

LIVEWELL NURSING



Nurses Week

COUNTY OF SAN DIEGO

Volume 6

Issue 5

May 2025



**COUNTY OF
SAN DIEGO**



**LIVE WELL
SAN DIEGO**

Celebrating the Power of Nurses: A Personal Reflection for Nurses Week

By: Angela Mitchell, CNO



Angela Mitchell

As we celebrate Nurses Week, I want to recognize the incredible dedication and compassion each of you brings to our team at the County of San Diego Health and Human Services Agency. It's an honor to serve alongside such an extraordinary group of nurses, and your work continues to inspire me.

This year's theme from the American Nurses Association, The Power of Nurses, truly resonates. It reminds me that our strength doesn't just come from our skills and knowledge; our power is also rooted in kindness, curiosity, boldness, and integrity – always doing the right thing.

Kindness is at the heart of everything we do. Whether working with vulnerable populations, supporting families, or collaborating as a team, kindness creates ripples of hope that can transform lives. I've seen this firsthand in your work—whether through the positive feedback in HEART surveys from community members receiving vital services, the patience and mentorship of our RN preceptors onboarding new nurses, or the compassion shown by our outreach nurses meeting homeless individuals where they are. One moment that stays with me is the rural health nurse celebrating a client's birthday with cake, flowers, music, and a photo—an act of kindness that perfectly captures the spirit of what we do.

In difficult moments, I know that approaching situations with facts and good intentions, while maintaining kindness, is essential. Even when delivering tough messages, I encourage all to remember that kindness doesn't mean weakness—it's about doing what's right, with compassion. Curiosity also plays a vital role. Asking questions, listening deeply, and trying to understand different perspectives helps us grow as professionals and build a more inclusive environment. I've learned so much from this team, as I reflect on my background in acute, ambulatory, and procedural care, including some ER experience. Your diverse insights continually teach me and strengthen our team.



We've collaborated to improve care through quality improvement initiatives, policy development, and innovation. I've been inspired by the participation of our nurses in various workgroups, whether in shared governance, policy review, or collaborative projects such as the home visiting business process redesign, which influence practice and shape the future of nursing here at the County. Your involvement demonstrates your commitment to patient-centered care and continuous improvement.

Innovation has been a hallmark of our work. I want to celebrate some successes, such as our County of San Diego Psychiatric Hospital nurses' contributions to a successful JCAHO survey and the pilot programs that have significantly improved patient outcomes, such as the Rural Health Discharge program project that reduced hospital readmission rates from 16.8% to 5.9%. These efforts showcase creativity, expertise, and dedication within our nursing community.

I also encourage you to advocate boldly for yourselves, your colleagues, and our communities. Don't be afraid to speak up about issues impacting patient care or staff well-being. Your voices are powerful. I've seen how our nurses participate in policy discussions, committees, conferences, and shared governance, and I am in awe of your commitment to shaping the future of our profession.

Building strong relationships through open communication, empathy, and mutual respect is foundational. Supporting each other, mentoring newer staff, and approaching systemic challenges as a team allows us to foster a positive and resilient work environment. I believe that doing the right thing—always—is non-negotiable. Upholding our professional standards and ethics builds trust and integrity in everything we do.

From my experiences, I've learned that neglecting self-care can have serious consequences. As nurses, our work is physically, emotionally, and mentally demanding. We carry a heavy load, often with little acknowledgment. But I firmly believe we have a moral obligation to care for ourselves to continue serving others effectively. Let's hold each other accountable to prioritize our well-being.



Self Care Tips for Healthcare Professionals

Take a walk during your lunch break	Invest in supportive insoles for your shoes	Strive for 7-9 hours of sleep per night	Read A Book
Keep a gratitude journal	Find A New Podcast To Listen to	Write out your career goals and make a plan of how to accomplish them	Do 30 Minutes Of Yoga or Mindfulness
Disconnect From Social Media For One Day	Celebrate A Small Win From The Day	Clean your scrubs and iron them or buy yourself a new pair	Declutter your work bag

As we progress, I encourage us to embrace our collective power, be kind, curious, bold, and committed to doing what's right. Our work profoundly affects the community, hospitals, and long-term care, especially during challenging times. Your compassion, curiosity, and courage inspire positive changes and resilience.

I also want to recognize our nursing leaders across the Agency—supervisors, PHN managers, ADONs, DONs, and ACNO Mariana Badial—whose support and guidance are essential to our success. I look forward to partnering with all of you to create an environment where nurses can thrive, innovate, and serve with integrity.

In closing, I want to thank you for everything you do. Your dedication and passion make our community healthier and more compassionate every day. Please remember—you have the power to make a difference. Let's continue supporting each other, upholding our principles, and celebrating our incredible work.

Happy Nurses Week! Live well!

The Power of Nurses Is Ours All Year: Nurses Week 2025

By: Mariana Badial, ACNO

First and foremost, I want to thank each of you for being an essential part of our team.

It is truly an honor to come together to celebrate Nurses Week 2025—a time to recognize and uplift the incredible contributions of nurses to the healthcare system and the well-being of our communities.

This year, the American Nurses Association’s theme for Nurses Week is: “The Power of Nurses.” This theme reflects not only the strength and resilience nurses demonstrate every day, but also the vital role we play in transforming healthcare and shaping the future of our communities.

Let us take a moment to reflect on the power of nursing. From the front lines of patient care to leadership roles that influence policy and practice, nurses are not just caregivers—we are change-makers.



A handwritten signature in black ink, appearing to read 'M. Badial'.

This year’s theme invites us to embrace our voices and lead with confidence. We have the power to influence decisions that impact the health and well-being of our communities. We are advocates for patients, families, and the underserved. We are educators, innovators, and leaders.

As we look ahead to 2025 and beyond, it's clear that our profession is continually evolving. We are embracing new technologies, navigating complex healthcare challenges, and striving to improve care in every setting. Every day, you make a profound impact—through your leadership, your compassion, and your unwavering commitment to shaping the future of healthcare.

Today, I encourage each of you to take pride in the power you hold—not only as nurses but as agents of change. As we celebrate Nurses Week 2025, let’s remember: each of you, in your own way, is leading, empowering, and ensuring that equity is embedded in all that we do. You are transforming healthcare—one patient at a time, one policy at a time, one community at a time.

Thank you for your dedication. Thank you for your compassion. Thank you for being the heart and soul of healthcare.

Please, remember this: nursing is a profession of endless giving—but you also deserve care, rest, and joy.

Make time to care for yourself, your well-being is just as important as the care you provide.

With deep gratitude for all that you do—Happy Nurses Week!



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<https://my.openathens.net/>

HELPFULNESS
EXPERTISE
ATTENTIVENESS
RESPECT
TIMELINESS

[Customer Service](#)



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May 6 – 12, 2025



2025 Nurses Week Posters

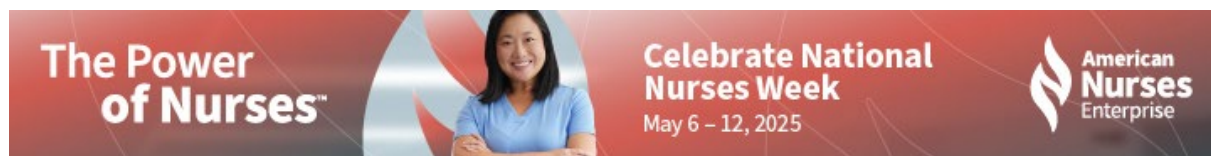


Nurses Make the Difference

Aging & Independence Services Nurse Team



Leadership	Equity, Diversity, and Inclusivity	Practice Excellence
GOAL	INTERVENTIONS	OUTCOME
<p>Role: AIS In Home Supportive Services (IHSS) PHNs provide specialized assessments from a medical perspective to complete paramedical referrals for IHSS recipients.</p> <p>Situation: Challenging to assign hours as dictated by state regulations due to uniqueness of each case.</p>	<p>Intervention: Developing standardized Nursing practice to ensure consistent interpretation of paramedical needs related to state regulations.</p> <ul style="list-style-type: none">• Conduct Live chats• Conduct On-the-Spot Huddles• Maintain Daily Client Log• Introduce IHSS PHN Referral Process (10/24)	<p>Outcome: IHSS PHN Referral Process and interventions applied to 256 paramedical referrals to ensure accuracy of assigned hours.</p> <p>Staff feedback regarding new process:</p> <ul style="list-style-type: none">• <i>Has helped us assign the correct amount of hours to meet the client needs.</i>• <i>Huddles and chats have absolutely made a difference in our consistency.</i>



Increasing Efficiency Through Expansion of Duties, Edgemoor DP Skilled Nursing Facility

Person Centered Care | Leadership | Practice Excellence | Collective Synergy | Equity, Diversity & Inclusivity



GOAL OUTCOME

To increase efficiency
and reduce unnecessary
documentation.

INTERVENTIONS



CNA SCOPE OF PRACTICE FOR CREAMS, LOTIONS, SUPPOSITORIES AND SHAMPOOS

COUNTY OF SAN DIEGO
HEALTH & HUMAN SERVICES AGENCY
EDGEMOOR DPSNF
Barrier Cream and Cerave after showers is now being kept in resident drawer for CNA application (Calmoseptine A and D) 15246



Day shift

PM Shift



Night Shift



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Supporting Home Visiting Families with Food Insecurity in North Coastal and North Inland

Leadership

Person-centered Care

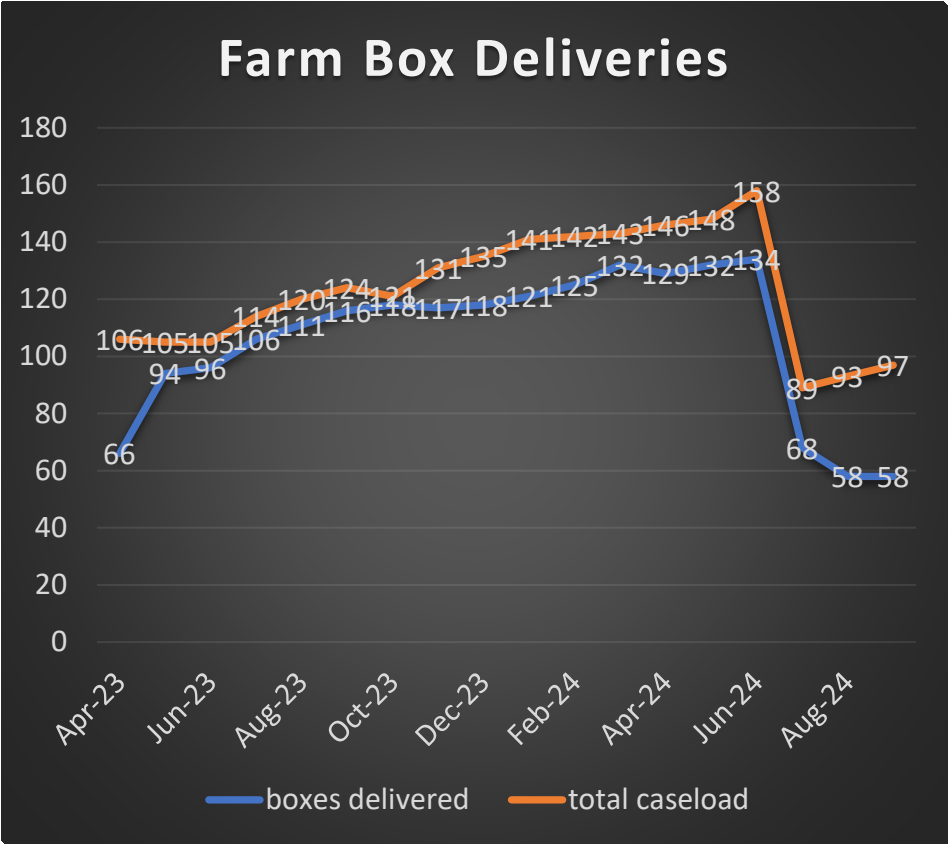
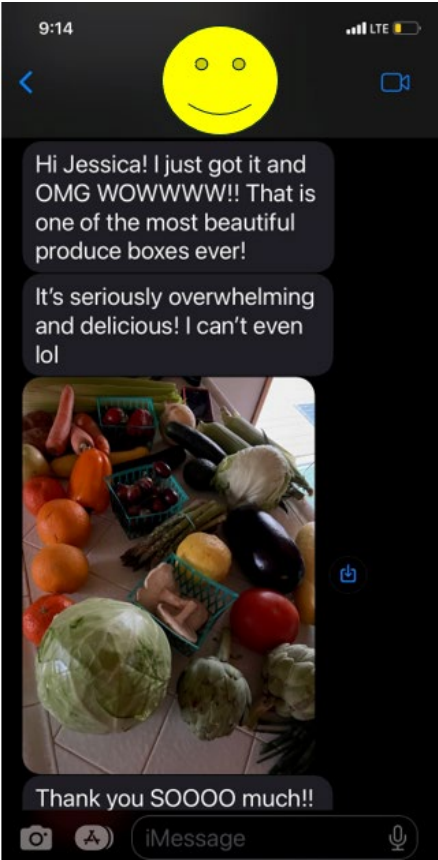
Practice Excellence

Goal

Intervention

Outcome

The North Coastal and North Inland Public Health Centers received funding from the California Department of Public Health (CDPH), California Home Visiting Program (CHVP) through the federal Maternal, Infant, Early Childhood Home Visiting (MIECHV) program under grant # 21-10747 Section 9101 of the American Rescue Plan Act of 2021 (P.L. 117-2) (ARP), to support MIECHV Program recipients in response to the COVID-19 public health emergency. These funds were prioritized to address food insecurity and health equity in families residing in North County. North County includes the rural areas of Bonsall, Fallbrook, Valley Center, Pala, Pauma, Ramona, and Borrego Springs. The County put out a Request for Proposal and developed a contract with Yasukochi Family Farms, contract # 568699, to provide families facing low to moderate food insecurity with farm fresh food boxes delivered to their home every month for 17 months.



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Central Region Public Health Center



FRIENDLY FACILITY – EASY ACCESS – COUNTY SERVICES – STRENGTHENS FAMILIES AND COMMUNITIES



Southeastern Live Well Center -- Best of the Best by the National Engineering and Construction Journal.



Great things are happening at Central Region Public Health Center

IMMUNIZATION CLINIC



Children books to be distributed in the IZ Clinic post vaccines.



Free pediatrics books from CDD and F5FS with amazing contents



To support early literacy

INNOVATING

CRPHC PHNs enhance the HFA Program by conducting FROG assessments and sharing best practices with other PHNs



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CRPHC is working to prioritize client's needs, preferences, and values focusing on Patient-Centered Care

Video Translation



Equity, Diversity & Inclusivity

Improving communication

Quick connection

Used in HFA, IZ clinic, and all PHC's

Promoting Oral Health at South Region

SOUTH PUBLIC HEALTH CENTER



Innovation | Quality of Life | Health Equity

Person-centered Care | Leadership | Practice Excellence | Collaborative Synergy | Equity, Diversity and Inclusivity

Goal

Implement monthly oral health promotion activities, including fluoride varnish application, for children and families visiting the South Public Health Center (PHC)

Context

- Opportunity for families to receive oral health education while waiting for immunizations at the PHC
- Innovative idea for PHNs and support staff to work together and promote the well-being of South region residents

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Interventions

Planning:

- Set up monthly outreach table by the South PHC entrance
- Operations typically run during busiest hours
- Assign two staff per event: PHN, support staff
- Senior PHN partners with agency's Oral Health Program for resources

Implementation:

- Offer fluoride varnish to children
- Provide free toothbrushes and children's floss
- Provide teaching materials, Denti-Cal handouts and a list of community dental clinics



Outcomes & Lessons Learned

- Since 1/15/2025, implemented five times and fluoride varnish applications averaged five children per event
- Will be offering twice per month due to identified high need
- A challenge identified is sustainability in staffing, as PHNs have other primary roles
 - Working with BSN students for rotation

NORTH CENTRAL PUBLIC HEALTH CENTER

INFANTILE SPASMS (IS) EDUCATIONAL PACKET



Goals



- Provide IS education for families during home visits
- Families will have an increased awareness and preparedness of IS
- Parents will seek medical attention if symptoms are recognized

Interventions



- Distribute IS educational packet for families with children ages 0-1
- Provide informative IS YouTube videos from credible sources
- Survey parents to measure knowledge gained

Outcomes



- Packet shared with home visiting families
- 100% of families surveyed showed improved knowledge of:
 - Signs and symptoms
 - Risk factors
 - Long term effects
 - Whom to seek medical attention from

Feedback

All survey respondents would recommend this education to another family

When asked to share a takeaway from the packet, one parent responded: **"Being more aware, spreading awareness. Even though it's rare, it's still good [to know] how to look, care, and treat [IS]."**

October 2024 – January 2025

- Compile and refine packet contents

February 2025 – April 2025

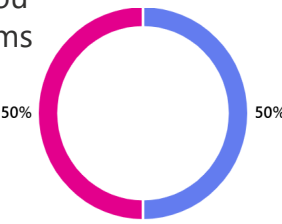
- Share packet and collect survey responses

End of April 2025

- Analyze and compile data for poster project

After going through the packet, how confident are you with identifying the symptoms of infantile spasms?

- Very confident 2
- Confident 2



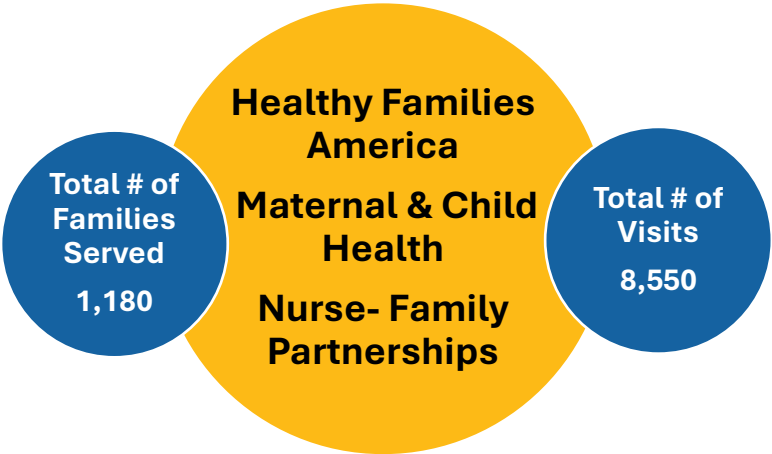
Office of Nursing Excellence



STRATEGIC INITIATIVES: Sustainability + Equity + Empower + Community + Justice



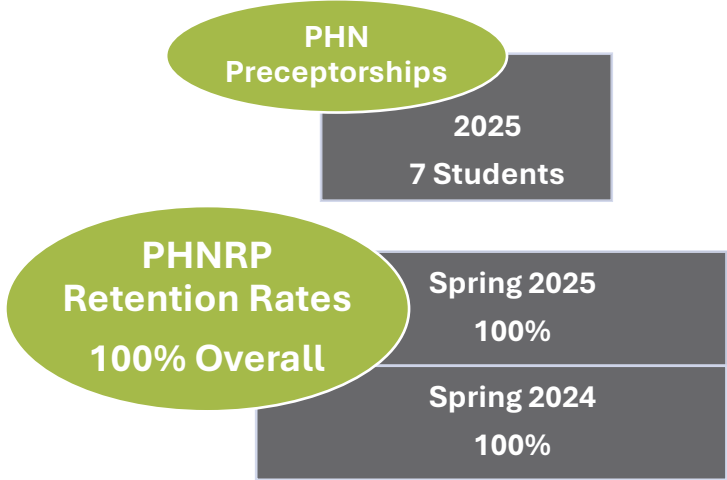
PHN Home Visiting Program FY23/24



HOMELESS OUTREACH TEAM (HOT) FY23/24 (Collaborative Efforts Continue)

# Hep A Vaccines 499	# Mpox Vaccines 508	PHN HOT also continues to distribute wound supply kits and since 11.18.24 has administered 43 Hepatitis B vaccines
# Flu Vaccines 326	# COVID Vaccines 197	
# Hygiene Kits Distributed 1675	# Naloxone Packages Distributed 3583	

PHN Residency Program & Preceptorship



PHS: MATERNAL, CHILD & FAMILY HEALTH SERVICES

Sudden Infant Death Syndrome (SIDS) Coordinator and PHN Team



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Equity, Diversity, & Inclusion

MISSION:

The mission of the SIDS* Program is to:

- Reduce the number of deaths due to SIDS and SUID**.
- Improve the knowledge and skills of professionals who interact with families affected by SIDS.
- Address health disparities affecting African-American and American-Indian infants.
- Promote human milk and breast feeding to reduce SIDS risk.

DEFINITIONS:

****Sudden Unexpected Infant Death (SUID):** Sudden and unexpected death of an infant under one year of age.

***Sudden Infant Death Syndrome (SIDS):** Type of SUID determined after thorough autopsy and investigation.



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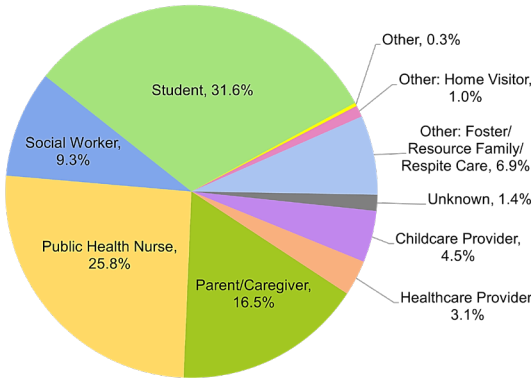
Person-Centered Care

INTERVENTION:

The SIDS program provides mandated coordination and follow-up from public health nurses. The SIDS Public Health Nurse (PHN) Team:

- Provides grief support to assess for crisis intervention and counseling, referral to community services, and follow-up care, education, support, and presence.
- Educates families, healthcare providers, social workers, foster parents, and the public about safe sleep practices.

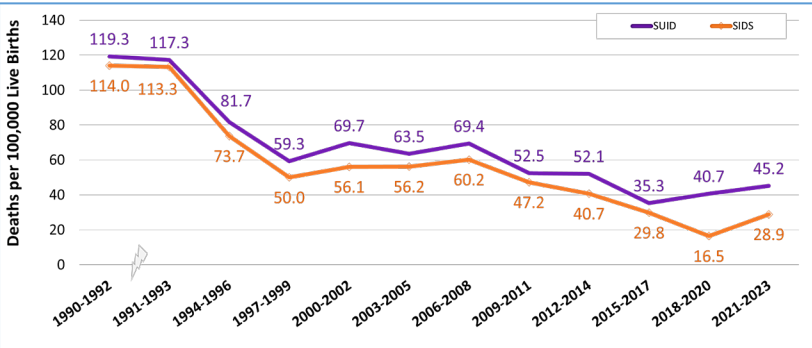
Team Provided SIDS Risk Reduction
Education to 291 Individuals, 2021-23



Practice Excellence

OUTCOME:

SUID and SIDS Rates, 1990-2023
San Diego County Residents, 3-Year Averages



San Diego County Statistics:

- Both SUID and SIDS rates decreased in San Diego from 1990 to 2023. These declines coincided with safe sleep education that started in the early 1990s.

San Diego County SIDS PHN Team (2021-23):

- 37 infant deaths reported to the SIDS Team and sent grief materials.
- 83% (31/37) of families contacted for PHN follow up.



PHS: California Children's Services (CCS)

Transition to Adulthood Planning



Person-centered Care

GOAL

Assist CCS clients with ensuring access to continued care and resources that promote maximum independence and quality of life as they transition to adulthood



Collective Synergy

INTERVENTION

- Organized in-person transition planning workshops for clients and families ages 17-21.
- Collaborated with community and healthcare partners to provide medical, transportation, legal and community resources through panel discussions and exhibitor booths at these events



Practice Excellence

OUTCOME

- **Two transition planning events** held in 2024, one in El Cajon and one in South San Diego
- **60 attendees** between the two events, representing 36 CCS clients with complex medical conditions





PHS: HIV, STD, & Hepatitis Branch / Sexual Health Clinics

HIV PrEP Program



Person Centered Care




Collective Synergy




Equity, Diversity and Inclusivity


Goals




Diagnose all people with HIV as early as possible.



Treat people with HIV rapidly and effectively to reach sustained viral suppression.



Prevent new HIV transmissions by using proven interventions, including pre-exposure prophylaxis (PrEP) and syringe services programs (SSPs).



Respond quickly to potential HIV outbreaks to get needed prevention and treatment services to people who need them.

- Reduce HIV infection rates in underserved communities in San Diego.
- Educate patients on effective HIV prevention methods.
- Provide access to HIV PrEP medication for uninsured individuals.
- Support and promote the “Getting to Zero” initiative across San Diego County.

Interventions



- HIV PrEP Program services launched on 8/14/2024.
- A collaboration of MDs, NPs, PHNs/RNs, CDIs and clerical to provide access to HIV PrEP medication at the South and Central (12/2024) Sexual Health Clinics.
- Uninsured patients receive medication through a partnership with Gilead pharmaceuticals.

Outcomes



- 12 patients currently enrolled in the program.
- All patients are receiving free medication and follow-up care.
- Clinics now offer both Doxy PEP and HIV PrEP, contributing to reduced HIV/STI infection rates in underserved communities.
- Due to the success of the pilot program, North Coastal SHC is scheduled to begin offering HIV PrEP soon.



EPIDEMIOLOGY AND IMMUNIZATION SERVICES BRANCH (EISB)

Measles Response 2024



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Person-Centered Care



Collective Synergy

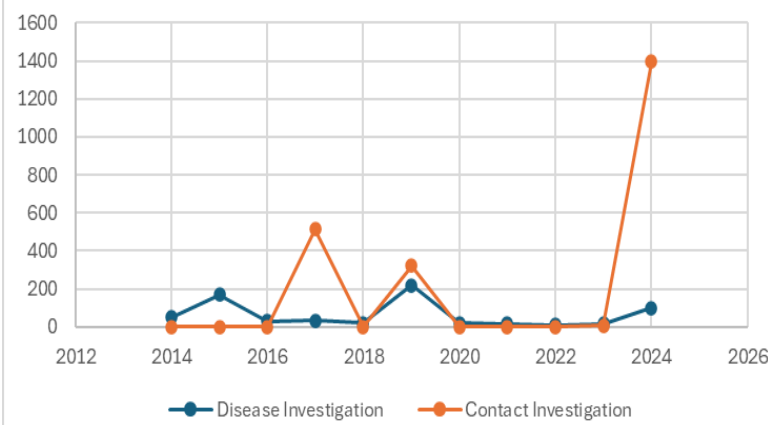


Practice Excellence

GOALS

- ❖ Reach all exposed individuals prior to incubation period
- ❖ Perform critical public health activities: Post Exposure Prophylaxis (PEP) - MMR and IG
- ❖ Monitor contacts for measles symptoms.

Measles Disease and Contact Investigations By Year (2014-2024)



INTERVENTIONS

- ❖ Case Investigation
 - ❖ Identification of Exposure Sites
 - ❖ Determination of Immunity
 - ❖ Contact Tracing
 - ❖ MMR PEP
 - ❖ IG PEP
 - ❖ IgG Testing
- Practice Excellence



MEASLES

is **highly contagious** and spreads through the air when an infected person coughs or sneezes.



It is so contagious that if one person has it, **9 out of 10 people** of all ages around him or her will also become infected if they are not protected.



Actions	1 st Case February 2024	2 nd Case March 2024	3 rd Case May 2024	4 th Case August 2024
Contacts managed by EISB	295	490	105	475
Contacts (staff) managed by exposed medical facilities	179	172	28	371
MMR PEP*	13	7	9	8
IG PEP (IM/IV)*	15 (12/3)	0	4 (4/0)	20 (20/0)
IgG Testing*	24	53	3	34

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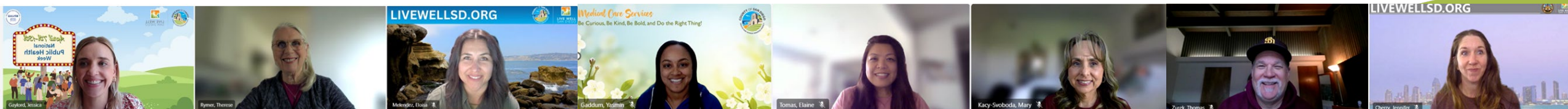


Clinical Quality Management (CQM) Policy Workgroups

PHS Administration: Nursing Unit



 Resiliency	 Innovation	 Health
<p>Overall Goal: Prioritize, revise, and update CQM policies by incorporating frontline MCS and PHS nurse and pharmacy input through workgroups.</p> <p>Policy Workgroup Goals:</p> <ol style="list-style-type: none"> 1. Update policy for accuracy 2. Be succinct 3. Keep policy useful <p>HHSA Nursing Professional Practice Model:</p> <ul style="list-style-type: none"> • Leadership • Practice Excellence 	<p>Interventions:</p> <ul style="list-style-type: none"> • Identification of priority policies • Gather staff interest • Initiate workgroup meetings • Collaborative policy revision • Prepare supporting documents (appendices)  	<p>Outcomes:</p> <ol style="list-style-type: none"> 1. Emergency Response Training – Emergency Kits: 9 meetings, demonstrating a high level of engagement and focus on emergency preparedness. 2. Blood Pressure Screening: completed policy and first policy to go through the process. 3. Bloodborne Pathogens – Needlestick: 5 meetings targeting prevention and safety. 



Power to Empower: Mass Care and Shelter Program



PHS: Public Health Preparedness & Response Branch: Epidemiology/Bioterrorism Unit



Goal: build and maintain capacity among COSD PHN staff and County partners to provide quality, effective, community-centered mass care and shelter services during disasters and public health emergencies.



Activities:

- Partnered with Department of Environmental Health and Quality and American Red Cross to deliver 4 Shelter Trainings to City of San Diego staff
- Relaunched LMS Shelter Training for HHSA PHN staff (2 CEUs)
- Developed and launched new in-person PHN Shelter Role and Go Bag Training (2 CEUs)
- Revised PHN Shelter documentation forms and processes
- Collaborated with PHS Admin and ONE Teams to refine PHN deployment processes



Outcomes:

- **109** San Diego City staff trained
- **244** PHNs completed updated LMS training
- **92** PHNs completed new Shelter training
- Revised **1** PHN Job Action Sheet, created **6** shelter forms
- Submitted **3** SBARs for quality and process improvements which were approved



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East Public Health Center



SANDIEGOCOUNTY.GOV

The Power of the Nurse: Strength through Self-Care

Goal

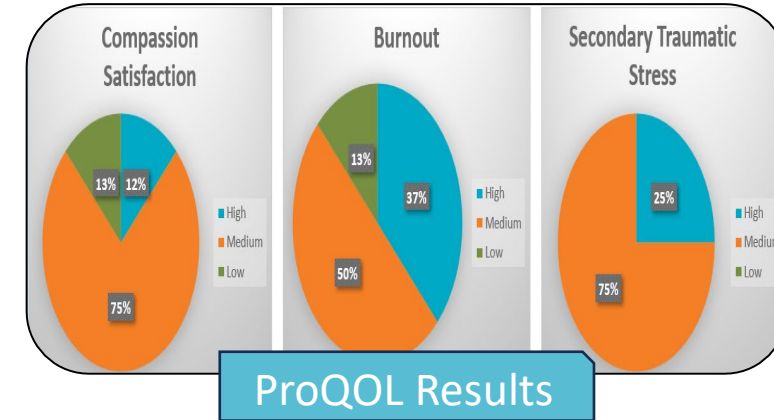
- By May 31, 2025 each PHN will be able to identify and implement 4 or more new self-care practices to decrease burnout and improve overall health.

Interventions

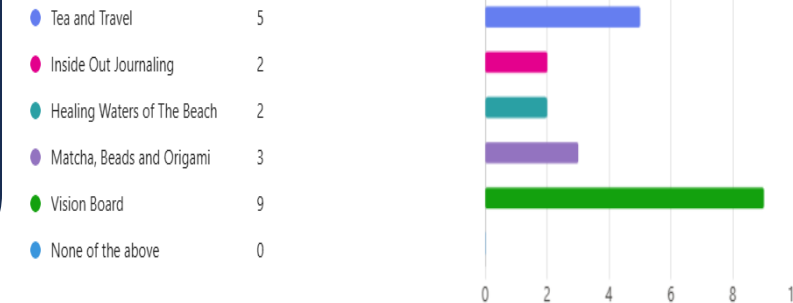
- Each team member will choose and lead a workshop on their preferred self-care practice.
- Utilize Professional Quality of Life Scale (PROQOL) and pre and post surveys to measure effectiveness of the workshops.
- Created a Relaxation Station.

Outcomes

- Boosted staff morale.
- Completed 8 self-care activities and ProQOL.
- Team members felt recharged and a sense of belonging.
- Increased in participation among team members.
- Improvement in work performance.



Which of the following activities have you incorporated into your self-care routine? (Select all that apply)



Self-Care Mid Checkup Survey 01/09/25

"40% of nurses who practice regular self-care report 40% lower rates of anxiety and depression compared to those who don't." – American Nurses Enterprise

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PHS: TUBERCULOSIS CONTROL & REFUGEE HEALTH



POWER OF COMMUNITY

Intake Team

567 presumptive TB case reports received and managed cases while hospitalized, incarcerated or in a Skilled Nursing Facility.

Clinic Team

1,134 provider visits conducted as well as 800 nurse visits while providing quality nursing care and testing services in our TB clinic

Field Case Management Team

453 clients with active TB disease case managed both in San Diego County and Baja California, Mexico while providing quality care.

Contact Investigation Team

995 contacts of both presumptive and confirmed active TB disease cases. Provided timely evaluations, follow ups and treatment care coordination to



We are TBCRH nurses who work, laugh, move, create and practice self-care together!




We work tirelessly everyday to ensure our community is educated about and connected to TB care!



Empowering Excellence in Psychiatric Nursing

San Diego County Psychiatric Hospital



GOAL	INTERVENTION	OUTCOME
 A Strong Start for Behavioral Health Nurses <ul style="list-style-type: none">Equip newly hired psychiatric RNs with essential tools for success in behavioral health settings.Standardize onboarding with a consistent, high-quality training resource.Enhance patient care through nurse preparedness and confidence.Improve retention rate.	 Psychiatric Registered Nurse Training Manual <ul style="list-style-type: none">Developed a comprehensive Psychiatric RN Training Manual focusing on:<ul style="list-style-type: none">✓ Clinical Best Practices✓ Safety Protocols✓ Therapeutic Communication✓ Unit-Specific GuidelinesIntegrated the manual as a core element of the onboarding program for all new behavioral health nurses.	 A Cornerstone of Nurse Orientation <ul style="list-style-type: none">Ensures a smoother transition into psychiatric care roles.New nurses report starting their roles with greater clarity, confidence, and compassion.Survey results show a high satisfaction rate, confirming the manual's value in supporting nurse development and improving clinical readiness.

[SANDIEGOCOUNTY.GOV](https://www.sandiegocounty.gov)

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LIVEWELL NURSING



June: Equity



Please e-mail submission (ideas, photos, articles, trainings, dates, accolades, local or national news, etc.) to

Araceli.Casas@sdcounty.ca.gov



For consideration in next issue, please submit entries by close of business on June 13, 2025. Submission limits: 125-275 words



2025 Topics

January: New Beginnings/Resolutions

February: Sustainability

March: Workplace Engagement

April: Community Engagement

May: Nurses Week posters

June: Equity

July: Service Delivery Coordination

August: Immunization Awareness

September: Preparedness Month (shelters/wildfires, etc.)

October: Domestic Violence Awareness Month

November: Gratitude & Kindness

December: Systems & Technology