

LIVEWELL NURSING

NURSE'S NOTES

Denise Foster, CNO



"No matter how hard the past is, you can always begin again." — Buddha

Happy New Year everyone! Fresh starts are indeed exciting. Newness has a way of motivating us; whether it be a new job, new relationship, new car or even just a new outfit, something new is typically uplifting. At the beginning of the year, it is customary for people to make resolutions. New Year's offers a sense of renewal, which can lead us to think about the things in our lives we want to improve or change. Many resolutions are made, and many fail. It is not that people don't want to change; it is far more complicated than that. Part of the issue is that we start off very excited to make the change, but we fail to plan, or if we do plan, we fail to realistically plan for possible challenges. One of the best ways to make changes is to set SMART goals. Specific, measurable, attainable, realistic, and timed goals are much more likely to be completed than goals that are vague, unrealistic and have no timeline. An example of a goal is eating healthier. Now that is pretty vague and could be interpreted many ways. How do we SMARTen that up? Consider adding one aspect of a healthier diet such as eating an apple a day at least five days per week (my actual New year's goal – I hear apples are great for reducing inflammation). Is it specific? Yes. Is it measurable, yes. Is it attainable? Yes, it is easy to fit in an apple into the day. Is it realistic? Yes, we live where apples are plentiful and are not overly expensive. Is it timed? Yes, we can check whether we eat an apple a day. Keeping with the "apple a day" goal, what if I travel and don't have access to an apple? What is my contingency plan? Perhaps I can agree to substitute with berries or other fruit. Now, I admit that my New Year's goal is not all that exciting or challenging, and it is one that I decided upon versus one that has been thrust upon me. It's true that newness when not invited can create nervousness. Trying something new requires courage; just as important, trying something new opens the possibility of enjoying something new. Entire lives have been changed by discovering a new passion. Also true is that trying something new prevents boredom and complacency, and it also forces growth. Putting yourself into new situations not only stimulates new ideas, it helps build resilience and strength. As we forge forward into 2023, I wish you many new beginnings and experiences, and hopefully most are enjoyable.

IN THIS EDITION

NURSE'S NOTES.....	1
SUBMISSION GUIDELINES.....	1
UPCOMING DATES.....	1
WITH INTENTIONALITY.....	2
WHEN OPPORTUNITY KNOCKS..	2
FIRST IMPRESSION.....	3
NEW BEGINNINGS IN PHN.....	3
VACCINE PROGRAM.....	4
NEW OPPORTUNITIES.....	4

SUBMISSIONS

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

Sara.Wilson@sdcounty.ca.gov

For consideration in the next issue, please submit entries by close of business on February, 13, 2023. Submission limits: 125-275 words

UPCOMING TRAININGS

All staff are required to attend one of the four HHSA All-Staff meetings being offered through LMS. Please register as soon as possible. The dates available are as follows:

- January 17th 2:00 pm — 3:00pm
- January 19th 6:00pm — 7:00pm
- January 25th 1:00pm — 2:00pm
- January 26th 5:00pm — 6:00pm

New Beginnings with Intentionality

By Imee Karty, PHN Supervisor, ONE

“Never lose an opportunity of urging a practical beginning, however small, for it is wonderful how often in such matters the mustard-seed germinates and roots itself.” - Florence Nightingale

It's 2023! A new year and a great way to start with a new mindset, new goals, new inspirations, and doing them to benefit yourself and the people around you. It's important to start on yourself since what you accomplish for yourself projects on what you do and how you interact with others. We should reflect on our journeys in life and explore new adventures, big or small. In the workplace, we can begin new routines, new approaches, new professional relationships, etc., to not only grow from within but also grow with our peers, facing challenges and reveling achievements together. Start your new beginnings with intentionality, whether your task is small or big, be intentional about it so you know what to expect and how to adjust and follow through. With intentionality comes practicality, attainability, utilization of resources and engagement to complete tasks successfully.

At the Office of Nursing Excellence (ONE), we began coordinating PHN Trainings for the Home Visiting Program after the Public Health Centers were centralized under Medical Care Services and our PHNs were released from COVID-19 duties. Although PHN trainings are ongoing, the pandemic caused pauses and our team is ready to begin this new work chapter with a goal of coordinating efforts with all.

Below are PHN's in the Home Visiting Program attending in-person *Partners In Parenting Education Curriculum and Training* at North Central Public Health Center.



When Opportunity Knocks

By Susan Pecina, PHN Supervisor

I have been a Public Health Nurse with the County of San Diego for seven years. Since getting hired, I had always thought I would retire as a field nurse with Nurse Family Partnership (NFP) because I loved what I was doing so much. In September of 2022, a new opportunity came knocking. With fear and excitement, I accepted a position as Public Health Nurse Supervisor. NFP and Maternal Child Health (MCH) programs at East Public Health Center. As I write this, I cannot believe I started this position four months ago. It feels more like four weeks ago. Time is flying because I am learning so much and meeting so many people. This challenge has forced me to be brave as I am faced with making important decisions as well as providing guidance and support for my colleagues. I am blessed to have this opportunity for self-development and to be part of a supportive team. What I have learned is – don't doubt yourself, you never know what you're capable of until you try. The growth in myself has been enlightening and I am grateful for this new beginning.



ERPHC Manager-Clare Domingo-Raza, PHN Supervisor-Amaya Ly, PHN Supervisor-Judy Wright, and PHN Supervisor-Susan Pecina at the East Region PHC pajama themed meeting.

New “First Impression” for Orientation and On-Boarding at Edgemoor DPSNF

By Jana Welsh, Staff Nurse

New employee orientation and on-boarding at Edgemoor DPSNF is continually evolving due to the complexities of regulations and diversity of employee positions. In recent years, the challenge has become greater with nursing shortages and increased turnover. Due to these challenges, the Edgemoor Staff Development Department completed an overhaul of new employee’s orientation and on-boarding, in the classroom, to enhance a more positive “First Impression” of our organization. Studies show, with any new employment, finding connections and relationships are key to staying in a new position. How can Edgemoor demonstrate the strong, supportive, self-governed culture that is evolving us?

- The first aspect evaluated was presentation of classroom orientation. For better connection with new staff during the first day, all orientation via “computer” training was eliminated. Individual training was changed to group training with verbal instruction, watching videos and discussions as a group.
- Key members of leadership such as the Director of Nursing (DON) and/or the Medical Director introduce themselves and welcome new staff.
- The 30-minute walking tour of the facility was increased to 90-minutes. This allows more time to introduce new employees to current staff, the units, and departments that they will be working with.
- Time with the Director of Staff Development (DSD) was extended from two days to five days before new employees start on-the-floor training.
- Content was also reviewed by current nursing staff, asking what they believe would be most helpful during their orientation and then content was updated.
- Confidential New Employee Orientation Evaluation requested to assess orientation and on-boarding process by new employees. New employees have been empowered to give honest input to make every new employee’s new beginning great!

New Beginnings in Public Health Nursing

By Lorena Perez, PHN Supervisor

“Tell me and I forget, teach me and I may remember, involve me and I learn” – Benjamin Franklin

Public health nursing is a challenging and rewarding field, serving our most vulnerable populations. March 2023 is a time of new beginnings as a new cohort of nurse residents embark on their journey toward becoming public health nurses. They will benefit greatly from the guidance and support of experienced mentors, who can help them navigate their new roles and responsibilities, develop their clinical skills, and familiarize themselves with policies and procedures (Laske, 2019). Mentorship can be an invaluable resource for nurses; the benefits include increased confidence, improved job satisfaction, and enhanced development in working with a diverse patient population. In addition, effective onboarding and support can significantly impact the success and retention of new nurses. This includes making them feel welcome and supported, providing them with the resources and guidance they need to succeed in their new roles, and creating a culture that values ongoing professional development and growth (Tipton, 2022). Whether through mentorship or other forms of support, it is essential to invest in the success and retention of new public health nurses, as they play a vital role in the healthcare system and the well-being of residents of San Diego County.

References:

- 1) Laske, R. A. (2019). Mentoring Nurses New to Day Camp Nursing Practice. *Pediatric Nursing*, 45(2), 63–66.
- 2) Tipton, J. (2022, November 11). Onboarding and supporting new providers are your responsibilities as an APRN leader. *ONS Voice*. Retrieved January 4, 2023, from [On VOICE Website](https://www.onsvoice.com/2022/11/11/onboarding-and-supporting-new-providers-are-your-responsibilities-as-an-aprn-leader/).



Jesus Bracamontes Barragan and Bianca Layda

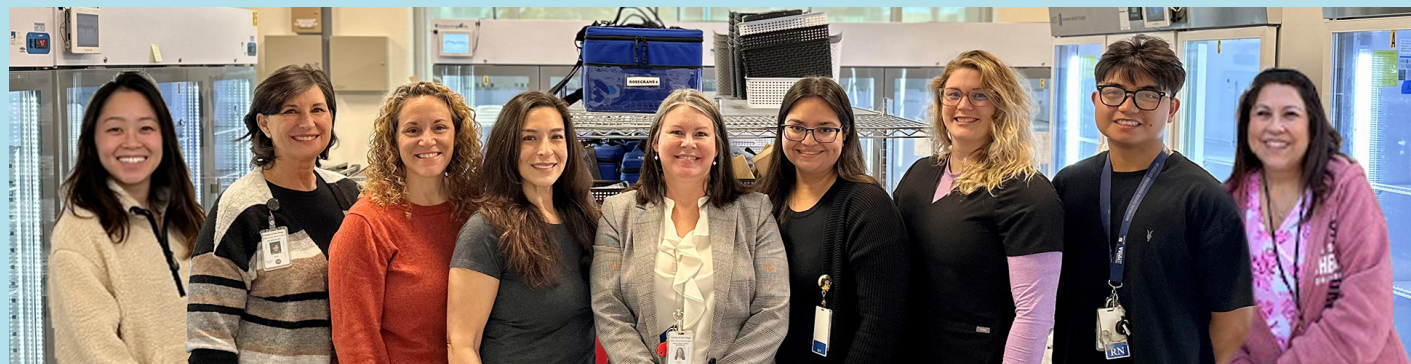
New Beginnings (and endings) for County of San Diego's Vaccine Program

*Contributors: April Steely, PHN Supervisor and Immunization Coordinator, EISB
Naomi Silva, Quality Assurance Specialist, EISB
Annamarie Tirsbier, Quality Assurance Specialist, EISB*

According to the Stoic philosopher Seneca, "Every new beginning comes from some other beginning's end." As the calendar transitions from 2022 to 2023, we are mindful of endings and beginnings, thoughtfully reflecting on the past year and hopefully projecting into the next.

For the County of San Diego Immunization Unit's Vaccine Program, the last 18 months have been a cycle of tremendous beginnings and endings. On the backdrop of the long, intensive response to the COVID-19 pandemic and the Monkeypox outbreak, the program unexpectedly became nomadic. In June of 2021 the Immunization Unit was evacuated from the Rosecrans location where it had operated since the 1990s. Since that move, the Immunization Unit grew and divided with the newly formed Vaccine Program, finding a home at the County Operations Center, first in the Medical Examiner's Office and currently in suite 178 of 5560 Overland Ave. While a new place can be fresh and exciting there is a sense of loss. Remembering the incredible work that was accomplished by those near to one another, with united goals, helps us process that transition.

In addition to the excitement of the relocation and formation, the Vaccine Program has also experienced tremendous growth, blossoming from a team of three at this time last year to a current team of nine! With our new spaces and new faces, we are enthusiastically heading into 2023 to support County of San Diego Public Health Clinics, postexposure prophylaxis (PEP) treatment, points of dispensing (POD) events and local healthcare providers to Live Well in the coming year.



Left to right: Stephanie Quach, Naomi Silva, Annamarie Tirsbier, Mariana Venegas, April Steely, Liliana Rodriguez, Laura Lee, Kyle Marmolejo, Terri Daniels

New Opportunities

By Trista Collins, Senior PHN

With January comes a new year, and what a year 2022 was!

A new year is often synonymous with new beginnings: new opportunities to seize, new challenges to overcome, new goals to achieve, and new connections to be made. New beginnings allow for us to deepen existing connections we

have with those around us. New beginnings can help us identify fresh and innovative ways we can better support the communities we serve. With new beginnings we can reflect on our past experiences, especially those experiences which have helped guide us towards our futures. With reflection we can bring into focus what has been working well, what can be improved upon, and what can be fine-tuned even further towards excellence.

With this new year and with these new beginnings let us celebrate who we are, those around us, and our devotion to providing healthier communities for all.