

Are you ready for a new challenge?

There are a lot of options available for RNs at St. Louis Children's Hospital. Take a look at the opportunities and resources for you to take your professional practice to a new level.

RN Options

OPPORTUNITIES FOR CAREER SATISFACTION



Nationally Recognized Magnet Hospital

The St. Louis Children's Hospital Nursing Vision

St. Louis Children's Hospital nurses are committed to providing innovative, evidence-based practice that improves the health of children. As nationally recognized leaders, we will have a sense of ownership of nursing practice and will be challenged and supported to do what's right for kids and families. The unique contribution of each individual will be respected within an environment of collaboration and teamwork with colleagues, families and the community.



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stlouischildrens.org/nursing

NURSING'S FUTURE IS BRIGHT!

■ CERTIFICATION

Research has shown that nurses who are certified feel more confident in their practice and feel they are viewed as more credible caregivers.

St. Louis Children's Hospital strongly encourages and supports staff who wish to pursue specialty certification. Certification and re-certification fees are reimbursed through the conference committee and the tuition assistance program.

■ PROFESSIONAL NURSE DEVELOPMENT PROGRAM

The PNDP provides an opportunity for staff nurses to develop a career path and recognizes nurses who demonstrate excellence in nursing practice. This program rewards the staff nurse who has chosen to go above and beyond bedside nursing. Nurses are awarded a monetary gift and are recognized in an award's luncheon.

■ CONTINUING EDUCATION

St. Louis Children's Hospital embraces the philosophy of lifelong learning by supporting the area schools of nursing, individualizing the orientation process, promoting continuous clinical knowledge and skill development, and fostering professional development. In addition to education available internally, staff are encouraged and supported to seek knowledge in their specialty area by participating in outside conferences and formal education. Conference funds are available for staff interested in attending or presenting at outside conferences.

■ SUPPORT FOR SCHOLARLY ACTIVITY

RN Scholars

The RN to BSN Scholars program is a joint offering from St. Louis Children's Hospital (SLCH) and Goldfarb School of Nursing at Barnes-Jewish Hospital. The program allows SLCH benefits-eligible RNs to complete their BSN through participation in an online program. Tuition for the program is completely covered by the hospital. This program allows staff interested in obtaining their degree in one year to reach this goal. Staff may also opt for a slower-paced approach to the coursework. Priority enrollment is currently being offered to staff that have been employed by BJC for greater than five years, PNDP participants and active preceptors/committee members.

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Evidence-based Practice (EBP)

This is the process by which nurses make clinical decisions using the best available research evidence, their clinical expertise and patient preferences. The EBP Scholars Program was designed to teach nurses advanced skills that will enable them to critically evaluate existing literature and make practice recommendations to improve the quality of patient care. The eight-week program of weekly classes, one-on-one sessions with a mentor and individual study provides a valuable learning experience for the nurse with a strong sense of clinical inquiry.

Research Support

Nursing practice at St. Louis Children's Hospital is guided by the use of the evidence-based practice model. Policies and guidelines are grounded in research and clinical evidence. St. Louis Children's Hospital has a Nurse Research Scientist dedicated to providing consultation or mentoring in developing research questions, conducting the study, analyzing data and presenting results.

Publishing

The nurses at St. Louis Children's Hospital have many experiences to share. Some experiences are highly clinical and support evidence-based nursing; some are practical and helpful, while others are inspirational and can offer insight for other nurses. There is a great deal of support and encouragement for publishing at St. Louis Children's Hospital. Resources such as a medical librarian, a nurse research scientist and various courses offer support to any staff member interested in publishing.

HOUSEWIDE MENTORING PROGRAM

The St. Louis Children's Hospital Mentoring Program allows staff at all levels of the organization to develop a formal mentoring relationship with an experienced individual to gain knowledge in a particular area of interest. Nurses may function as mentors for other hospital staff considering nursing as a career option, or they may take advantage of the program as a protégé to learn more about a role that is of interest to them.

NURSING COUNCILS

The shared governance model at St. Louis Children's Hospital is made up of five Nursing Councils. The council structure encourages nurses at all levels to become involved in projects and decision-making processes related to nursing practice. Each council has responsibility for and input into different areas of nursing practice:

- **Nursing Retention and Development (RAD) Council** – focuses on broad operational issues that affect staff in all nursing departments.
- **Clinical Practice Council** – provides oversight for all clinical nursing issues.
- **Research Council** – establishes policies related to nursing and other ancillary staff research.
- **Education Council** – sets strategy for staff development.
- **Advanced Practice Nurse Council** – provides expertise for APN issues such as titling rules, peer review and competency measures.

SABBATICALS

The Sabbatical Program is designed to provide staff with an opportunity to pursue a unique project or program. It offers frontline staff a period of paid leave (up to 12 weeks) for study to help achieve hospital, department or patient care goals. Individuals with a proven record of excellence in job performance who have been at St. Louis Children's Hospital for five years or more are eligible for this unique opportunity to tangibly improve the care and experience of children, families and employees.

MEDICAL MISSION TRIPS

Staff who have worked at St. Louis Children's Hospital for at least two years are eligible to apply for financial support to participate on medical mission trips. Trips must be sponsored by medical, governmental or professional organizations. These opportunities allow individuals to use their skills and abilities in areas of the country or the world where resources are more limited. The expertise is appreciated by recipients, and the trips are a source of personal growth and gratification.

LEADERSHIP OPPORTUNITIES

Hospital departments offer various leadership roles to pursue. These include assistant manager, charge nurse, clinical educator, preceptor and special project leader. Understanding the possibilities and expressing your goals to your department management can facilitate development of necessary skills to pursue future leadership opportunities.