

LIVEWELL NURSING

NURSE'S NOTES

Denise Foster, CNO



"If you're not part of the solution, you're part of the problem."

— Eldredge Cleaver

This month we are focusing on champions. The word "champion" comes from the Latin word, *campionem*, meaning a gladiator or fighter. As I reflect on what a champion means to me, I think of someone who advocates for a cause and then sees it through to solution. It takes passion to identify an issue; however, it takes courage, intellect, persistence, and commitment to create solutions. It is easy to point out weaknesses, it is much harder to come up with something better. The quote above says it all: to point out what is wrong is a start but with that, there comes the responsibility to be part of the solution. The word champion is often attributed to sports. Well, to follow that line of thinking, I will add that professional nurses are active players not spectators for improvement. Professional nurses use their assessment skills to collect data and determine the need for change, and then they develop and implement improvement strategies.

According to the American Nurses Association (2021), registered nurses collect data to assess the quality of nursing practice and they collaborate with the team to implement quality improvement strategies. Real champions create a culture of innovation where they are at the forefront of identifying problems and developing solutions. Real champions are not on the sidelines, they are on the field, taking risks and perhaps making mistakes along the way, all with the intent of making things better.

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UPCOMING TRAININGS

The Shared Governance Collaborative meeting is on April 13 at the COC 5560 Overland Ave., 1st Floor Training Room 171. This is mandatory for all Chairs and Co-Chair of the various departments.

Mental Health First Aid is available via LMS for a two part series on April 5th from 11:30 am — 4:00pm and April 6th from 11:30 am — 4:00pm.

SUBMISSIONS

Please e-mail submissions (ideas, photos, articles, trainings, dates, accolades, local or national news, etc.) to:
davina.trejo-valdez@sdcounty.ca.gov

For consideration in the next issue, please submit entries by close of business on April 14. Submission limits: 125-275 words





Be a Champion for Change

By Angela Mitchell, ACNO

As an individual, or team, we cannot get to our optimal level of growth by maintaining status quo. No matter how good we already are, there is always an opportunity to do more, improve our outcomes, and rise to the next level. As we embark upon Pathways to Excellence, there will always be exciting opportunities to change to better focus on quality, safety, shared decision making, leadership, professional development, and well – being (ANCC, 2020). Embracing change makes the difference between success and failure, particularly in our ever-evolving profession of nursing. Change often requires us to work in a space of uncertainty which in turn creates discomfort. According to research, our desire for comfort could hold us back when it comes to growth. If we want to improve and achieve our goals, we must start actively seeking out discomfort. Researchers Kaitlin Woolley and Ayelet Fishbach (2022) conducted five different experiments in which over 2,100 people were engaging in personal growth activities. In each activity, researchers told some participants that their goal was to feel uncomfortable and (depending on the activity) awkward, nervous, anxious, or even upset. They were told to push past their comfort zone and know that feeling uncomfortable is a sign that the activity is working. Other participants weren't told to embrace discomfort; instead, they simply focused on learning something or noticing if the exercise was working and how they were developing their skills. Ultimately, the researchers found that people who aimed to be uncomfortable were more engaged in their activities, felt more motivated to keep doing them, and believed they made more progress toward their goals compared to those who weren't seeking out this kind of vulnerability. "Growing is often uncomfortable; we found that embracing discomfort can be motivating," write Woolley and Ayelet. "People should seek the discomfort inherent in growth as a sign of progress instead of avoiding it." Whether taking on a performance improvement project, making necessary operational changes, or confronting unconscious biases, feeling anxious can make us do as much as possible to minimize our discomfort causing resistance to change. Fear and anxiety often are signs that we're on the right path and those feelings are normal. Being a champion for change and leaning into discomfort can turn a negative into a positive experience.

References: (1) American Nurses Credentialing Center. 2020 Pathway to Excellence and Pathway to Excellence in Long-Term Care Application Manual. Silver Spring, MD: American Nurses Credentialing Center; 2020. (2) Woolley, K., & Fishbach, A. (2022). Motivating Personal Growth by Seeking Discomfort. *Psychological Science*, 33(4), 510–523.



Public Nurse Champions for Community Health

By Liberty Awa, PHN Supervisor, Office of Nursing Excellence

“The most rewarding things you do in life are often the ones that look like they cannot be done”
– Arnold Palmer

The American Public Health Association defines public health nursing as “the practice of promoting and protecting the health of populations using knowledge from nursing, social, and public health sciences.” As February 2023 ended, COVID-19 cases also stabilized across the state and region, coinciding with the end of California’s COVID-19 state of emergency. This was an opportunity to reflect upon the efforts, collaboration, and successes of Public Health Nurses to promote and protect the health of San Diegans over the past three years. Since March 2020, Public Health Nurses worked to champion and lead numerous COVID-19 projects, which included vaccination and testing sites to help protect San Diego residents against COVID-19. Public Health Nurses championed community health by leading vaccination and testing efforts with dedication, collective synergy, and practice excellence. The County of San Diego COVID-19 Vaccination Dashboard (updated 2/23/23) illustrates a cumulative total of 8.5 million doses of COVID-19 vaccinations administered and reports of over 13 million COVID-19 tests, some of which were administered by the COVID-19 Test, Trace, Treat (T3) PHNs.

Community health endeavors continue as PHNs on Foot teams serve unsheltered populations across the County. Throughout the COVID-19 pandemic, PHNs on Foot teams have continued to deliver person-centered care to vulnerable unsheltered residents. Foot team nurses lead and use a trauma-informed lens to collaborate with community partners, offering immunizations, vaccine education, disease prevention, and HARM Reduction resources to high-risk communities. PHNs continue to champion the County’s efforts toward equity, diversity, and inclusion as they establish trusting relationships with unsheltered residents and outreach partners. PHNs continue to promote and protect the health of communities across the County with a steadfast commitment to practice excellence and improve public health.

References: (1) ArcGIS dashboards. (n.d.). Retrieved March 13, 2023, from [Link](#). (2) Public health nursing. ANA. (2017, October 19). Retrieved March 13, 2023, from [Website](#).



FOOT Team: (Top Left to right): Liberty Awa, Sara Alvarez, Andrea Huerta, Janette Wolski, Gretchen Woolman
FOOT Team: (Bottom Left to right): Karina Ramos Olivas and Jamie Akena; Not pictured: Carla Macias

NIPHC Nurse Champions

By: Mischa Denton, PHN and Debbie McIntosh, PHN Manager

Dear Colleagues,

It is with great pleasure that North Inland Public Health Center recognizes our essential clinic staff as Nurse Champions. Elizabeth Casao, Glenn Fabian, and Callie Escobedo have adapted quickly to the clinical challenges of COVID-19 to continue providing exemplary services to clients in need and maintaining a consistent workflow for staff. Their commitment to providing training to new employees, ongoing support, and promoting best practice is evident in daily clinical operations.

Elizabeth Casao provides exceptional support to nursing staff. She quickly discerns individual staff needs and moves efficiently to provide key information, recommendations, or direction. During times of transition, Elizabeth's collaborative nature and dedication to patients perfectly depicts genuine public service.

Glenn Fabian is helpful, compassionate, resourceful, and happy to offer service no matter the task. He is eager to lend a helping hand to any nurse in need during hectic clinic days. Glenn takes new trainees under his wing and provides learning opportunities that improve new nurses' confidence.

Callie Escobedo is a true champion for evidence-based practice with a tireless commitment to ensuring all nurses are utilizing up to date protocols and materials. With her leadership skills, she recruits individuals from all parts of the clinic to join her as evidence champions and provides support to maintain optimum outcomes.

The California Department of Public Health COVID-19 audit result showed the best practice infrastructure and procedures completed by our nurse champions. The clinic "set the bar high" and follows the recommendations from the state related to COVID-19. Our nurse champions are shining stars for all who enter to receive COVID-19 vaccines.



Pictured from left to right: Elizabeth Casao, Callie Escobedo, and Glenn Fabian

Nurse Championing Collaboration

By: Denise Lozares, DON

Nurses are champions for their patients, families, peers, friends, and family. While championing for better health, nurses naturally collaborate finding the best practice for the individual and all who are involved in their care, whether it's their family or health system. We collaborate in many ways at the County, with the patient, community partners, or our interdisciplinary workgroups. During the pandemic, time and time again, I witnessed the courage, professionalism, and sheer effort nurses made to collaborate for the best outcome, processes, and innovation in an unprecedented time in our history. Nurses bring their training in critical and whole system thinking, and most importantly "How can we make this better?" approach. Recently, Shared Governance was launched, which is the epitome of collaboration in finding the best practice. Many of you have already started on projects that will make a difference to you, your peers, and the community. Thank you for the collaboration you've already done to serve our community and each other and look forward to the collaborative innovations and sharing of ideas we will all make in the future.



MCS and PHS collaborate at Office of Emergency Services Countywide Exercise. Front row: Annette Barnard. Back row: Thomas Zurek, Denise Lozares, Rose Ang.