



# **Empowering Future Nurses: Strategies for Professional Growth**

# Our Panelist Speakers



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**Undergraduate Student,**  
*Drexel University*

**Second Vice President,**  
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Black Nurses Association*



**DeQuacia Catlin, RN, BSN**  
**Nursing Student Alumni**  
*Lincoln University*

**Former Public Health Nursing  
Fellow**  
*AmeriCorps*

**Student-Mentee from 2022 –  
2023 Cohort**  
*PA Action Coalition Cohort of  
Exchanged Learning (PA-ACCEL)  
Mentorship Program*



**Lauren McCarthy**  
**President**  
*Student Nurses' Association of  
Pennsylvania (SNAP)*

**President**  
*Widener University Student  
Nurses' Association (WUSNA)*



**Maria Santana**  
**Vice President**  
*Student Nurses' Association of  
Pennsylvania (SNAP)*

**President**  
*Pitt Nursing Student Association*

# Our Panelist Speakers



**Amy H. Ricords, MEd, BSN,  
RN, NPD-BC**  
**Director of Nursing  
Professional Advancement**  
*Pennsylvania Action  
Coalition*



**Rita K. Adeniran, DrNP, RN,  
CMAC, NEA, BC, FNAP, FAAN**  
**President & CEO**  
*Innovative and Inclusive Global  
Solutions*



# What Is Nurse Residency?

Amy H Ricords, MEd, BSN, RN, NPD-BC

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# Objectives

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**Explain the components of a Nurse Residency Program**

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**Identify strategies to have a successful transition of new to practice nurses into the profession**

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**Define the benefits of a Nurse Residency Program**

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# Overview



# NRP Program Goals

## Current Challenge

Widening practice gap between preparation and practice

Inexperience in clinical decision-making

The need for high functioning, team-based care

High turnover in new graduate nurses

Suboptimal engagement

Provision of bedside practice aligned with current evidence

## NRP Program Goal



Make the transition from advanced beginner towards competent nurse



Develop effective decision-making skills related to clinical judgement and safety in the healthcare environment



Provide clinical nursing leadership, in conjunction with the interprofessional team, at the point of care



Strengthen commitment to the profession of nursing



Increase engagement in the healthcare organization and profession



Incorporate evidence-based practice to inform decision making at point of care



# The Year-long Journey



**High expectations**



**At 6 months**

**At 12 months competent practitioner**



Goode, C., Lynn, M., McElroy, D., Bednash, G., & Murray, B. (2013). Lessons learned from 10 years of research on a post-baccalaureate nurse residency program. *Journal of Nursing Administration, 43*(2), 73-79. doi:10.1097/NNA.0b013e31827f205c



## What Is Nurse Residency?

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Layered on top of orientation and skills training

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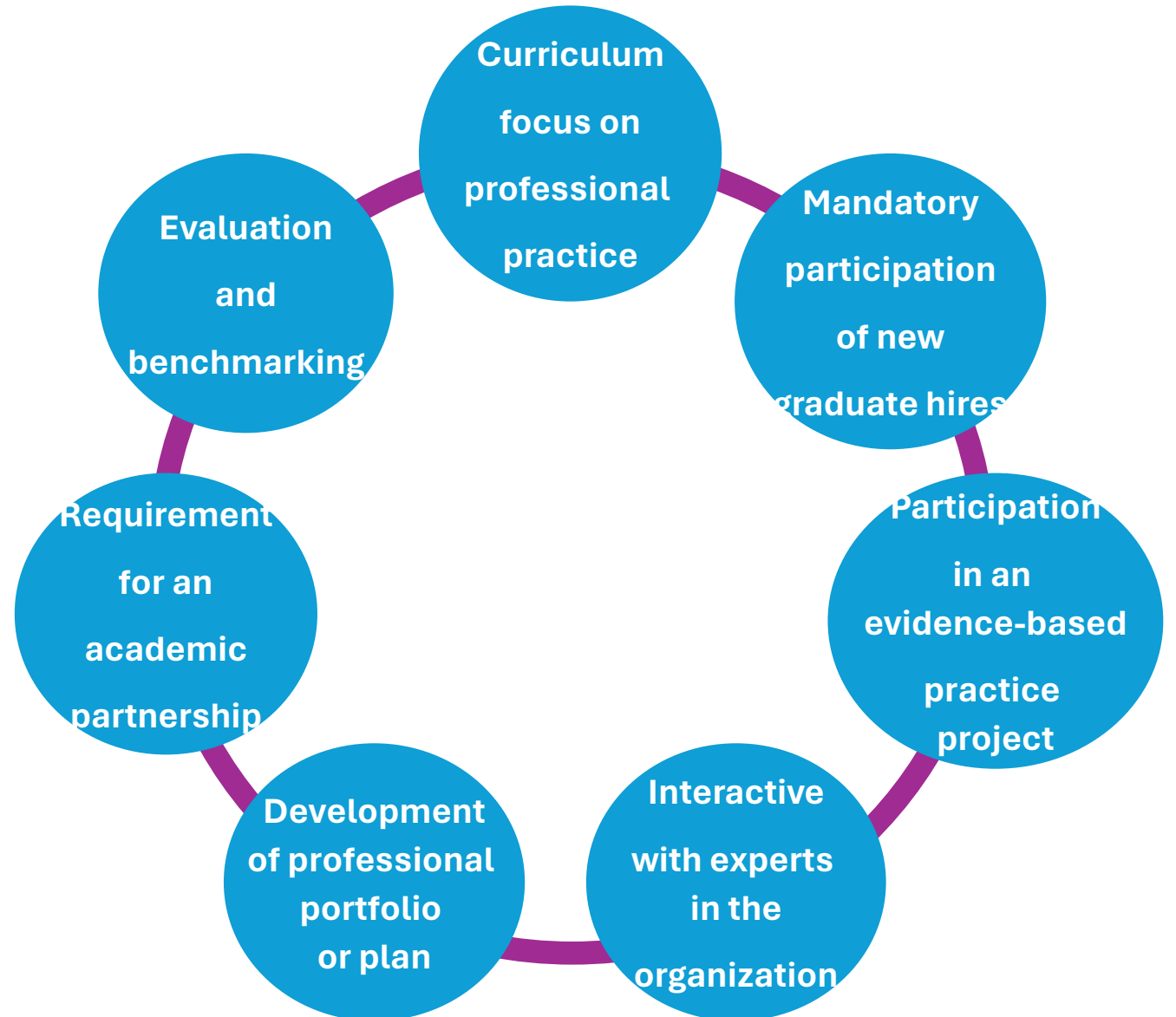
Monthly seminars for 12 months with same peer group

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Content presented by experts in the organization

# Program Model

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# Structure

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# NRP Structure

Small groups



Facilitator

Cohort group



Small groups



Facilitator

# Clinical Reflection Time



# Program Curriculum

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# Curriculum



- Patient care delivery, resource management and delegation
- Conflict resolution
- Interprofessional communication
- Patient care coordination



- Management of the changing patient condition
- Patient and family education
- Pain management
- Skin integrity and wound management
- Medication safety
- Patient falls prevention
- Infection prevention and control



- Ethical decision-making
- End-of-life care
- Cultural competence in the nursing care environment
- Stress management and self-care
- Professional development



- Evidence-based practice:
  - Topic Selection
  - PICOT question
  - Literature search
  - Appraisal of evidence
  - Project plan
  - Data collection
  - Implementation
  - Outcome evaluation
  - Dissemination



# **Evidence-based Practice Initiative**

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# EBP Initiative

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- **Group or individual project**
- **Identify a practice problem**
  - Nurse manager
  - Unit based council
  - Staff meeting
  - Observation
- **Literature review of research on the subject**
- **Formulate a change in practice**
- **Implement the change**
- **Evaluate the results**



# Support Professional Advancement



## Consistent preceptorships

- 1 preceptor: 91.5% retention
- 6+ preceptors: 87.7% retention



## EBP Support

- Provide ideas
- Support implementation
- Celebrate at graduation
- Disseminate EBP work



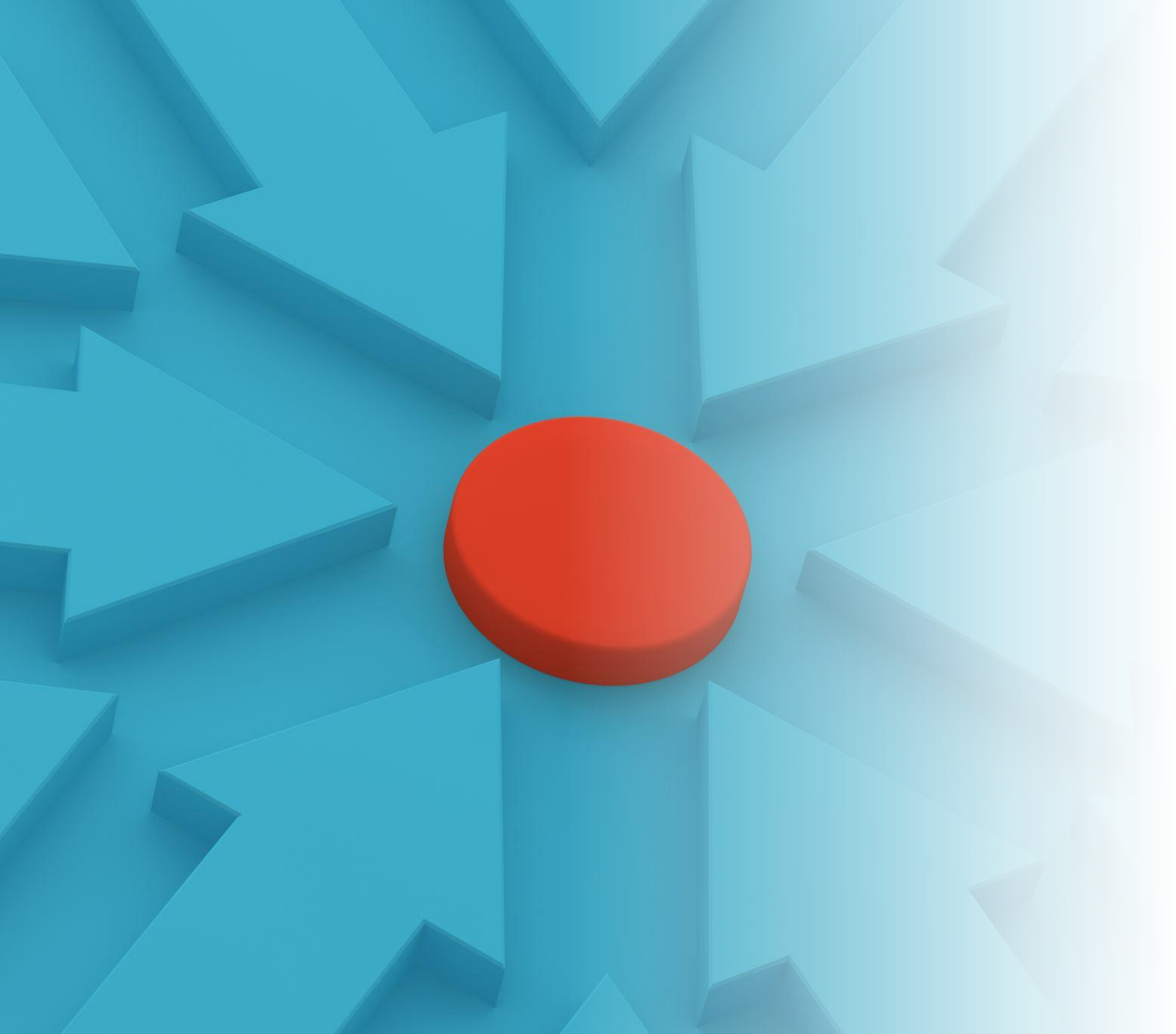
## Frequent feedback

- Informal
- Formal
  - Midpoint of orientation
  - Towards the end of orientation
- 6-month feedback



## Professional Development

- Review professional development plan completed during seminar time
- Reinforce opportunities for advancement



**Impact**

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# What the Participants Say:

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- “It has helped me tremendously. I was surrounded with people that I could relate with and had great teachers/mentors.”
- “Having to meet monthly in person with other new grad nurses on my unit was really helpful in developing relationships right off the bat. It helped me ease into my new role a lot. I’m thankful for the friendships I made because of residency.”
- “So grateful the residency program could continue virtually in the pandemic. Being a part of residency has definitely eased my transition into a nursing career.”





**Questions?**

# Power Up Professional Growth With Gratitude



## **PRESENTED BY:**

**Rita K. Adeniran, DrNP, RN, CMAC, NEA, BC,  
FNAP, FAAN**

**President & CEO**

*Innovative and Inclusive Global Solutions*





# Student Nurses Association of Pennsylvania



# What is SNAP?

- The Student Nurses Association of Pennsylvania, SNAP, is a constituent of the National Student Nurses Association, NSNA. SNAP is a student run nonprofit organization. We represent the entirety of nursing students throughout Pennsylvania who are enrolled in Associate's or Bachelor's programs.



# Why Join SNAP

Leadership  
Opportunities

Education  
Opportunities

Monetary  
Awards

Networking

Communication  
Opportunities

Advocacy  
Opportunities

# SNAP Convention

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- Held every year in November
- The House of Delegates are comprised of nursing students from each school
- The House of Delegates are required to attend the three business meetings, and they vote in the Election process
- NCLEX Bowl, NCLEX Prep Course, workshops, awards ceremonies, resolutions and voting in the Election are all included at Convention



**NURSES: CHAMPIONS OF PROGRESS**

NOVEMBER 20 - 22, 2024 | LANCASTER, PA

# WHAT IS A RESOLUTION?

A resolution is a written statement that, if passed in the House of Delegates, forms the basis for the policies and actions of SNAP. This can be written by any student, group of students, or organization can author and submit! However, only one Resolution per school will be accepted each year.



01

Brain storm topics that you are passionate about! Try to think about concerns that you have had in clinical or classes. Reflect on nursing healthcare!

02

Find peer-reviewed articles that support the overall rationale of writing your resolution to write at least five "Whereas" statements.



03

Write multiple "Resolved" statements that reflect a belief, philosophy, or commitment that you want SNAP to adopt.



04

Submit your Resolution by October 15th at 5pm! For more information check out SNAP's Resolution Resources!



# Positions on the State Board of Directors

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President

Vice President

Secretary/Treasurer

Legislative Coordinator

Regional Coordinators



National Student Nurses' Association

Insight. Inspiration. Ingenuity.



# Why Become an NSNA Member

- Career Planning opportunities
- Subscription to *Imprint*, the professional magazine for student nurses
- Discounts on study tools/NCLEX Reviews, Health & Liability Insurance, Apparel, School Supplies and Hotels
- Discounts on NSNA Annual Convention & MidYear Conference registration fees
- Discounts on student membership in select professional nursing organizations
- NSNA Leadership University Honor Society
- Leadership development and community outreach opportunities
- Awards program
- Scholarship Opportunities
- Members enjoy free access to establish their very own online Professional Portfolio
- Preparation for the NCLEX Preparation for practice (NSNA members receive 25% discount on Lippincott NCLEX-RN PassPoint)
- <https://www.nсна.org/membership-benefits.html>
- <https://www.dropbox.com/s/hgk0yodxv15gfb2/Membership%20Pamphlet.pdf?dl=0>





Thank You!

Lauren McCarthy

President

Maria Santana

Vice President

**PUBLIC HEALTH MANAGEMENT CORPORATION**

# Nursing Student Professional Development

**Panelist Perspective**

**Dequacia Catlin**

The image features a large blue rectangular box on the left containing the company name. To its right, three blue rounded rectangular boxes are stacked vertically, each containing a key statistic. These boxes are connected to the main box by thin blue lines. The background is white with decorative curved lines in the top-left and bottom-right corners.

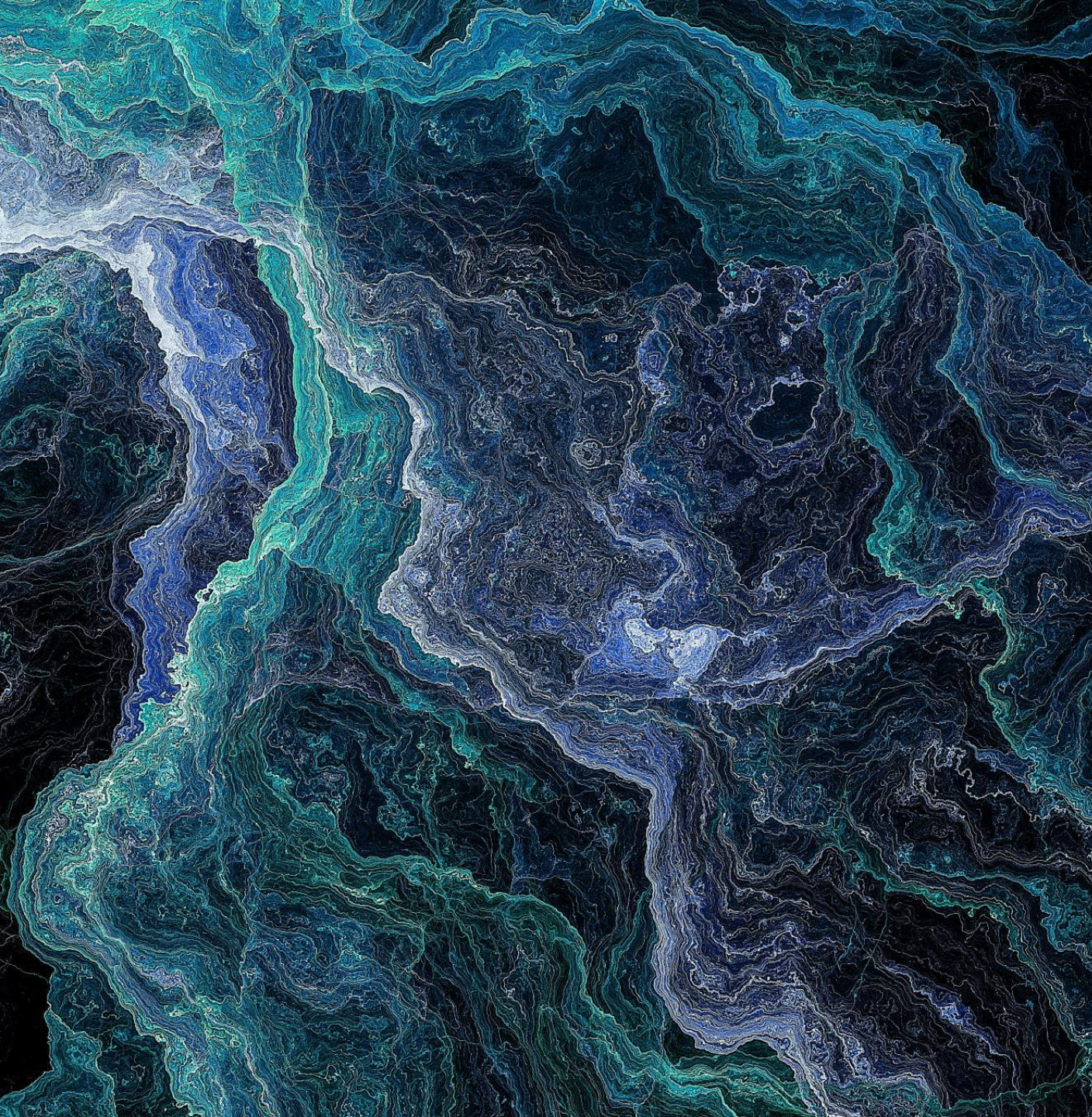
Public Health  
Management Corporation

A constituency base of 350,000  
people served

Over 350 health centric  
programs development

A balance of Non-Profit & Public  
Health Management operations





# A Calling to Develop

Section I

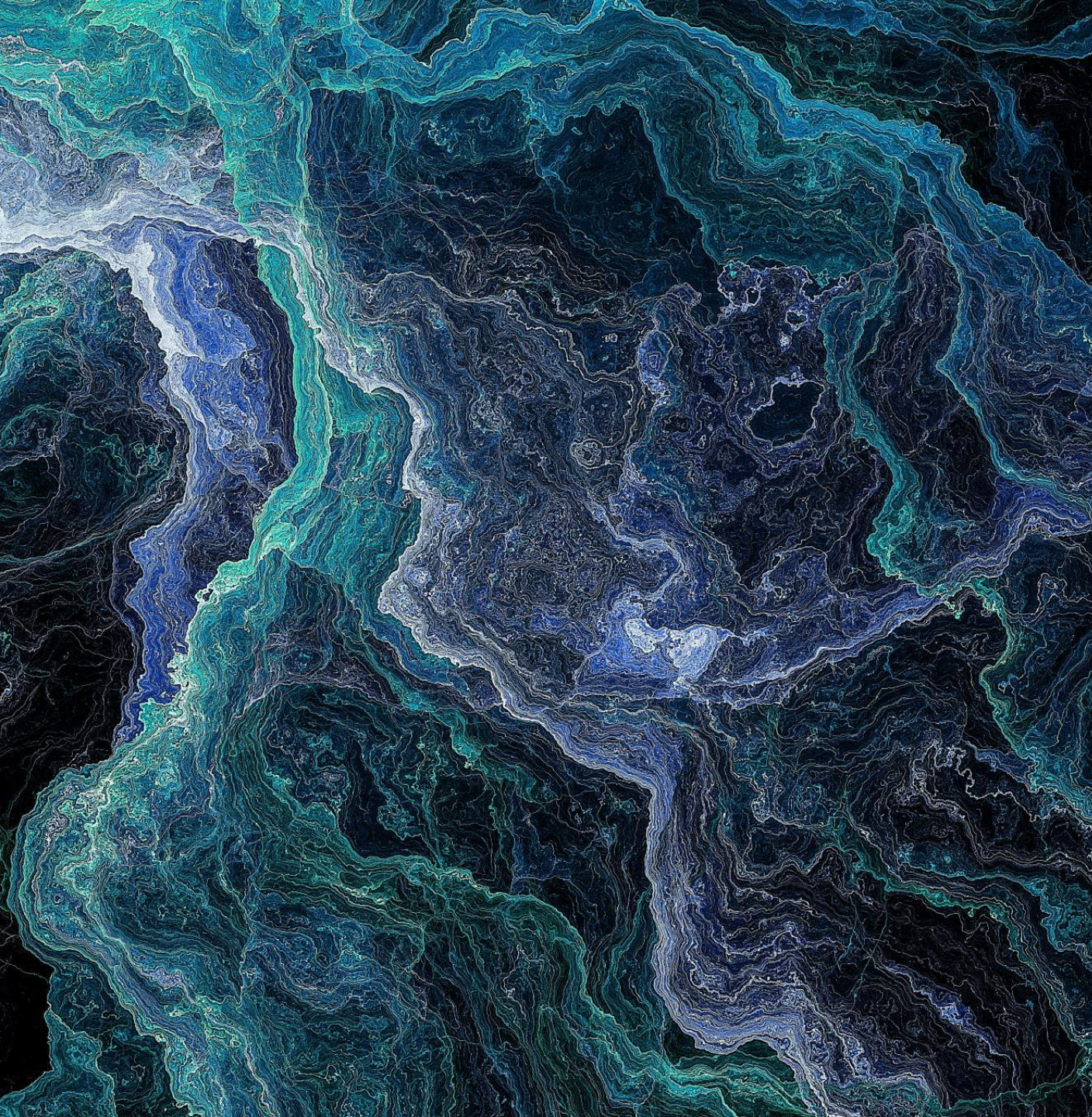


# A Calling

Nurse Champion's Bring  
Perspective

- **Dr. Dorothy Lavinia Brown:** "Public health is more than just clinical practice; it's about advocacy, education, and social justice." first Black president of the American Public Health Association
- **Shirley A. Johnson:** "Nursing is a ministry. It's about caring for the whole person, not just their illness." (paraphrased) - Johnson is a renowned Black nurse who championed health equity and access to care for underserved communities.





# Experiential Learning

Section II



## Humility

Is the basis for attunement in the shared dichotomy of human experience. We learn as we connect with our environment.

- Experiential learning as a new grad brought many surprises beyond the classrooms of Lincoln University and studying rigorously for the board exam.
- Experiential Learning consisted of the mentors who pressured me to be prepared, to show up, to volunteer and take on leadership roles.
- Experiential learning is a powerful tool in public health nursing, allowing students to bridge the gap between theory and real-world practice.

Experiential  
Learning

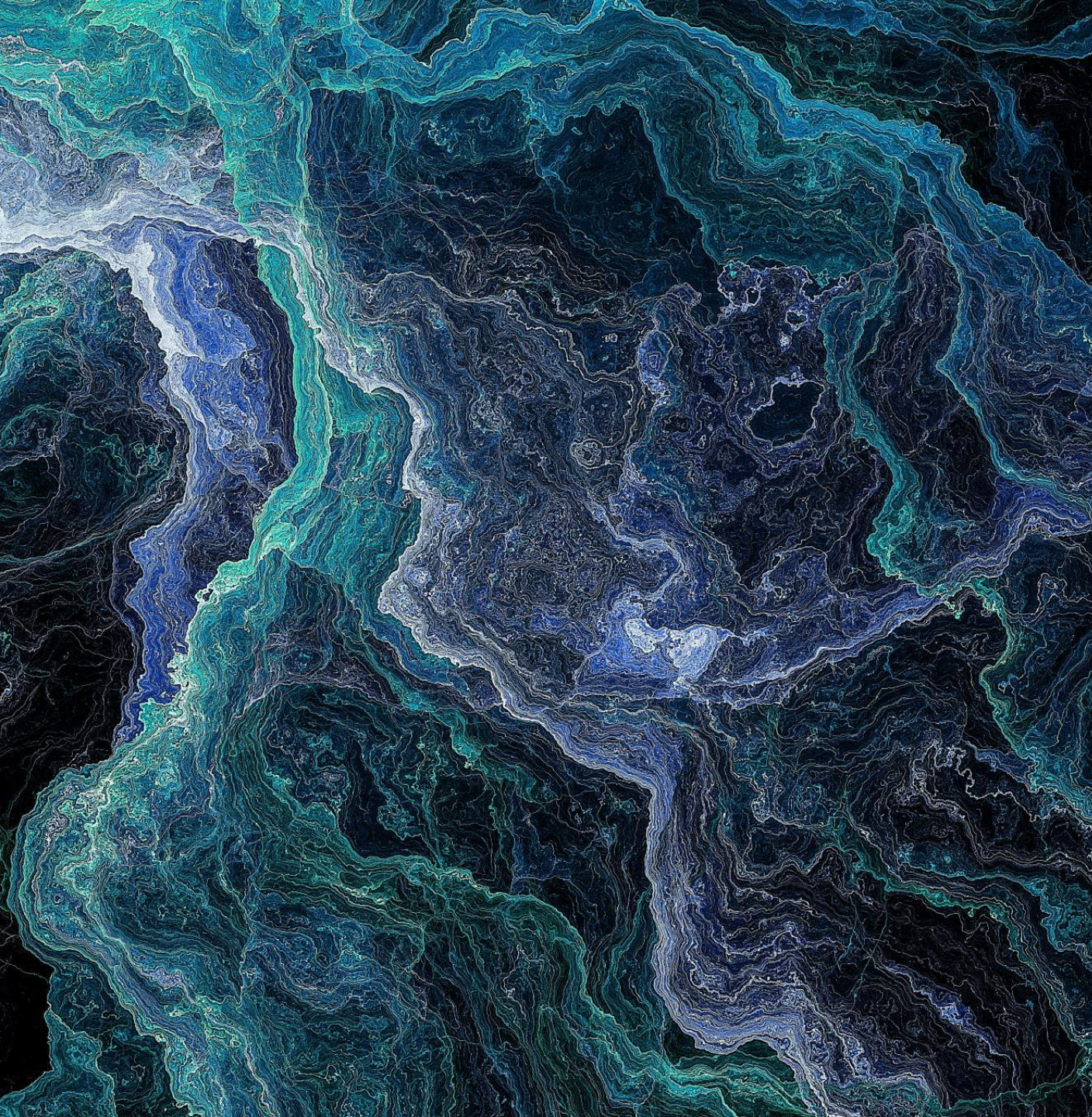
Policy

Advocacy

System  
Design

Clinical





# Influential Functions

Section III

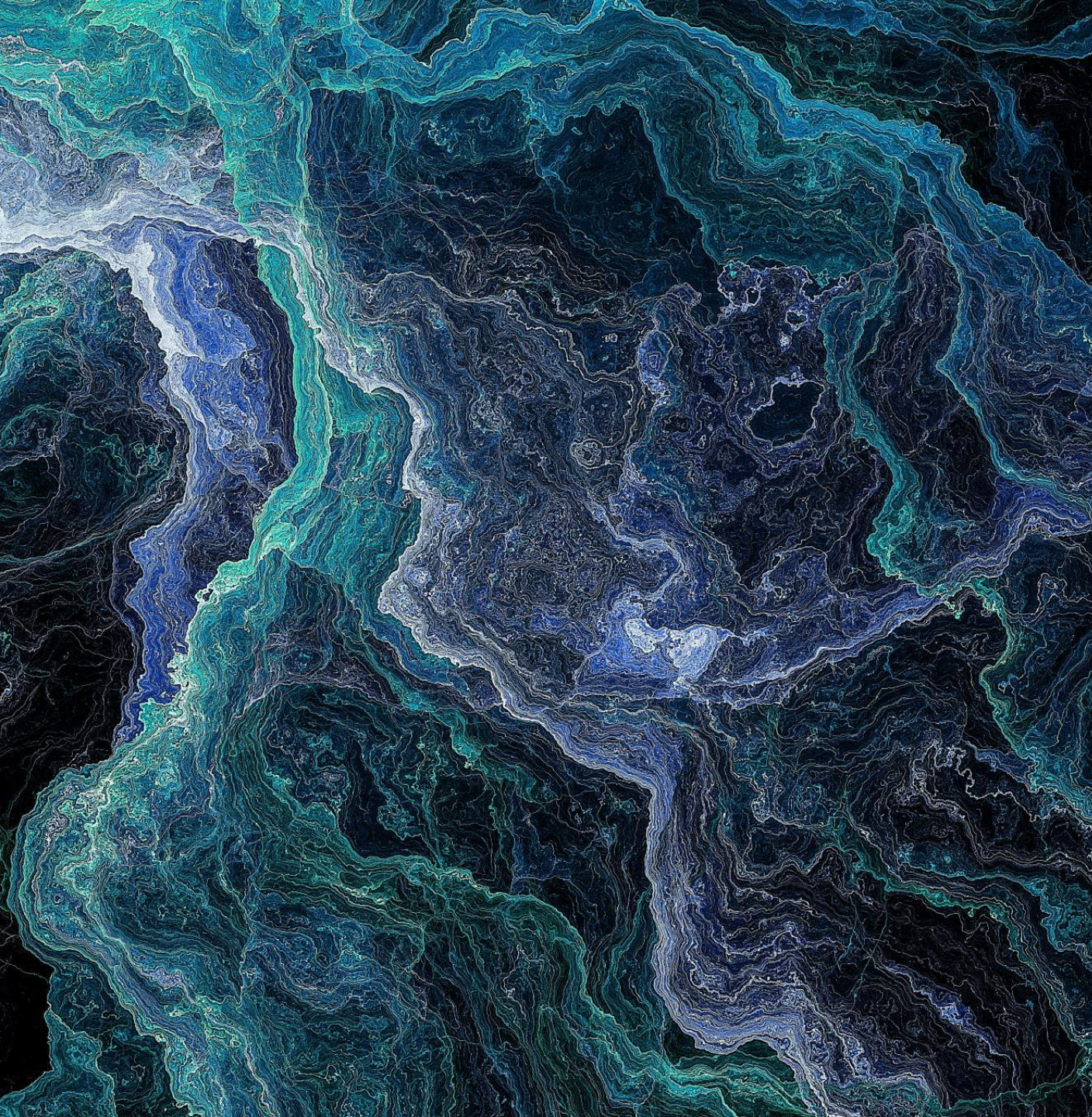


## Factor of Functions

It is true in Algebra and in life.

- **Attending Functions** ensures our capacity to analyze the trajectory of our career development by viewing the field from different lenses
- **Functions of service, leadership, and networking** beneath a shared purpose and vision is influential in forming the identity of a professional Nurse.
- **Clusters of specialties** in our fields allow for public health nurses to bring depth in perspective and advocate for the needs of individuals, communities, health systems, and on a global scale.
- **Multiply and amplify your significance** in the field through networking and mentoring functions.





# Network Expansion

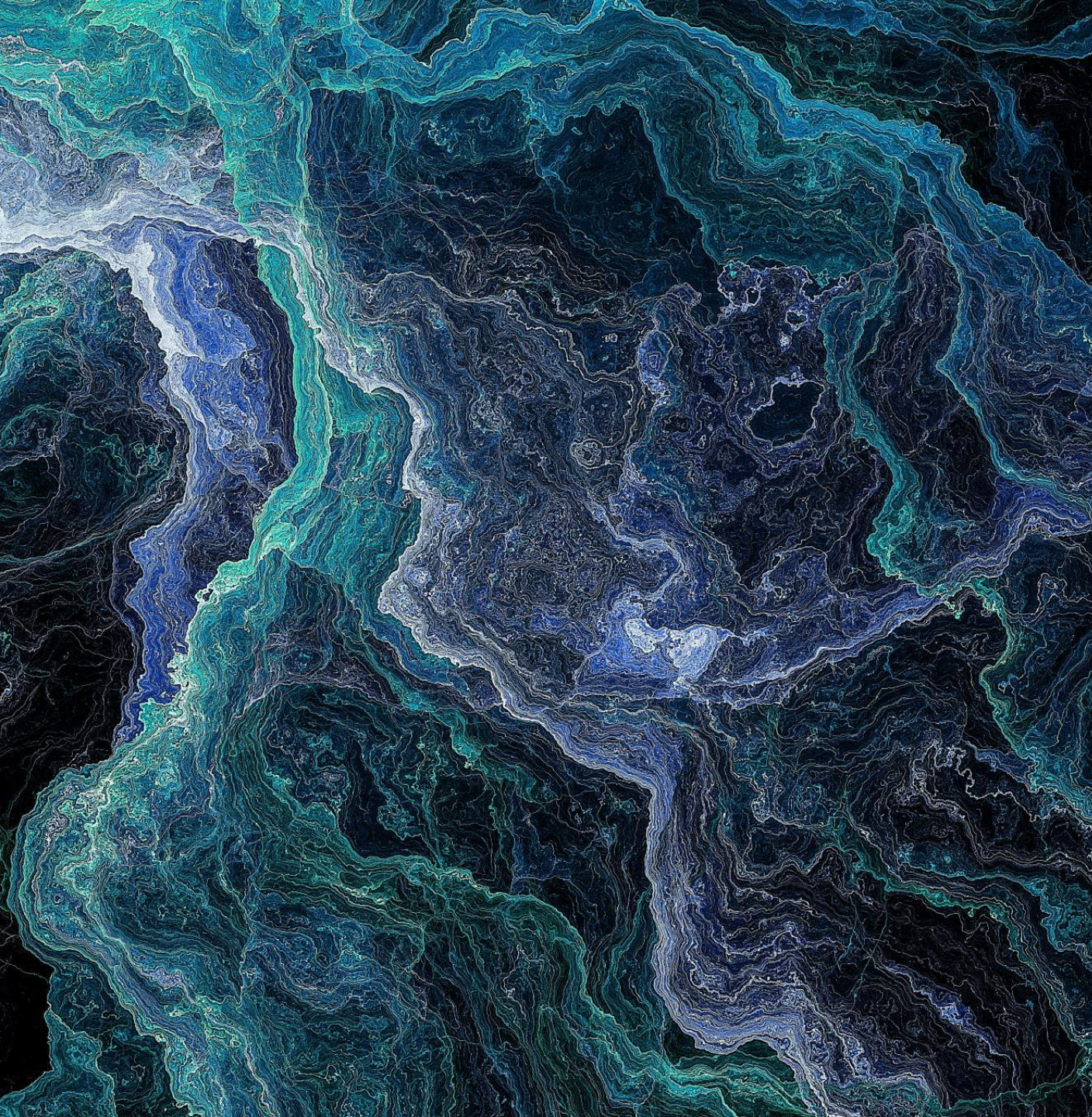
Section IV



## Clinical Fields are Transdisciplinary in Form

- A dichotomy exists in clinical professions. Most are closed networks requiring a myriad of criteria to even be considered skilled. Yet the field is multidimensional and requires collaboration on every level.
- It is a subtle art of networking that has allowed for functions such as these to lead to an expansive range of supports through my journey.





# Shared Service

Section V



Public Health is  
a Shared  
Responsibility

## **New Nurses Serve**

Perseverance in Service Award

Co-presented at National Black Nurse  
Association

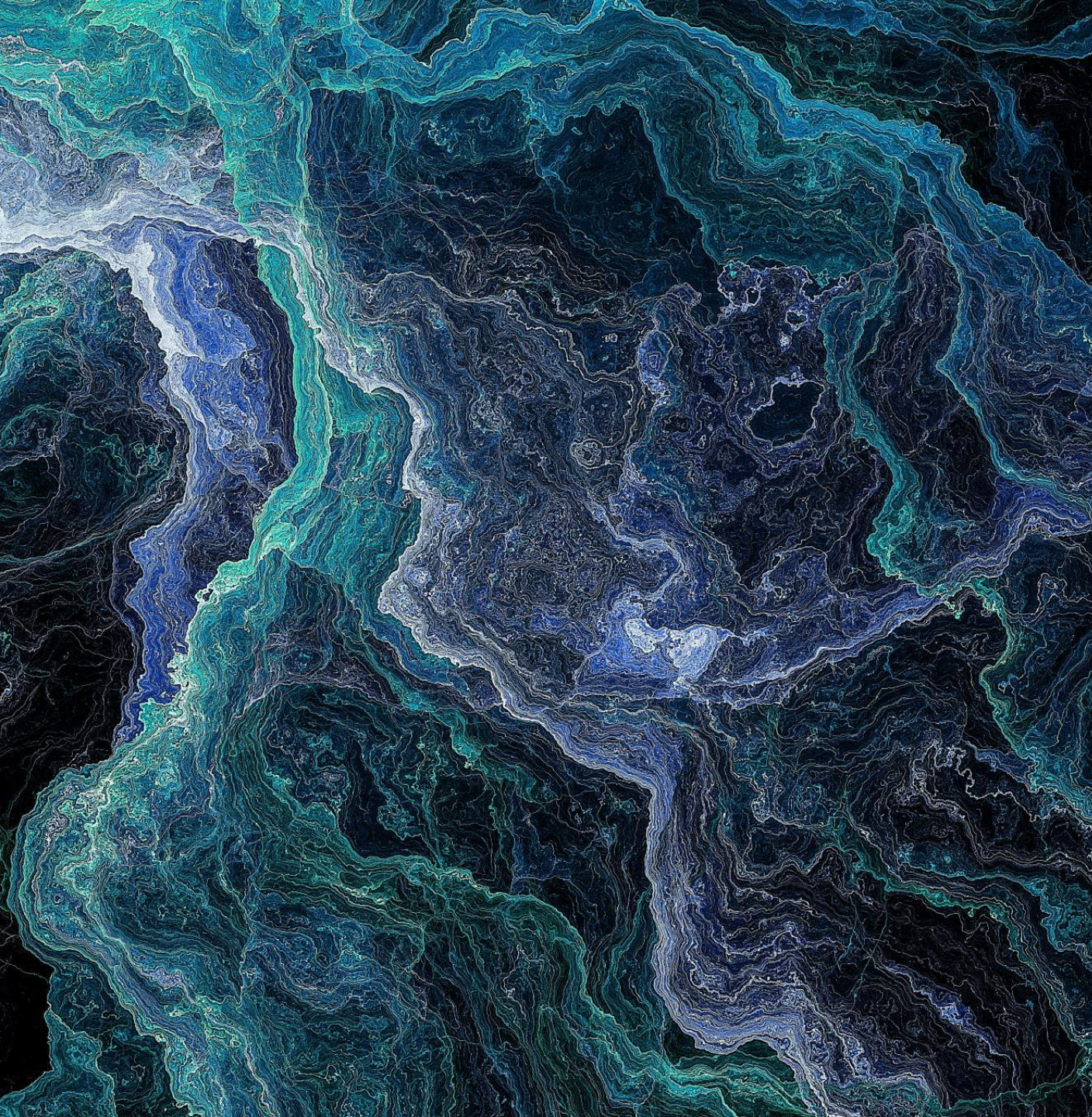
Northeast Regional Conference

Chi Eta Phi Community Service Program

## **Collective Responsibility**







Public Health

# Extending Impact

Section VI



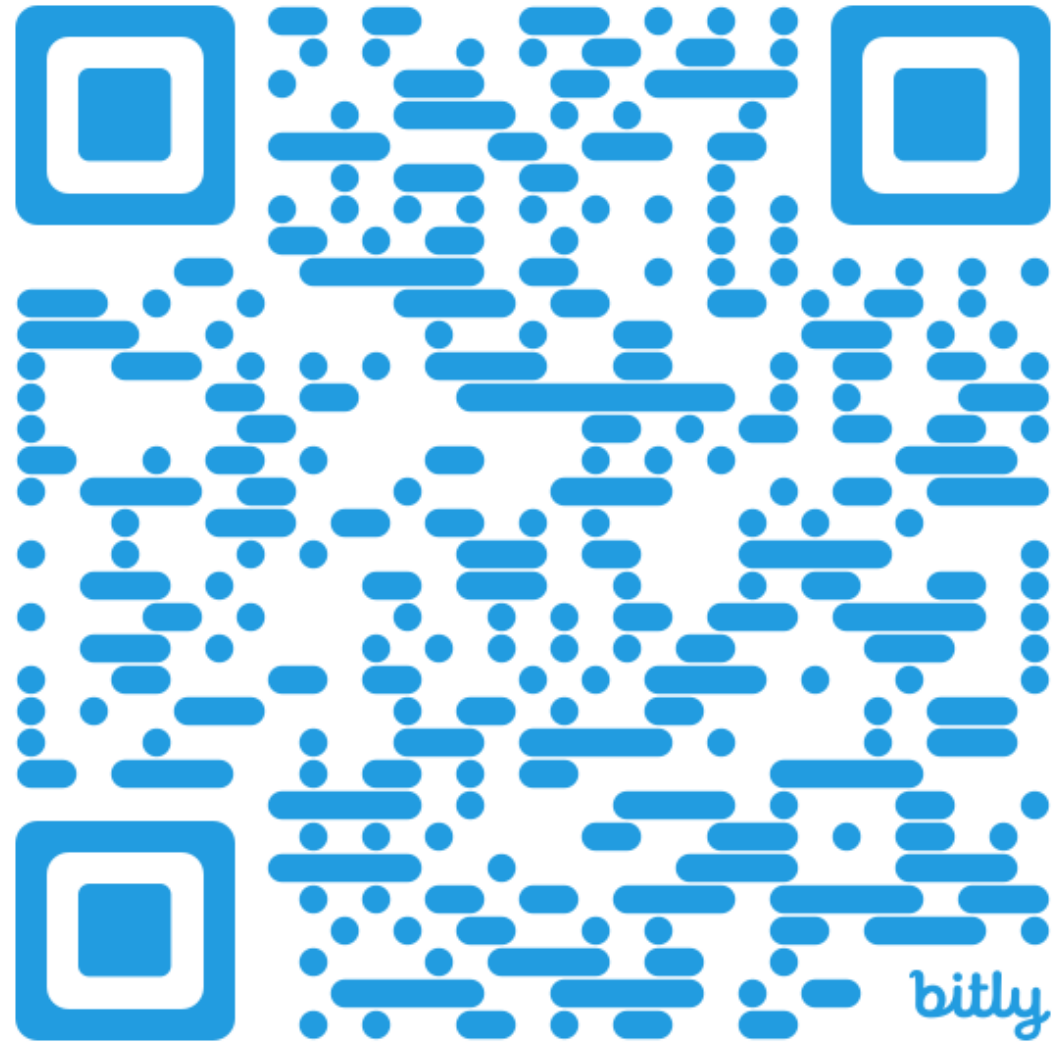


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# Questions

Consider *Wahliras Medical Consulting* for  
your PR Needs

[https://bit.ly/WMC\\_Optimized](https://bit.ly/WMC_Optimized)





# Empowering Future Nurses: Strategies For Professional Growth and Impact



Presentation by Jaelyn Walker



## Introduction



**Name: Jaelyn Walker**

**University: Drexel University**

**Title: Student Nurse, Second  
Vice President of  
Southeastern Pennsylvania  
Area Black Nurses  
Association**





# My Nursing School Experience!



Thanks!

Do you have any  
questions?

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(980)-298-2325

For more information about SEPABNA  
visit: [www.sepabna.org](http://www.sepabna.org)



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**Panel Discussion**

**+**

**Q&A**