jaclyn Ferguson
- Nicole Hankard
- Allison Hughes
- Rebecca Jones
- Andrew DeLuke
- Maria (Cami) Lopez

- Brenna Mills
- Amanda Montano
- Morgan O'Connor
- Kaley Oliverio
- Miranda Peralta
- Kristina Qyra
- Stephanie Shirley
- Morgan Skoly
- Jessica Stark

### Summer Cohort:

- Sara Adler
- Olivia Aldridge
- Silvana Alushi
- Timothy Angelletti
- Chelsea Bergamini
- Danielle Bergeron
- Hannah Carbone
- Megan Carpetner
- Nancy Che
- Amanda Coderre
- Abigail Cofsky
- Morgan Hund
- Gracie Johnson
- Mackenzie Lynch
- Kristen Maksymiw

- Olivia Marsh
- Kaitlyn Oliveira
- Kimberly Rosado
- Melanie Sanchez
- Dwight Savaria
- Cadee Savoie
- Hannah Schwartz
- Jessica Shiers
- Julia Snow
- Samantha Stasko
- Kate Tandon
- Katharine Tanguay
- Alexus Trudeau
- Emma Wilke
- Monica Flores

### Fall Cohort:

- Julia Accetura
- Alyssa Alford
- Abigail Auster
- Kathryn Bergstrom
- Cassandra Cannon
- Ailie Daley
- Madison Dube
- Emma Giurleo
- Briana Guteriez
- Julia Hassett
- Charlotte Heersping
- Megan Koscinski
- Courtney Lessard
- Laura Lopez
- Mirabelle Mockler

- Camryn Murasso
- Victoria Panagakos
- Samantha Peros
- Gabriel Peterson
- Virgil Rona
- Morgan Sartor
- Kelly Stotler
- Eleni Totonis
- Hannah Vecchitto
- Christine Vittner
- Clarissa Welti
- Molly Yale
- Bethany Yeo
- Jadyn Zitser-Klein



## Flynn Fellow:

### Summary

The Susan D. Flynn Pediatric Oncology Nursing Fellowship program is intended to help stimulate the career interest and foster the professional development of potential Pediatric Oncology Nurses. The program is focused on the critically important field of Oncology Nursing. The Fellowship enhances the Student Nurse Intern's core clinical education through direct involvement with Oncology patient care, expert training in compassionate care, and exposure to related patient care duties and services that typify Oncology nurses' valuable role and important inter-relationships with other members of the healthcare team. Opportunities to attend various pertinent internal educational programs and meetings with key team members at Connecticut Children's provide additional learning experiences for the Student Nurse Intern. The Flynn Fellowship Student Nurse Intern functions as a Patient Care Assistant, under the direct supervision of a Registered Nurse, and is provided with a comprehensive scope of direct observational and learning experiences related to Oncology Nursing.



Meghan Mikulski  
Delaney Rafferty  
Auden VanDeusen

## Student Nurse Intern:

### Summary

Under the direct supervision of a Registered Nurse as part of an inpatient/hospital unit, Student Nurse Interns (SNIs) perform a variety of routine direct patient care, environmental, and administrative support activities to promote the health, safety, and comfort of patients and families. SNIs also participate in weekly educational sessions to further their understanding of the inner workings of Connecticut Children's and the art of nursing. Topics include Palliative Care, Organ Donation, Introduction to PICU/NICU, Social Media Do's and Don'ts and Risk Management.

### MS6:

Ashley Galvao  
Colleen Horan  
Allison Mastroianni  
Madison Riopel

### MS7:

Dominique Edwards-Small  
Laura Martin  
Maya Peluso  
Marissa White

### MS8:

Kaylee Gates  
Pola Indyk  
Michaela Longo  
Gina Scalaro

### PICU:

Xavier Bryant  
Marissa Kuhn

### ED:

Caroline Bishop  
Sam Geisler  
Vincent Mascali

### NICU:

Chelsea Ramos  
Madison Sastram  
Talia Ventrelli

## RECOGNITIONS & AWARDS

### Daisy Awards



#### DAISY Award Winners



Abigail Giuliano



Breanna Lorusso



Brenden Orsi



Tara Wesoloskie



Teresa Witchard

### Nightingale Awards



#### Nightingale Award Nominees

Amanda Bedding, MSN, RN- MS6  
Michelle Boivin, BSN, RN- PICU  
Megan Coco, PhD, MSN, APRN- Hem/Onc  
Julia Gardner, BSN, RN- Hem/Onc  
Kim Harris-Eaton, MSN, RN- Pain Management  
Kristyn Keleher, BSN, RN- MS7  
Briannon Ladarola, BSN, RN- PICU

Emily Lewis, MSN, RN- Endocrinology  
Julia Lopes, MSN, RN- Central Staffing Office  
Tracy McNally, BSN, RN- NICU  
Tara Phillips, BSN, RN- MS7  
Nick Rodrigue, MSN, APRN- Urology  
Amanda Terranova, BSN, RN, Zone C/ED

#### Nightingale Award Winners



Jen Fortin  
BSN, RN, ACM  
Case Management



Katherine Hinderer  
PhD, RN, CNE, NEA-BC  
Institute for Nursing Research &  
Evidence Based Practice



Maureen Gaspar  
MSN, RN, CLC  
NICU West

## Angel Awards

### Nominated

Alexandra Arruda, MA, Westport  
 Angela Stevens, PCA, NICU  
 Annia Jurek, PCA, Ambulatory Surgery Center  
 Annie Picard, PCA, MS7  
 Avery Polk, ED Tech, Emergency Department  
 Catherine Silva, Counselor Assistant, Genetics  
 Elizabeth Lopez, PCA, PACU  
 Gloria Santiago, PCA III, PICU  
 Halina Ostapowich, PCA, NICU West  
 Jenna Martin, PCA, MS7

Jennifer Ellis, PCA, CSO  
 Kayla Ward, MRI Tech III, Radiology  
 Lisa Klavins, MA II, Endocrinology  
 Melisa Cruz DeJesus, MA, Primary Care West  
 Morgan Walzak, MA, Farmington Support  
 Naida Mekic, PCA, PACU  
 Phil Aiello, PCA, PICU  
 Seithy Mercado, MA, Infectious Diseases  
 Tanya Thibeault, PCA, MS7

### Angel Award Winners



Julie Girouard, MA, Infusion Center Farmington  
 Renata Kruk, PCA, MS7  
 Rebecca McPhee, PCA II, Ambulatory Surgery Center  
 Patricia Picart, PCA, PACU  
 Charles Smith, PCA, MS7 (not shown)

## NURSES WEEK

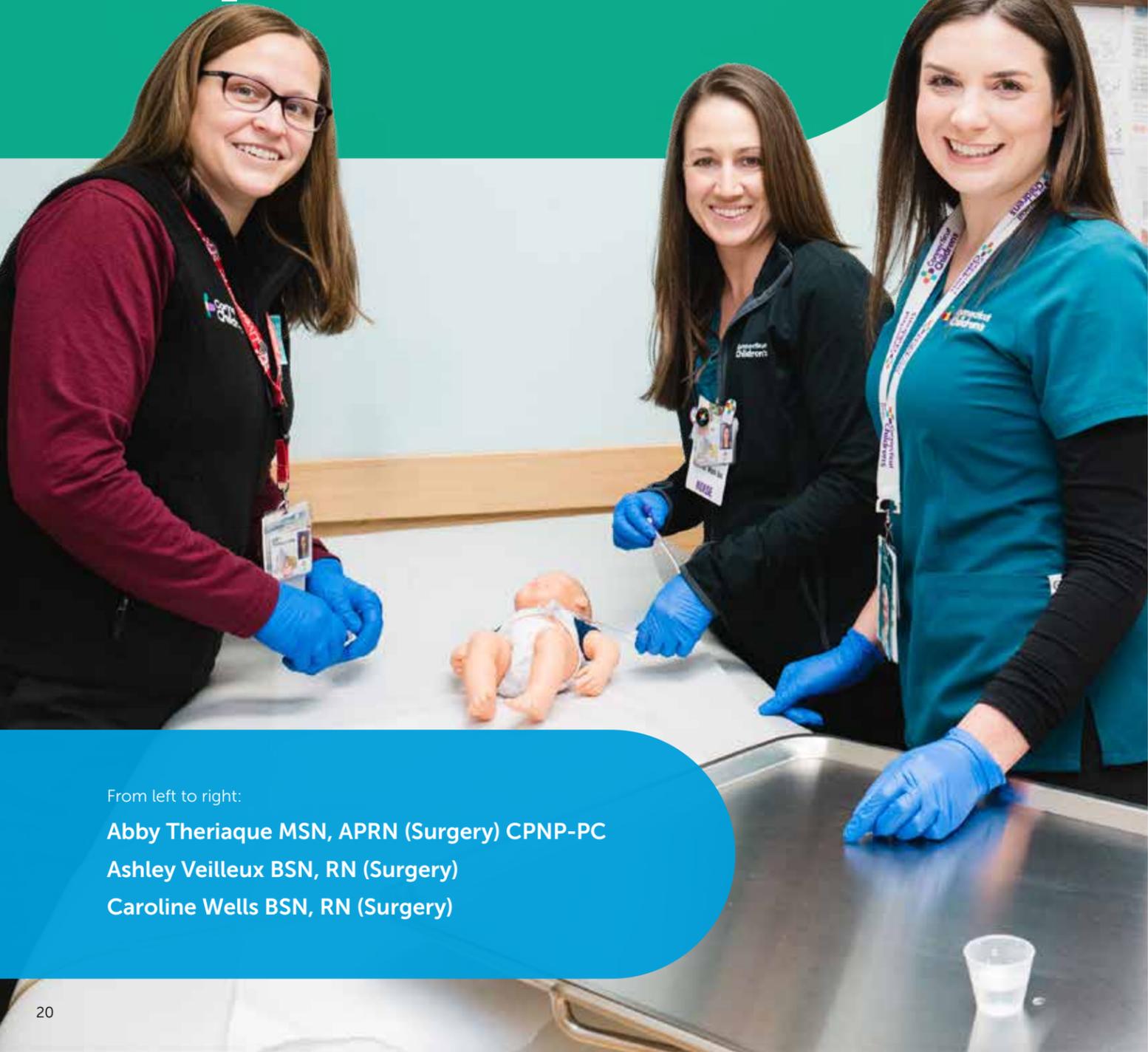
The Connecticut Children's Foundation would like to recognize just a few Donors who support the mission of our nurses here at Connecticut Children's.

**2024 Sponsors:** EPIC, Baker Tilly, Sacred Heart University Dr. Susan L. Davis, RN & Richard J. Henley College of Nursing

**In-Kind Donor:** Tory Burch



# New Knowledge, Innovation & Improvement



From left to right:

**Abby Theriaque MSN, APRN (Surgery) CPNP-PC**

**Ashley Veilleux BSN, RN (Surgery)**

**Caroline Wells BSN, RN (Surgery)**

## NURSING RESEARCH & EVIDENCE-BASED PRACTICE FELLOWSHIP

The Nursing Research and Evidence-Based Practice (EBP) Fellowship is an 18-month program offered by the Institute for Nursing Research and Evidenced-Based Practice (INR). Since its inception in 2015, 31 nurse and 8 interprofessional fellows have graduated from the fellowship program. The program is coordinated by core faculty member Beth Wentland, MBA, BSN, RN along with other core faculty Carrie-ellen Briere, PhD, RN, and Katherine A. Hinderer, PhD, RN. In addition, partners from the Connecticut Children's Research Institute and the Clinical Research Nursing Team are invited faculty. Fellows receive didactic content, protocol development support, and project mentoring throughout the course of the program. The purpose of the program is to assist teams of staff nurses, nurse leaders, nurse educators, advanced practice providers (APPs), and clinical services team members to develop a relevant research or evidence-based practice project that will result in achieving best patient or institutional outcomes with the greatest likelihood of success. The fellows are selected through a competitive peer-review process that includes review from the Nursing Research and Evidence-Based Practice Council.

### 2024-2026 NURSING RESEARCH AND EBP FELLOWS

The 2024/2026 Nursing Research and Evidence Based Practice Fellowship Cohort began on September 25, 2024 and represents the largest cohort to date. This cohort has 14 fellows with 11 nursing fellows and 3 clinical services fellows. Teams include individuals from a wide variety of settings and practice roles. The current fellows are:

**Abby Theriaque, MSN, RN, CPNP-PC, Caroline Wells, BSN, RN, & Ashley Veilleux, BSN, RN (Surgery)**

**Topic:** Evidence-Based Approaches to Prevent G-Tube Surgical Site Infections

**Tiffany Berthod, BSN, RN, CPN, CCRC (Cardio-Oncology)**

**Topic:** Which Cardio-Oncology Risk Stratification Tool Aids in Identifying/ Preventing Cancer Therapy-Related Cardiac Dysfunction (CTRCD) in Childhood Cancer Survivors (CCS)

**Melissa Dibble, MSN, RN, NPD-BC, Mardele Lorenson, MSN, RN, & Danielle**

**Dubish, AS, AASMA (Connecticut Children's Specialty Group, Inc.)**

**Topic:** Supporting Medical Assistant Onboarding and Retention

**Kimberly Harris-Eaton, MSN, RN, PMGT-BC, Carol Ortega, BSN, RN, & Kristen**

**Overton, BSN, RN, CPN (Pain Management & Learning and Performance)**

**Topic:** Pain Pals: A Qualitative Exploration of the Experiences of Siblings of Patients with Chronic Pain

**Allison Fell, OTR/L, Samantha L. DeFrancesco, MS, OTR/L, & Roopa Kulkarni,**

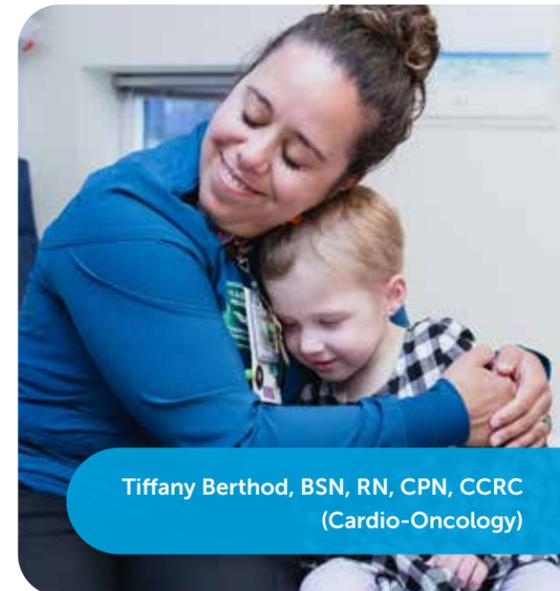
**MPT (Occupational Therapy/Clinical Support Services & Physical Therapy/ Clinical Support Services)**

**Topic:** Therapeutic Effects of Yoga on Interoceptive Awareness and Function in Adolescents with Chronic Pain

**Lindsey Baldi, MSN, RN, & Meghan Dzioba, MSN, RN, FNP-BC (Learning and Performance)**

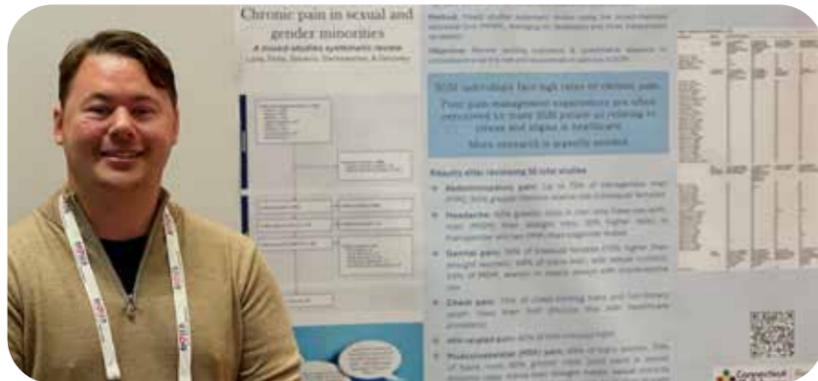
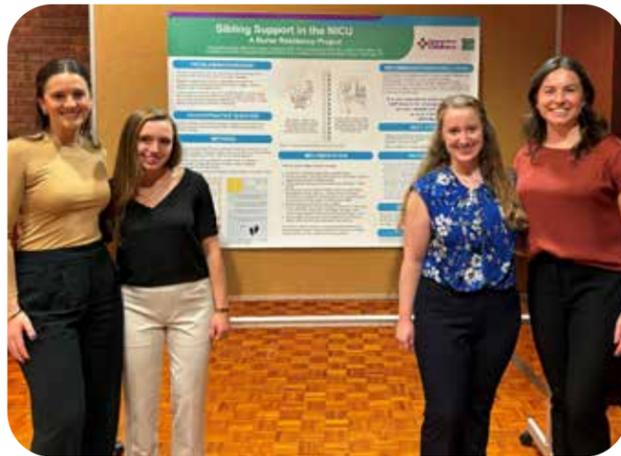
**Topic:** Transforming the New Graduate Nurse Experience: A Strategy to Increase Engagement in Professional Governance within a Nurse Residency Program.

Congratulations to all our fellows on their acceptance into the Fellowship!



**Tiffany Berthod, BSN, RN, CPN, CCRC (Cardio-Oncology)**





## HIGHLIGHTS IN NURSING RESEARCH: CLINICAL RESEARCH NURSES

Many clinical trials at Connecticut Children's are supported by our Clinical Research Nursing (CRN) team. The specialty practice of a Clinical Research Nurse is focused on the care of research patients which includes patient safety, proper consenting and maintaining integrity of a research protocol's implementation, administration of clinical research medications or other interventions, and data collection and recording. CRN's serve as clinical experts, blending the holistic lens of nursing with research and clinical skills to the pediatric patient and family undergoing clinical trials. Our CRN team is focused on sharing the importance of clinical research in healthcare and how CRNs integrate health with research. The team, led by Clinical Research Nurse Manager Hendriana Nielsen, RD, RN, BSN, CCRP, CPN, includes nurses Eliza Baker, BSN, RN, CNRN, SCRNP and Jaci Donahue, BSN, RN is currently involved in the coordination of many active clinical trials at Connecticut Children's.

## INSTITUTE FOR NURSING RESEARCH AND EVIDENCE BASED PRACTICE ACCOMPLISHMENTS

### Publications, Presentations, Grants and Awards: 12/1/2023-12/31/2024

#### NURSING PUBLICATIONS

**Briere, C-E., & Gomez, J.** (2024). Fresh parent's own milk for preterm infants: Barriers and future opportunities. *Nutrients*, 16(3), 362. <https://doi.org/10.3390/nu16030362>

**Carlton, E. F., Perry-Eaddy, M. A., & Prescott, H. C.** (2024). Context and implications of the new pediatric sepsis criteria. *JAMA*, 331(8), 646-649. <https://doi.org/10.1001/jama.2023.27979>

**Coco, M., Henderson, W., Park, C., & Starkweather, A.** (2024). A systematic review of the psychosocial aspects of chronic pain in sickle cell disease youth. *Pain Management Nursing*, 25(3), 217-224. <https://doi.org/10.1016/j.pmn.2024.03.009>

**Cheifetz, I. M., Dawkins-Henry, O. S., Kong, M., Asaro, L. A., Napolitano, N., Perry-Eaddy, M. A., Lockett, P. M., Kneyber, M. C. J., Wypij, D., Curley, M. A. Q.** (2024). Characteristics and outcomes of children with SARS-CoV-2 respiratory failure: A matched cohort study. *Intensive Care Medicine - Paediatric and Neonatal*, 2. Article 18. <https://doi.org/10.1007/s44253-024-00041-6>

**Crasper, N. T., Miller, C. B., Kemp, J. M. G., Crasper, J. D., Breda, K. L., & Eichar, S. H.** (2023). Effectiveness of standardized educational resources for parents managing fevers. *Pediatric Nursing*, 49(5), 243-246, 256. <https://doi.org/10.62116/PNJ.2023.49.5.243>

**Curley, M. A. Q., Dawkins-Henry, O. S., Kalvas, L. B., Perry-Eaddy, M. A., Georgostathi, G., Yuan, I., Wypij, D., Asaro, L. A., Zuppa, A. F., & Kudchadkar, S. R.** (2024). The nurse-implemented chronotherapeutic bundle in critically ill children, RESTORE Resilience (R2): Pilot testing in a two-phase cohort study, 2017-2021. *Pediatric Critical Care Medicine*, 25 (11), 1051-1064. <https://doi.org/10.1097/PCC.0000000000003595>

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**Hinderer, K. A., Kilma, D. W., Kellogg, M. B., Myers, K., Morello, C., & Wentland, B.** (2024). Our new normal: Pediatric nurse residents' experiences with transition-to-practice during the COVID-19 pandemic. *Healthcare*, 12(12), Article 1159. <https://doi.org/10.3390/healthcare12121159>

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Wyles, C. L., Shea, K., Weiss, A., Gephart, S. M., & Newnam, K. (2023). A virtual dissemination framework to inform and evaluate a neonatal project ECHO (NeoECHO). *Journal of Advanced Nursing*, 80(7), 2977-2987. <https://doi.org/10.1111/jan.15986>

#### BOOK CHAPTERS

Booker, S.Q., Horgas, A., Perry, M., & Wittmayer, K. (2024). Pain assessment tools across the lifespan (Chapter 11). In M. L. Czarnecki & H. N. Turner (Eds.), *Core curriculum for pain management nursing* (4th ed.). Elsevier.

#### PODIUM PRESENTATIONS

Coco, M. & Pohl, V. (2024, September). Fertility Preservation and the Sickie Cell Patient [Podium Presentation]. APHON 48th Annual Conference and Exhibition, Salt Lake City, UT.

Dibble, M. (2024, October). A Tailored Educational Approach to Teach and Retain Ambulatory Medical Assistants [Virtual Podium Presentation]. Connecticut Nursing Research Alliance 48th Annual Conference: The Future of Nursing: To Infinity & Beyond, Hartford Hospital, Hartford, CT.

Engelke, K. (2024, September). Relapsed/refractory NBL: Now What? [Podium Presentation]. APHON 48th Annual Conference and Exhibition, Salt Lake City, UT.

Kozlowski, K. (2024, October). Elevating Nursing's Voice in Practice and Nurse Retention: An Evidence-Based Quality Improvement Project [Virtual Podium Presentation]. Connecticut Nursing Research Alliance 48th Annual Conference: The Future of Nursing: To Infinity & Beyond, Hartford Hospital, Hartford, CT.

Berthod, T., Orsey, A., Weiczorek, M., Waynik, I., & Toro-Salazar, O. (2024, October). Creation and Implementation of a Novel Pediatric Cardio-Oncology Clinical Pathway [Virtual Podium Presentation]. Connecticut Nursing Research Alliance 48th Annual Conference: The Future of Nursing: To Infinity & Beyond, Hartford Hospital, Hartford, CT.

Ellis, D. (2024, October). Leveraging Family Experience to Create an Action Plan for Engagement [Roundtable Discussion]. Association of Public Health Laboratories 2024 Newborn Screening Symposium, Omaha, Nebraska.

Grant, C., & O'Donnell, R. (2024, October). Outcomes Validate Benefit of a Dedicated Pediatric Mental Health Unit [Podium Presentation]. The ANCC National Magnet Conference® and the ANCC Pathway to Excellence Conference®, New Orleans, LA.

Marconi, L., Keller, M., C., Holden, E., Needham, A., Ayr-Volta, L., Hart, L., Foy, K., Engelke, K., & Hinderer, K. A. (2024, April). Shooting for the STARS: Implementing an Evidence-Based End-of-Treatment Program for Childhood Cancer Survivors and Their Parents [Lightning talk]. The Association of Pediatric Oncology Social Workers Conference, Chicago, IL.

Raboin, K. (2024, October). A Model for Long-Term Follow-Up: Integrating Epic Registries, Dashboards, and Workflows [General Session Presentation]. Association of Public Health Laboratories 2024 Newborn Screening Symposium, Omaha, Nebraska.

Wheeler, W. (2024, September). Disaster Triage: 60 Seconds to Survival [Podium Presentation]. Emergency Nursing 2024 Conference, Las Vegas, Nevada.

#### POSTER PRESENTATIONS

Berthod, T. (2024). Creation and Implementation of a Novel Pediatric Cardio-Oncology Clinical Pathway [Poster Presentation]. 2024 Global Cardio Oncology Summit, Minneapolis, MN.

Dudley, A., Sink, D., Pelletier, L., Baker, C., Hersh, D., Giscombe, T., Trucz, D. & Bejaran, B. (2024, June). Spina Bifida Nutrition Assessment [Poster Presentation]. Illuminations, Connecticut Children's, Hartford, CT.

Ellis, D., Nichols, G., Raboin, K., & Rubin, K. (2024, April). The Impact of Clinical Dashboards and Workflows in Improving Care Delivery: A Use Case [Poster Presentation]. 2024 University of Connecticut School of Nursing Research and Scholarship Day, Storrs, CT.

Ellis, D., Nichols, G., Raboin, K., & Rubin, K. (2024, June). Implementing a Social Determinants of Health Electronic Assessment for Metabolic Patients [Poster Presentation]. Illuminations, Connecticut Children's, Hartford, CT.

Fetzner, E., Gandolfo, H., & Soucy, G. (2024, October). Capturing the Evidence: What Nurses Need to Know About Adolescent Pharmacogenetic Testing - A Nurse Residency Project [Poster Presentation]. Connecticut Nursing Research Alliance 48th Annual Conference: The Future of Nursing: To Infinity & Beyond, Hartford Hospital, Hartford, CT.

Fisher, B., Meyer, A., Brown, A., Keller, M., McKeown, T., Tiller, J., & Duffy, E. A. (2024, October). Targeting Patient and Family Education for ALK/MEK Inhibitor Therapy: What We Have Learned from the COG Nursing Evidence-Based Practice Project [Poster Presentation]. Connecticut Nursing Research Alliance 48th Annual Conference: The Future of Nursing: To Infinity & Beyond, Hartford Hospital, Hartford, CT.

Gardner, J., Grande, J., Keller, M., & Burns, C. (2024, June). Safety in Knowledge: Improved Discharge Education on Enoxaparin [Poster Presentation]. Illuminations, Connecticut Children's, Hartford, CT.

Gardner, J., Grande, J., Keller, M., & Burns, C. (2024, September). Safety in Knowledge: Improved Discharge Education on Enoxaparin [Poster Presentation]. APHON 48th Annual Conference and Exhibition, Salt Lake City, UT.

Grant, C., Farr, M., Sonski, M., Bruno, A., Lee, W., Trusz, J., O'Donnell, R., Mangual, I., & Urgent Care Team. (2024, June). Supply Chain Management at the Urgent Care [Poster Presentation]. Illuminations, Connecticut Children's, Hartford, CT.



[Hamre, T.](#) (2024, June). Opioid Safety in Post Operative Pediatric Patients [Poster Presentation]. Illuminations, Connecticut Children's, Hartford, CT.

[Herring, J.](#) (2024, June). Order Set Utilization for Respiratory Illness Clinical Pathways PDSA [Poster Presentation]. Illuminations, Connecticut Children's, Hartford, CT.

[Hinderer, K. A.](#), Kosiorowski, D., [Derynioski, L.](#), Borrup, K., Rogers, S., Chenard, D., Morello, C., Fish, M., Anuar, A., & Santos, M. (2024, April). Pediatric Mental/Behavioral Health in School Settings: The Intersection of School Nursing and Care Models [Poster Presentation]. 36th Annual Scientific Sessions of the Eastern Nursing Research Society, Boston, MA.

[Hinderer, K. A.](#), Myers, K., Kellogg, M., Klima, D., Morello, C., & [Wentland, B. A.](#) (2024, October). The Future of Nursing: Pediatric Nurse Residents' Entry into Practice Amid a Pandemic [Poster Presentation]. Connecticut Nursing Research Alliance 48th Annual Conference: The Future of Nursing: To Infinity & Beyond, Hartford Hospital, Hartford, CT.

[Keller, M. C.](#), Ayr-Volta, L., [Needham, A.](#), [Holden, E.](#), [Engelke, K.](#), Anuar, A., Foy, K., [Hart, L.](#), Marconi, E. & [Hinderer, K. A.](#) (2024, October). Shooting for the STARS: Implementing an evidence-based program to meet the end of treatment needs of childhood cancer survivors and their families [Poster Presentation]. Connecticut Children's Research Institute's 4th Annual Research Symposium, Glastonbury, CT.

King, C., Fleming, M., Perez, S., Bobylov, M., Chittajallu, A., & [Perry-Eaddy, M. A.](#) (2024, November). Discrepancies Between Electronic Health Record and Patient Self-Report Race/Ethnicity: Implications for Pediatric Clinical Research [Poster Presentation]. Connecticut Children's Research Institute's 4th Annual Research Symposium, Glastonbury, CT.

Koenig, K., [Schultes, J.](#), Carter, B., Campbell, J. D., & Cowl, A. S. (2024, June). Moving Into the Unknown: Overcoming Mobilization Obstacles in a Low Volume Pediatric Extracorporeal Membrane Oxygenation (ECMO) Center [Poster Presentation]. Illuminations, Connecticut Children's, Hartford, CT.

Koenig, K., [Schultes, J.](#), Carter, B., Campbell, J. D., & Cowl, A. S. (2024, November). INTO THE UNKNOWN: Overcoming Mobilization Obstacles in a Low Volume Pediatric Extracorporeal Membrane Oxygenation (ECMO) Center [Poster Presentation]. 4th Annual Connecticut Children's Research Institute Symposium, Glastonbury, CT.

[Kozlowski, K.](#), & Clark, T. (2024, June). Improving Nursing Voice

in Practice. [Poster Presentation]. Illuminations, Connecticut Children's, Hartford, CT.

[LeBlanc, K.](#) (2024, June). Med-Surg RN Presence and Participation in Family Centered Rounds. [Poster Presentation]. Illuminations, Connecticut Children's, Hartford, CT.

Little, K., Marsh, S., Sullivan, J., Milliken, E., [Stoecklin, L.](#), Sink, D., [Dion, L.](#), Colangelo, E., & Wolfradt, B. (2024, June). Improving Rate of Breast Milk Feeding at Discharge at Connecticut Children's NICU West [Poster Presentation]. Illuminations, Connecticut Children's, Hartford, CT.

Malik, M., Golioto, A., Sink, D., [Lissner, L.](#), Haley, K., [Belanger, S.](#), Spizuocco, A., Molleur, A., & [Lussier, M.](#) (2024, June). A Multidisciplinary Quality Improvement Project to Increase the Rate of Maternal Breast Milk Feeds at Discharge from the NICU [Poster Presentation]. Illuminations, Connecticut Children's, Hartford, CT.

[Manthey, R.](#), & Ruiz, A. (2024, June). Improving HIV Pre-Exposure Prophylaxis (PrEP) Access and Uptake [Poster Presentation]. Illuminations, Connecticut Children's, Hartford, CT.

[MarcAurele, K.](#), [Genewicz, K.](#), [Soucy, E.](#), & [Pavao, L.](#) (2024, October). Sibling Support in the NICU – A Nurse Residency Project [Poster Presentation]. Connecticut Nursing Research Alliance 48th Annual Conference: The Future of Nursing: To Infinity & Beyond, Hartford Hospital, Hartford, CT.

[Molcan, M.](#), Rosanne Salonia, R., [Yanaros, M.](#), & Kelley, M. (2024, June). Reducing Repeated and/or Preventable Patient Safety Issues Related to Code Blue Response [Poster Presentation]. Illuminations, Connecticut Children's, Hartford, CT.

Parker, R., Melendez, E., [Yanaros, M.](#), & Pruden, C. (2024, June). Building on the Basics: Pediatric Microskill Rolling Refreshers [Poster Presentation]. Illuminations, Connecticut Children's, Hartford, CT.

Pereira, J., & [Bailie, E.](#) (2024, June). Aligning Major Initiatives in Patient Safety at Connecticut Children's [Poster Presentation]. Illuminations, Connecticut Children's, Hartford, CT.

Sander, P., Brancato, J., [Belanger, D.](#), Clukey, J., Grocki, P., LeSage, I., Milloy, M., [O'Donnell, R.](#), Orlando, S., Wiafe, J., & Williams, J. (2024, June). Implementation of the Medication Historian Role to Improve Patient Safety in the Emergency Department [Poster Presentation]. Illuminations, Connecticut Children's, Hartford, CT.

Schmidtberg, L., Caron, G., [Euen, J.](#), Castiglione, C., & Hughes, C. D. (2024, November). A Modified Perioperative Pain Protocol Reduces Opioid Use and Improved Outcomes Following Cleft Palatoplasty [Poster Presentation]. Connecticut Children's Research Institute's 4th Annual Research Symposium, Glastonbury, CT.

Shin, J., Caron, G., Bookland, M., Martin, J., Hersh, D., & [Stoltz, P.](#) (2024, June). Use of Machine Learning-based Software for the Diagnosis of Neonatal Cranial Deformities Reduces Usage of Radiographic Studies [Poster Presentation]. Illuminations, Connecticut Children's, Hartford, CT.

Steele, L., [Scagnelli, S.](#), Campbell, B., [Desocio, M.](#), & [Tan, G.](#) (2024, June). Employee Needlestick Injuries in Surgery [Poster Presentation]. Illuminations, Connecticut Children's, Hartford, CT.

Velavan, A., Serventi-Gleeson, J., Cummins, M., [Yanaros, M.](#), & Melendez, E. (2024, June). Improving Response to Sepsis Best Practice Alerts in the PICU [Poster Presentation]. Illuminations, Connecticut Children's, Hartford, CT.

William, J., Wasser, C., Demirci, C., [Dibble, M.](#), [Ruane, K.](#), & [O'Brien, C.](#) (2024, June). Unrecognized Hypertensive Blood Pressures in the Ambulatory Setting [Poster Presentation]. Illuminations, Connecticut Children's, Hartford, CT.

#### INVITED PODIUM PRESENTATIONS

[Adams, B.](#) (2024). Integrating Advanced Practice Providers for Lasting Impact on your Team [Podium Presentation]. Hasbro Children's, Providence, RI.

[Baker, E.](#), [Nielsen, H.](#), Hanrahan, S., & Santinelli, J. (2024, April). Clinical Trials [Podium Presentation]. University of Saint Joseph Nursing Program, West Hartford, CT.

[Briere, C. E.](#) (2024, October). Optimizing Neonatal Health: The Impact of Human Milk on Preterm and Ill Infants (Podium Presentation). Connecticut Children's Annual Breastfeeding Conference: Hot Topics in Lactation, Hartford, CT.

[Briere, C. E.](#) (2024, March). Milk Matters: Enhancing Preterm and Ill Neonatal Outcomes with Human Milk [Podium Presentation]. New England Association of Neonatal Nurse's Annual Conference, Newport, RI.

Chandna, S., & [Hinderer, K. A.](#) (2024, February). Research, EBP, and QI [Virtual presentation]. Connecticut Children's Research Education Series.

[Eisenberg, D.](#), & [Adams, B.](#) (2024, May). Together Toward Significance: Exploring Value and Meaning in the Work for Advanced Practice [Virtual Podium Presentation], Connecticut Children's Advanced Practice Provider Summit 23-24.

[Elliott, C.](#) (2024, November). Managing Chronic Complications of Diabetes: The Care Team Perspective [Podium Presentation]. The 55th Annual Symposium on Diabetes for Healthcare Professionals.

[Fairchild, W.](#) (2024, September). Comprehensive Care in Internal Medicine for Unrepaired CHD and Eisenmenger Syndrome [Virtual Podium Presentation]. 2nd Annual Cardiovascular Symposium, Connecticut Children's.

[Hinderer, K. A.](#) (2023, November). Qualitative Research: The Phenomenological Perspective [Virtual Podium Presentation]. Connecticut Children's Research Education Series.

[Hinderer, K. A.](#) (2024, March). School Nurses' Experiences with Behavioral Health in Schools [Virtual Podium Presentation]. Connecticut Children's Rapid Research Forums.

[Hinderer, K. A.](#) (2024, May). School Nurses' Experiences with Behavioral Health in Schools [Podium Presentation]. Association of School Nurses of Connecticut Spring Dinner Meeting, Woodbridge, CT.

[Hinderer, K. A.](#), & [Wentland, B. A.](#) (2024, August). Our new normal: Pediatric nurse residents' experiences with transition to practice during the COVID-19 pandemic [Podium Presentation]. Beatrice Hofstadter-White Nursing P.I.E.R. Conference, Sacred Heart University, Fairfield, CT.

[Kinneer, F.](#) (2024, May). Living in the Gray: Caring for the Chronically, Critically Ill [Virtual Podium Presentation], Connecticut Children's Advanced Practice Provider Summit 23-24.

[Lane, I. A.](#) (2024, June). Chronic Pain in Sexual and Gender Minority (SGM) Youth [Virtual Podium Presentation]. Connecticut Children's Rapid Research Forums.

Lapidus, G., & [Adams, B.](#) (2024, May). Then and Now: The History and Evolution of APP Practice; a Remarkable Journey to Improve Health Care in the U.S. [Virtual Podium Presentation], Connecticut Children's Advanced Practice Provider Summit 23-24.



Lissner, L., & Lussier, M. (2024, March). Project HOME: A Quality Initiative to Improve Rates of Mother's Own Milk (MOM) at NICU Discharge [Poster Presentation]. NEANN 2024 Annual Conference, Newport, Rhode Island.

Perry-Eaddy, M. (2024, June). Deconditioning in the pediatric intensive care unit. (Lead author, Kalvas et al.) [Podium Presentation]. The World Federation of Pediatric Intensive and Pediatric Critical Care (WFPICCS), Cancun, Mexico.

Perry-Eaddy, M. (2024, January). Feasibility of a nurse-led chronotherapeutic bundle in the PICU: RESTORE Resilience (R2) [Research Snapshot Presentation]. Society of Critical Care Medicine, Phoenix, AZ.

Perry-Eaddy, M. (2024, January). Moving towards equity in the pediatric ICU: Quantifying the impact of social determinants of health. [Invited Session Moderator]. Society of Critical Care Medicine, Phoenix, AZ.

Perry-Eaddy, M. (2024, May). On behalf of the Sepsis Alliance. Saving lives together: Sepsis and children [Virtual presentation]. Grand Rounds, Sepsis Alliance, Research America.

Schulman, M., & Briggs, M. (2024, May). Case Studies of Febrile Neonates and Young Infants: Applying The 2021 AAP Guideline [Virtual Podium Presentation], Connecticut Children's Advanced Practice Provider Summit 23-24.

#### GRANTS

American Association of Ambulatory Care Nurses Evidence-Based Practice Award. "A Recipe for Success: Improving Pediatric Emergency Training in Ambulatory Settings." PI: [Melissa Dibble](#); Co-I: [Mary Riordan](#), Mentor: [Katherine Hinderer](#).

Connecticut Health Care Coalition (CT HCC) Executive Committee Grant. "Hospital Preparedness." PI: [Milena Frazier](#).

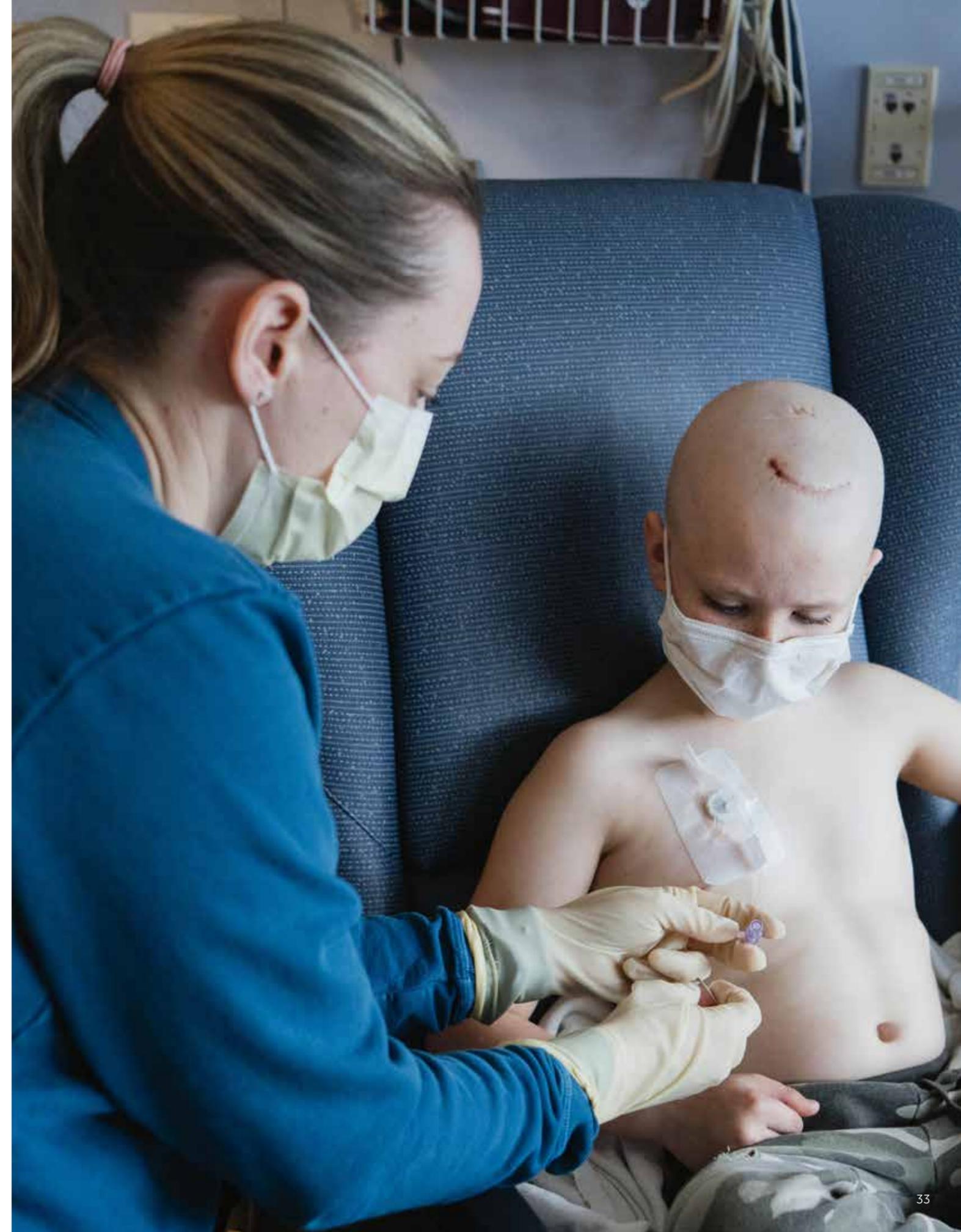
#### AWARDS

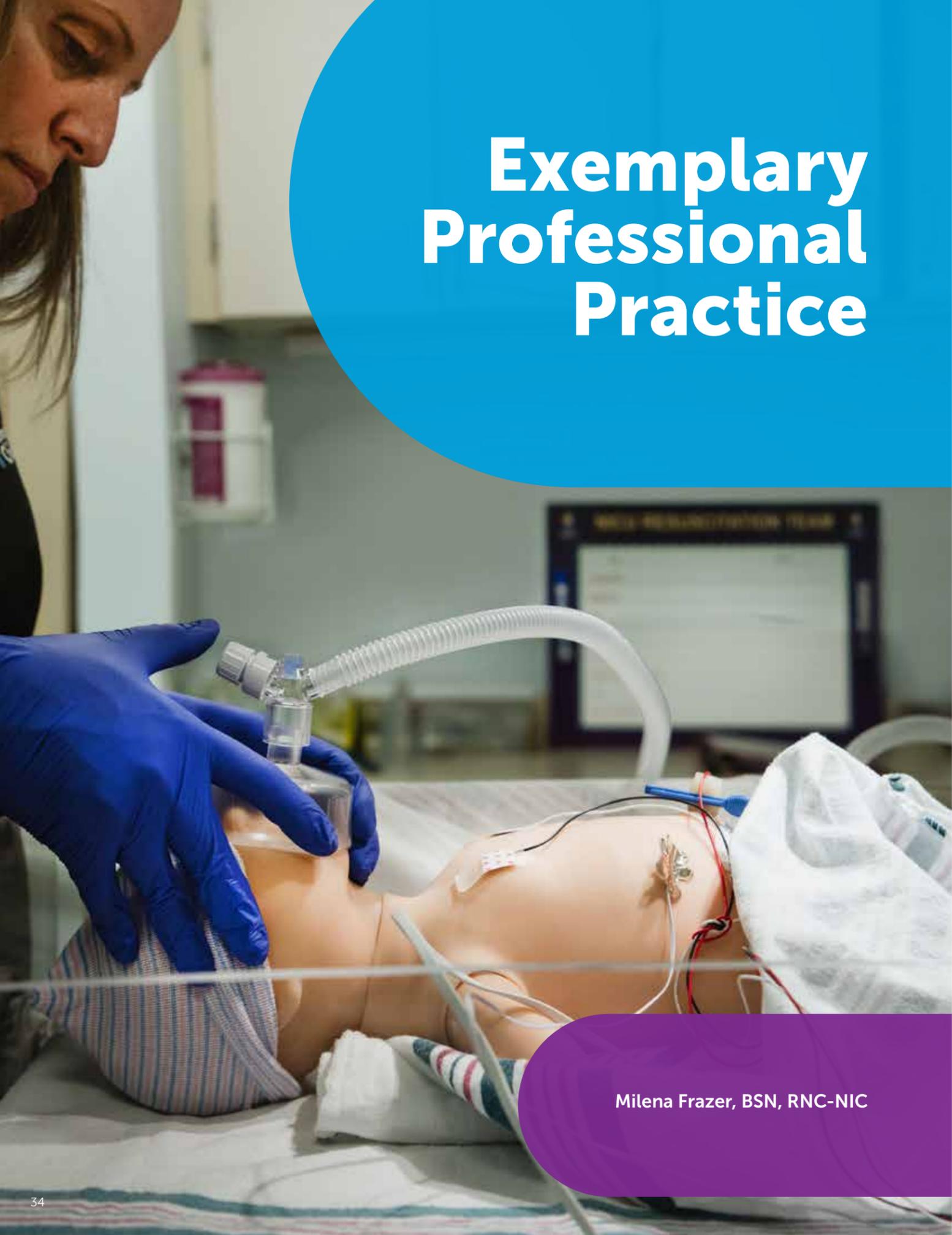
**Connecticut Nursing Research Alliance 28th Annual Research and EBP Conference: 2nd Place Overall Poster Award** was awarded to [Elizabeth Fetzner](#), [Haley Gandolfo](#), & [Gabriella Soucy](#), clinical nurses from the central staffing office for their poster *Capturing the Evidence: What Nurses Need to Know About Adolescent Pharmacogenetic Testing - A Nurse Residency Project* during the poster session of the conference on October 18, 2024 in Hartford, CT.



**4th Annual Connecticut Children's Research Institute Symposium, 1st Place Overall Abstract Award, Clinical Research Category** was awarded to [Mary Conway Keller](#), [Lauren Ayr-Volta](#), [Andrew Needham](#), [Elizabeth Holden](#), [Karina Engelke](#), [Amirul Anuar](#), [Kelly Foy](#), [Leigh Hart](#), [Elizabeth Marconi](#), E. & [Katherine Hinderer](#) for the poster abstract *Shooting for the STARS: Implementing an Evidence-Based Program to Meet the End of Treatment Needs of Childhood Cancer Survivors and Their Families* during the conference poster session on November 12, 2024 in Glastonbury, CT.

**The Journal of Pediatric Hematology Oncology Nursing's Most Read Papers of 2024** included the paper, "Shooting for the STARS: Implementing an Evidence-Based Program to Meet the End of Treatment Needs of Childhood Cancer Survivors and Their Families" authored by [Mary Conway Keller MSN, RN, CPHON](#); [Lauren Ayr-Volta PhD](#); [Elizabeth Marconi LCSW, MSc](#); [Andrew Needham BSN, RN, CPN, CPHON](#); [Kelly Foy MS, CCLS](#); [Leigh Hart BSN, RN, CPON](#); [Elizabeth Holden BSN, RN, CPHON](#); [Amirul Anuar MS](#); [Karina Engelke MSN, RN, APRN](#); and [Katherine Hinderer PhD, RN, CNE, NEA-BC](#).





# Exemplary Professional Practice

## MILENA FRAZER BEGINS NEW NEONATAL EDUCATOR AND SIMULATION PROGRAM MANAGER ROLE!

In the fall of 2023 Milena Frazer BSN, RNC-NIC began her new role as neonatal educator and simulation program manager. Throughout 2024, Milena expanded this role to grow our neonatal community outreach initiatives.

During 2024, Milena focused on three primary areas: role of the Neonatal Resuscitation Program (NRP) coordinator, provider simulations, and community outreach education. To elevate the Neonatal Resuscitation Program, Milena slowly began making changes to the NRP program. She brought in actual code carts and patient monitors, and restructured the class to ensure consistency between instructors.

Milena's second focus was on providing realism to the provider simulation classes. She began thinking 'outside the box' using creativity and innovation to make these simulations more realistic. Milena was first tasked with figuring out how to make a realistic neonatal chest for realistic chest tube insertions as the current practice was with a plastic skeleton. She wanted the experience to have the right feel and landmarks. Milena networked with peers and searched for neonatal chests that have the correct landmarks needed for practicing chest tube insertions and needle aspirations. Her search for simulation equipment concluded with nothing. Innovation then struck! Milena found a 3D print formula for creating a neonatal chest through a 3D printer. Milena spoke with experts in 3D printing, purchased the needed materials and came up with a plan. After multiple trials of printing models with different levels of silicone, Milena came up with the perfect model that simulated an actual neonate's chest with correct landmarks! Milena brought this to her provider simulation classes and the feedback was immediately positive and excited. Her 3D printed neonatal chest was spot on to practice inserting chest tubes and needle aspirations.

Milena's third focus in 2024 was increasing neonatal community education through outreach initiatives. Milena obtained a grant that financially covered teaching 60 paramedics NRP as paramedics are currently not NPR-certified. To date, she has completed 2 of the 5 planned classes. Word spread of these classes and Milena has more paramedics interested than spots available. Milena has also been growing neonatal best practice in the community by partnering with community hospitals to teach best practices in neonatal care. She has worked with peer hospitals to help with neonatal preparedness. Her focus is what to do in the time before the NICU transport team arrives. In November 2024, Milena began working on a research proposal for a neonatal cooling project. Her research will include going to community hospitals to teach evidence-based passive cooling techniques and best practices.

Milena's role in neonatal community outreach is helping peers and peer hospitals in growing their neonatal care practices. Her role is instrumental in the care of neonates throughout our state.

Thank you Milena for advocating for our most vulnerable population. We look forward to seeing the continued outcomes from your community outreach programs!

Milena Frazer, BSN, RNC-NIC

Congratulations  
to all Connecticut  
Children's nurses!  
We did it!!



**2<sup>nd</sup> Magnet National  
Designation**

**2024**



## MAGNET

What a year! We are proud to share that 2024 brought us our 2nd Magnet Designation – the most prestigious recognition an organization can receive for nursing excellence. And we did it!!

### MAGNET CHAMPIONS

In January 2024, we launched our Magnet Champions group. The Magnet Champions group consisted of representation from all nursing areas throughout Connecticut Children's. These Champions learned all components of the Magnet model and brought back information to their teams on how this is seen in our practice.

In February, the Magnet Program Office called with news that the Magnet document passed and Connecticut Children's nursing was going straight to site visit! An exciting day!! This exciting news sped up the work with our Magnet Champions group. The team was excited and ready to bring our appraisers in.

Of course – we had to add in some pediatric fun to our learning – through pirates, princesses & dragons, and Disney themed classes.

### MAGNET SITE VISIT

On April 17th, 18th, and 19th, 3 Magnet appraisers representing the Magnet Recognition Program came to Connecticut

Children's to validate, verify, and amplify our Magnet document. During site visit, over 500 team members were interviewed! The appraisers visited all clinical nursing units, held over 45 group interviews, and listened to 6 clinical nurse presentations.

#### Clinical Nurse Research and EBP Presentations:

- Mallory Perry PhD, RN, CCRN (PICU)
- Megan Coco PhD, APRN, PNP-BC (Heme/Onc)
- Hailey Lugo BSN, RN and Jade Turski BSN, RN (ED)

#### Clinical Nurse Professional Practice Model Presentations:

- Tiffany Ruiz BSN, RN, CPN, CCRC (Cardio-Oncology)
- Lisa Pierce BSN, RN, CLC (Waterbury)
- Silvana Michael MSN, RN, IBCLC (Lactation)

#### The site visit was comprehensive! Included interviews in the site visit:

- Chief Nursing Officer and Magnet Program Director
- Executive Team and Board Representatives
- Senior Nursing Leadership
- Nurse Managers
- Unit-Based and Location-Based Council Chairs
- Clinical Education Specialists
- Nurses Involved in Pain Management Initiatives
- Assistant Nurse Managers
- Nurse Practice Coordinating Council
- Clinical Nurse Breakfasts and Lunches
- Nursing Research & EBP Council
- Community Groups Working with Nursing
- Affiliated Schools and Colleges of Nursing
- Nursing Informatics Council
- Staffing Committee
- Case Management / Utilization Review / Clinical Documentation Integrity

#### Documentation Integrity

- Performance Appraisal Review
- Patient and Family Engagement Initiatives
- Specialty Nurses
- New Construction / Tower Planning
- Physician Leaders
- PIVIE Prevention
- Nurse Engagement and Retention
- Certified Nurses
- Workplace Violence Prevention
- Nurse Residency Program Leadership and Graduates
- Nurses Working on Diversity, Equity, and Inclusion Initiatives
- Nurses Involved in Falls, CLABSIs, and HAPI Prevention
- Nurses Participating in Trauma Informed Education and Zone C Restraint Reduction
- Professional Advancement Program
- Interprofessional Teams
- Advanced Practice Provider Council



The Magnet appraisers shared feedback on reading one of the best documents they have ever read! They complimented all groups that were interviewed and raved about our nursing practice. Congratulations to all involved in an exceedingly successful site visit. The site visit couldn't have gone any better!

### THE CALL!!

On June 21, 2024, Sharon Pappas PhD, RN, NEA-BC, Chair of the Commission for the Magnet Recognition Program, called Chief Nursing Officer Sarah Matney MSOL, BSN, CPON, CENP to deliver the final results from the Commission on Magnet vote. Watch parties were gathered throughout the organization and team members gathered in the Family Resource Center to hear the news!

Excitedly, Dr. Pappas announced the Commission's decision to recognize us Connecticut Children's nursing in the 2nd Magnet designation!! Confetti burst through the Family Resource Center and cheers erupted.

The Commission on Magnet awarded Connecticut Children's nursing with seven exemplar of best practice.

1. Professional nursing certification rate: 61.7%
2. Registered nurses with BSN degree or greater: 92.4%
3. 8 quarters of falls with injury data outperforming national mean: 100% of eligible units
4. 8 quarters of HAPI stages 2 and above data outperforming national mean: 100% of eligible units

5. 8 quarters of CAUTI data outperforming national mean: 100% of eligible units
6. 8 quarters of device-related HAPIs outperforming national mean: 100% of eligible units
7. 8 quarters of chemotherapy extravasation rate outperforming national mean: 100% of eligible units

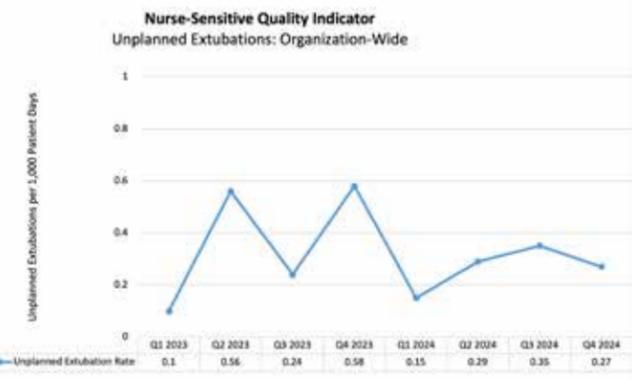
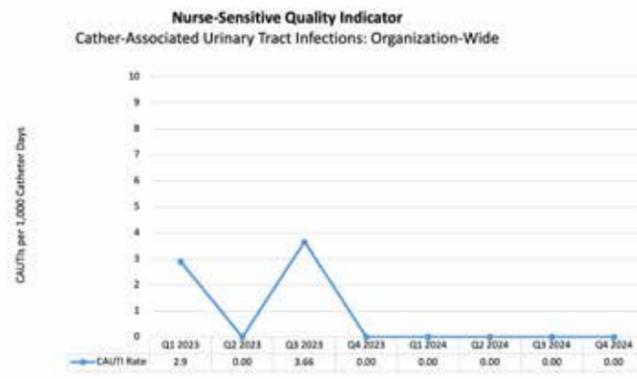
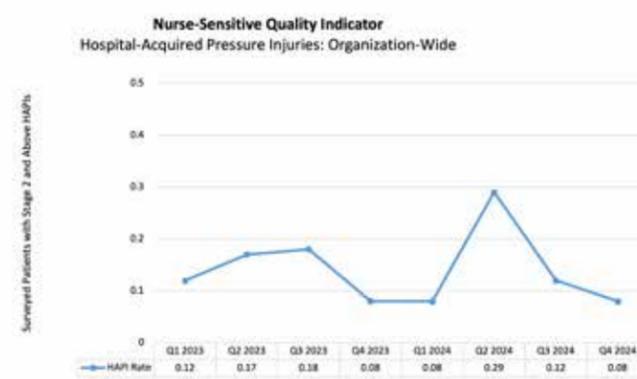
### MAGNET CONFERENCE

On October 30, 2024, nine Connecticut Children's nurses walked the stage in front of 14,000 nurses at the Magnet Conference in New Orleans to accept our 2nd Magnet designation.

#### Nurse representatives:

- Sarah Matney MSOL, BSN, RN, CPON, CENP, Senior Vice President and Chief Nursing Officer
- Kristin Kozlowski MSN, RN, CNE, NE-BC, Manager of Nursing Excellence and Magnet
- Constance Grant MSN, RN, Senior Director of Mental Health Services and Emergency Department
- Ryan O'Donnell MSN, RN, NE-BC, Senior Manager of ED and Urgent Care
- Silvana Michael MSN, RN, IBCLC, Lactation Consultant
- Heather Boudle MSN, RN, CPEN, Team Lead, Emergency Department
- Timothy Angeletti BSN, RN, Clinical Nurse, CSO
- Amanda Bedding MSN, RN, Clinical Education Specialist, MS6
- Catherine Jimenez BSN, RN, CPN, Clinical Nurse, PACU

## Nurse-Sensitive Quality Indicator Graphs



## Clinical Ladder

This year, we had 35 applications for professional advancement. We have approved 34 for advancement. The following have completed all the criteria needed to advance to a Level 2.

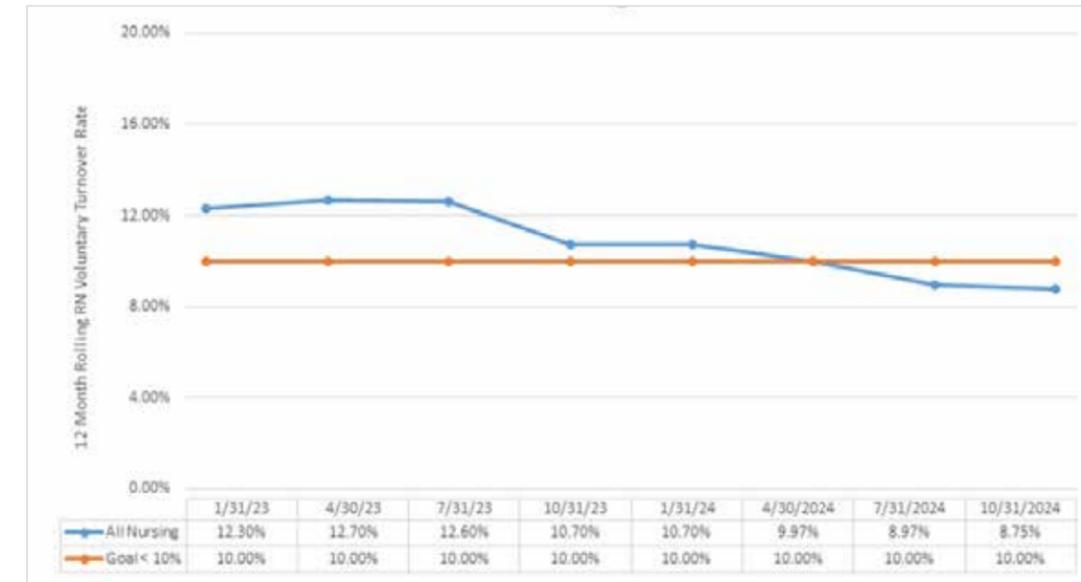
The following have completed all the criteria needed to advance to a **Level 2**.

- |                          |                   |                 |
|--------------------------|-------------------|-----------------|
| Kelly Aarons-Castellanos | Lauren Jamieson   | Diana Orellana  |
| Lillyana Bido            | Romina Karmazinas | Taylor Papa     |
| Nicole Cruz              | Michelle Kinsella | Ashley Polson   |
| Ashlyn Cahill Gannon     | Ian Lane          | Janine Rose     |
| Kaley Dickie             | Amy Manning       | Rachel Sandbach |
| Kelsey Giammatteo        | Jenna Murray      | Sara Vollaro    |
| Miranda Jackson          | Emily Nguyen      |                 |

The following have completed all the criteria needed to advance to a **Level 3**.

- |                     |                  |                  |
|---------------------|------------------|------------------|
| Heather Boudle      | Julia Gardner    | Mallory Perry    |
| Ashley Bowman       | Taylor Helm      | Lisa Pierce      |
| Stephanie Colasanto | Corrine Kuzian   | Francine Rossing |
| Comalita Elliott    | Niharika Locke   | Nanci Stolgitis  |
| Emilia Elmer        | Michelle Merrill |                  |

## 12 Month Rolling RN Voluntary Turnover All Nursing



# Transformational Leadership



Heather Boudle MSN, RN, CPEN, PED-BC

## THE EMERGENCY DEPARTMENT NURSING PROFESSIONAL GOVERNANCE COUNCIL LAUNCHES MENTORSHIP PROGRAM!

In the summer of 2024, the professional governance council in the Emergency Department (ED) began discussing how to support new grads in the ED after they complete their orientation. While on orientation, new graduate nurses have 1:1 preceptorship. The preceptor's role is to orient the new grad to the workflow in the ED, grow the new nurse's clinical skills, and build upon their competencies to ultimately function as an independent ED nurse.

After new graduate nurses complete their preceptorship experience, which averages 4 months, they often feel a sense of nervousness when they begin practicing independently. During the professional governance council meetings, new nurses requested having a "go-to" person to serve as a guide. From these discussions, an ED mentorship program was born.

Heather Boudle MSN, RN, CPEN, PED-BC, Team Lead, worked alongside the ED professional governance council, chaired by Hayley Colon BSN, RN and Dorian Kruczek BSN, RN, to create and implement a mentorship program.

After finalizing the structure of the mentorship program, Heather sought out interest within the ED on who wanted to serve as a mentor. Heather received a high volume of responses from nurses, techs, and child life specialists. Instead of pairing new grads with mentors, Heather asked each new grad to submit to her 2-3 choices from the list of mentors. She also inquired what the mentees were looking for from their mentors. Heather then shared this information with the prospective mentors.

In the fall of 2024, the ED mentorship program launched with a mentorship kickoff event! 10 new graduate nurses were paired with their respected mentor. Following, mentors and mentees began meeting weekly to build their mentoring relationship.

The initial feedback from the ED mentorship program shows high satisfaction. Mentees have expressed appreciating having a mentor to check-in with during work and outside of work hours.

Thank you to the leadership from Heather and the professional governance council for building a mentorship program for your new graduate nurses!

## NURSING LEADER AWARD



Allison Eastman  
Daisy Nurse Leader

## ANNUAL MEETING



# Nursing More Than Just Wounds, Nursing Minds Too!

In 2024 our nursing and clinical partners were true healthcare heroes! They mended hearts and made medical knowledge their superpower!

Here are just a few of their fantastic accomplishments!

## Mental Health: Zone C, IC5

- Daisy award winner was one of our new grads
- BH PPE to improve staff safety
- MCPP launch
- BHST launch
- BH tech team leads
- Establishment of quarterly newsletter
- Participation in Black & Brown nurse mentorship program

## Emergency Dept

- Improving patient throughput to floors
- Host paramedic student rotations (improves pediatric pre-hospital care)
- Code narrator implemented
- EMS direct bedding
- Updated policy for sexual assault cases to create a safer and trauma-informed care approach
- Started the ed, zone c, uc, ic5 float pool
- All nurses trained in ESI to triage patients in the room
- Mentorship program for new hires
- Educators providing twice/monthly hands-on time to review equipment and infrequently used medications
- ED nurses are shadowing in hem/onc to practice accessing ports to increase patient comfort and improve nurse skills

## NICU

- Improved rates for discharge with breast milk to home/community education for passive cooling
- Growth and development of skin care program led by Deb Z
- Community NRP education
- Leveled orientation for new NICU RN's
- CLABSI reduction
- Redesign of ELBW training process in response to staff feedback and to promote best outcomes
- Committee on neonatal neurodevelopmental care working to promote best practices in care and environment
- Implemented a sibling targeted project (NICU West)
- NICU Night team leads
- 5 capstones (NICU East)
- Revamp NICU code review (QR to smartsheet)
- Two years CLABSI free
- Project Home rolling out
- Nurses presented at CT Nursing Research Alliance
- Well-Fed Wednesdays to support patient/family feeding goals

- Transport RN out of the numbers
- PFE goal to increase paternal bonding using skin to skin (NICU West)
- Sibling poem project (NICU West)
- Live with LISA procedure
- Keriton-EPIC integration complete (NICU West)
- Live with Jet Vents (NICU West)
- Infant CPT and safety training for parents
- Developing protocol for emergency deliveries
- Positioning rounds
- Orientation includes shadowing all roles in NICU

## Med/Surg/CSO

- Waterbury community outreach (personal care items for youth services)
- Help families with meals during their stay (Waterbury)
- Introduced coiled tubing for toddlers with central lines to reduce dislodgements
- Teamwork (MS6)
- Improved topical anesthetic use for IV placement (MS6)
- Revamped PTO policy (MS6)
- Morale committee (MS6)
- MET improvements
- Improved BH/MH training for M/S nurses
- 12 new grads onboarded (MS8)
- Nurse residency project implemented to better orient families to unit (ms8)
- MS8 educator partnering with nurse residency to offer end-of-life sim
- New grad mentorship program (CSO)
- Nurses cross-trained to support NICU (Waterbury)
- Increasing the level of acuity: Hi-Flo, Central Lines (Waterbury)
- Growing Critical Care nurses in Float Pool
- Report/Patient hand offs away from pods to reduce disruption to families (MS8)
- Unit council project to improve discharge readiness (MS8)
- Interpretation signs on patient doors (MS8)
- Monthly events with staff (MS6)
- Telemetry monitoring (MS7)
- Group orientation model (MS8)
- Smiles Committee (MS8)
- RT class with CSO to prep for respiratory season
- Smartsheet education forms (CSO)
- Adding timers to EMU doors (MS7) helps time seizures and improve flow of rescue medications
- Involve parents in keeping track of I/O's (MS7)

## PICU

- ECMO patient riding tricycle
- Expansion of PICU cardiac nurse team
- Give backs: staff donation to community (cereal, mittens, toiletries)
- Initiatives to improve CLABSI rates (focus groups, review of standards)
- Contribution and inclusion of RN's in development of physician led QI initiatives - creating all inclusive collaboration
- RN mentor program
- Proactive safety huddles helping improve communication and delivery of care in critical scenarios
- PICU Cup competition generating excitement and involvement across roles in education
- Morale group
- First NP in cardiac ICU at Connecticut Children's
- ECMO gold center of excellence

## OR/PeriOp/Sedation

- Implementing texting with families to send surgery date and reminders of NPO status, etc.
- Morale committee (potluck, ugly sweater, cookie swap)
- Fetal surgery cases
- Initiating PAED scale to assist patients with coming out of anesthesia
- Participated in room design of new fetal OR in tower
- Increased participation in preceptor class
- Cheer committee
- Improvements to "eliminate surgical smoke" to improve team member health
- Presented to NPC - what we do
- PACU commitment to night staffing to support PICU and M/S overflow
- Implementation of adult cardiac education
- Working towards all sedation nurses certified in ultrasound IV placements
- Providing gene therapy in sedation
- Advisory board - includes all roles and address all concerns or changes on unit; incorporates staff feedback
- First ever lipsuction case (april 2024)
- Added Voalte to ASC to improve education

## Ambulatory

- Opened craniofacial clinic in farmington
- Robin Cooney completed MSN
- Adult Congenital Heart Accreditation
- Fertility teaching provided by nurses
- EOT association with survivorship clinic (H/O)
- Entire clinic CPHON certified (H/O)
- Working on school nurse conference with education
- Provided by nurses in subspecialty clinics
- ENT educational handouts provided at initial consults
- Pulmonary collected books and cold weather items for families in need

- Revamp of CHD education
- Cardiac nursing collaboration
- Medical asst specific onboarding class
- Newborn screening presented nationally
- Cardio-oncology program recognition
- Craniofacial/plastics won 2nd in CCRI research symposium
- Updating and creating new NTP for urgent care
- Launching peritoneal dialysis program (Jan)
- HAPI rates below national benchmarks
- Won the make a wish referral drive
- Ambulatory nurses obtained NY and MA licenses
- Flu vaccine in pulm glastonbury
- Art therapy for infusion patients in Westport
- Entire Neurology team certified in Seizure First Aid
- Association of Diabetes Care and Education Specialists
- Diabetes Self-Management Education/Training Program
- Accreditation
- American Board of Electroencephalographic and Evoked Potential Technologists accreditation (ABRET)
- National Association of Epilepsy Centers (NAEC) Level 4 reaccreditation
- Community outreach in Westport- Cardiac screening for
- Community in February; Back to School Drive
- Staff support for Medical Mission throughout the state

## Org Wide

- RCA sustainment work kicking off
- Improving out the door times (CCT)
- Bi-weekly leadership check ins for new grads on orientation
- PTAP kick off
- EPIC discharge milestones
- EPIC case management module
- Support for increased case management certifications
- Nurse residency project presentations and awards at conference
- 21 peer reviewed publications
- Streamlining education requests and content delivery
- Surpassed nursing certification rate goal
- Professional governance redesign
- All units have unit-based councils
- New location based councils in ambulatory
- Skin champ education class - recruited another WCC
- Kronos self scheduling
- EA/TEF pathway
- Controlled substance waste bin roll out
- Monthly nursing education on hot topics at the end of staff meetings
- Focus on decreasing unplanned extubations (SPS)
- Completed a six year long clinical trial for DMD - drug approved by FDA
- Strategic plan for L&P
- Improved case management rools
- Home care
- Data driven process improvement in HAC's

