

SE5

Provide a narrative description of a unit's or division's action plan for registered nurses' progress toward obtaining professional board certification. The narrative must include the following:

- State the targeted goal
- How the target goal was established
- What strategies were utilized to achieve or maintain the target
- How the nurses are supported to achieve or maintain professional board certification

4C Mother Baby Action Plan for RN Professional Board Certification – Maternal Newborn Nursing (MNN)

Targeted Goal

Each year, Theresa Marositz, BSN, RNC-OB, NE-BC, Manager of 4C Mother Baby, reviews the Nursing Professional Development goals set for WakeMed Health & Hospitals and sets a department goal to increase the percentage of eligible nurses in 4C Mother Baby who hold a professional board certification. In October 2021 (the beginning of fiscal year 2022), 30% of eligible nurses on 4C Mother Baby held a professional board certification. Marositz partnered with the 4C Unit Council to set a goal to increase the percentage of eligible nurses with a professional board certification to 36%. The same process was followed in October 2022 (beginning of fiscal year 2023) to set the unit goal to increase professional board certification to 48%. Once the unit reaches 51% certified nurses, the goal will be to maintain or exceed the 51% certification rate.

Strategies to Achieve RN Professional Board Certification Target Goal

Every October, the 4C Mother Baby leadership team collaborates with the 4C Unit Council to discuss strategies for the professional board certification action plan once the annual target is set. The following strategies were included in the action plan for achieving professional board certification goals in October 2022 and October 2023.

During annual evaluations in December, Marositz; Elizabeth Benton, BSN, RNC-MNN, 4C Mother Baby Supervisor/Educator; and Melissa Garner, BSN, RNC-MNN, 4C Mother Baby Supervisor/Educator, discussed the department goals and each employee's professional development goals. The leadership team compiled a list of eligible nurses who were committed to taking the MNN professional board certification exam by the end of the fiscal year. After gathering the names of eligible nurses in her home department, Marositz collaborated with the nurse managers of the North and Cary campus Mother Baby units to determine the number of nurses who would be committed to obtaining MNN professional board Certification by the end of the year.

Once a final count was obtained, Marositz applied to the WakeMed Foundation for a Helton Award Grant to support these nurses in preparing for the MNN exam. In addition to identifying newly eligible nurses for the certification exam, the leadership team

identified nurses who were due to renew their MNN certification and ensured they were aware of the process for this. The team used the credential tracking feature in the Shift Wizard scheduling application to maintain records of expiring certifications and reviewed the monthly licensure and certification reports from the Human Resources application, the HUB.

Organizational Support to Achieve MNN Certification

The 4C Mother Baby leadership team also collaborated with the 4C Unit Council to discuss the support available to nurses to obtain their professional board certification.

Financial Support

WakeMed's Tuition Reimbursement program provides certification reimbursement of \$350 per fiscal year for eligible nurses. ANCC Magnet-recognized professional board certifications are eligible for reimbursement.

Recognition and Celebration

National Certified Nurses Day is celebrated each year on March 19, during which the department recognizes the nurses who have a professional board certification with a small gift as a token of appreciation. The department also has a Wall of Honor displaying the names of the nurses in the unit who have a professional board certification.

WakeMed Foundation Helton Award

The WakeMed Foundation Helton Award is available to groups of three or more employees who are pursuing the same certification. With a group of five nurses on 4C Mother Baby committed to achieving MNN certification, Marositz applied for Foundation support to purchase an online review course for these nurses. The Foundation granted this request, and all five of the nurses who participated in the Helton Award passed the Maternal Newborn Nursing professional board certification exam.