



# Pediatric Nurse Development Program

## The Children's Hospital

The Children's Hospital in Denver is committed to our mission of improving the health of children through the provision of high-quality, coordinated programs of patient care, education, research and advocacy. This is not a hospital that just happens to see children, but one designed especially for children and their families. We continually strive to excel in achieving our values of quality patient care, employee excellence, teamwork and innovation. Our peers have consistently ranked us as one of the nation's top hospitals that care for kids.

### Notable Achievements:

- Magnet Designation
- Regional Pediatric Trauma Center
- Nation's 1<sup>st</sup> and largest cardiac outreach program for children
- Internationally recognized pediatric eating disorders program
- One of seven Cystic Fibrosis Therapeutic Development Centers in the nation
- Region's only pediatric sickle-cell anemia program
- Nation's largest hospital-based pediatric telephone triage program
- One of ten pediatric Clinical Research Centers that receives primary financial support through NIH
- Pioneered the use of nitric oxide in both newborn and pediatric populations
- Kidstreet child care center for medically-fragile young children
- Internationally-renowned nurses and pediatric specialists

## The Division of Nursing

The Division of Nursing's career environment fosters professional development for over 900 registered nurses and advanced practice nurses employed at The Children's Hospital. The practice of professional nursing is family-centered and establishes standards of care that respect the rights of children and the integrity of the family. We are committed to providing leadership in the definition of quality patient care to children and their families through a strategy of proactive change with effective utilization of resources. Nursing research efforts are directed towards the promotion of high quality patient care and evaluation of the care delivery system. The Division of Nursing provides quality education for professional nurses that include orientation, staff development, and continuing education programs.

### Division of Nursing Highlights:

- Nationally competitive salaries
- Five level clinical promotion program
- Clinical Nurse Council
- Staff nurses on all nursing committees
- Unit-based shared governance models
- Mentorship program
- 90-day retention program
- Paid conference days
- Tuition reimbursement
- Teaching/precepting opportunities
- Relocation allowance
- Active Rocky Mountain Chapter of the Society of Pediatric Nurses

## **Program Overview**

Every newly hired RN participates in a centralized orientation program consisting of on-line educational modules, didactic learning and precepted clinical experience. Those RNs hired as new graduates, those with little/no pediatric experience, and those re-entering practice after extended time away are offered additional orientation through the Pediatric Nurse Development Program.

### On-line Education Modules

Numerous on-line modules are assigned that cover JACHO required material as well as general pediatric topics. These modules are completed during the first 6 weeks of employment.

### Didactic Learning

Classroom content is offered 7 times a year to every newly-hired RN based on learner need. The 3 classroom days include additional content related to JACHO requirements and general pediatric topics. In addition, those participating in the Pediatric Nurse Development Program attend 2 additional class days including:

- IV Skills Lab
- Acid-Base and Common Lab Values
- Lactation Services
- Nutrition
- Common Respiratory Disorders
- Chest Tube Management
- Nasogastric/Gastrostomy Tubes
- Preparing/Receiving OR Patients
- Assessing the Pediatric Patient at Risk
- Injury Prevention/Child Restraints
- Case Management
- Continuum of Care

Unit-based supplemental classes focusing on the specific pediatric population served are also offered on a regular basis

### Precepted Clinical Experience

Each RN is paired with experienced preceptor(s). As progression to a moderate level of independence occurs, the preceptor facilitates more independent functioning. "Competency Guidelines" are tools that have developed by each unit which specify the nursing process skills expected for completion of orientation. Throughout this process the RN and preceptors have the opportunity to provide input regarding progress and performance. Precepted clinical orientation lasts approximately 10-12 weeks, depending on the unit. Longer time frames may be required in some specialty areas.

### Program Goals

With the emphasis of this program focusing on new graduates, RNs with little/no pediatric experience, and RNs returning to practice, the goals include:

- Facilitating newly-hired RNs in developing competency as a pediatric nurse in the area hired.
- Supporting the mentorship and retention of RNs.
- Reflecting a positive image of professional nursing practice.

## **Eligibility Requirements**

RNs participating in the Pediatric Nurse Development Program are required to:

- Hold a current Colorado RN License
- Hold a current Basic Life Support card
- Successfully complete the TCH hiring process that includes an interview, background and reference checks.
- All new graduates must have completed an accredited BSN program.
- It is recommended that RNs who have been away from practice for 5 years or more complete an RN-refresher course prior to employment.

## **Opportunities for Nurses**

(\*indicates departments that do not hire new graduates or those with little/no pediatric experience)

### **Critical Care**

- Emergency Dept/Regional Pediatric Trauma Center
- Newborn Intensive Care
- Pediatric Intensive Care
- Cardiac Intensive Care

### **Pediatric Inpatient Programs**

- Oncology, Hematology, BMT Unit
- Surgical Multidisciplinary Specialty Center
- General Medicine
- Clinical Research Center
- Cardiac Progressive Care Unit

### **Surgical Services**

- Day Surgery
- Operating Room and PACU

### **Psychiatry/Behavior Sciences**

- Adolescent & Child Inpatient Units
- Psych and Medical Day Treatment Programs

### **Float and Flex Teams\***

#### **Ambulatory Services**

- Primary Care Clinics
- Subspecialty Clinics\*
- After Hours\*
- Urgent Care

#### **Community Health Programs**

- School Health Services\*
- Kidstreet Child Care

## **Contact Information**

For questions regarding the Pediatric Nurse Development Program please contact:

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Information about available nursing positions can be found by accessing The Children's Hospital website at [www.thechildrenshospital.org](http://www.thechildrenshospital.org)