
 NICHE CONFERENCE

## Promoting National Certification Using a Study Group Format


Winchester Hospital  
Winchester, Massachusetts  
A member of Lahey Health



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A member of Lahey Health

APRIL 22, 2017

**PODUM PRESENTERS**  
Karen Peters, MSN, RN, CMSRN, RN-BC, AGCNS-BC, NICHE Coordinator, Clinical Practice Specialist  
Sheila Shields, MSN, RN, CCRN, RN-BC, NICHE team member, Clinical Practice Specialist

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## Winchester Hospital

- Winchester Hospital is a 229-bed, community hospital
- Founded in 1912
- It serves the health care needs of many communities in northwest suburban Boston
- Recently became part of a health care system of four other hospitals

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## Accreditations

- Three-time Magnet designated
- Beacon Award
- Center for Excellence
- Blue Distinction Center
- Ranked as one of the Top Places to Work in Boston



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## NICHE Designation: First Steps

- NICHE designated in 2015
- Team created: NM, CPS, staff nurses
- Collaborated with our affiliate hospitals
- Winton Club donations
- Attend the NICHE conference

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## Developing Action Plan

- GIAP
  - Searched for needs
- Considered GRN with 2 days of classes
- Magnet designation and value certification
  - Looked into Gerontology certification ANCC



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## Gerontology Certification

### Gerontological Nursing Certification Eligibility Criteria

**Credential Awarded: RN-BC**

**Eligibility Criteria**



Hold a current, active RN license within a state or territory of the United States or the professional, legally recognized equivalent in another country. *International Applicants: Learn about additional requirements for candidates outside the US.*

Have practiced the equivalent of 2 years full-time as a registered nurse.

Have a minimum of 2,000 hours of clinical practice in the specialty area of gerontological nursing within the last 3 years.

Have completed 30 hours of continuing education in gerontological nursing within the last 3 years.

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## Anticipated Barriers

- 30 hours of continuing education hours in gerontology nursing
  - NICHE site offers numerous free contact hours
- Lack of interest
  - Remind staff: most of their patients ARE geriatric



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## Structure deciding

- Study group versus lecture
  - What is the difference??
- Needed time to do contact hours before class starts



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## Next steps...

- Communicated with med surg Nurse Managers – helped to identify staff
  - One manager placed this into annual goals for 5 RNs
- Ordered resource manuals:
  - ANCC Gerontological Nursing review manual
  - ANA Gerontological Nursing Scope and Standards of Practice
  - Boltz, M. et al: Evidence-Based Geriatric Nursing Protocols For Best Practice
- Feedback from 2 RNs who took Gerontologic Nursing review course

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### Selection of study group format

- Experience with M/S study group format with good results
- Made decision for 9 – 1.5 hour sessions
- Offered 2 sessions spaced apart within one week to allow time for "independent work"
- Advertising via email and flyers posted on units
- Would attend on own time




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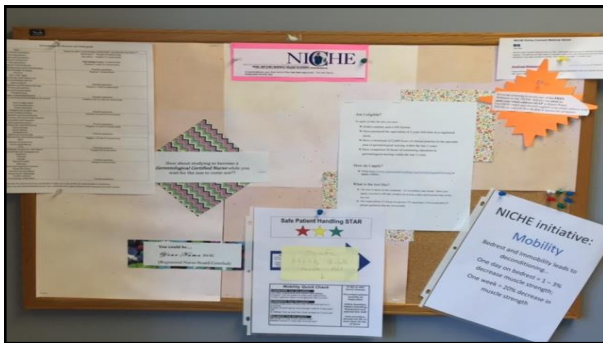
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### Curriculum Development

- "Chunk" content into modules of study
- Practice questions included with each module
- Development of additional practice questions since only 40 provided in review manual
- Clinical Practice Specialist-facilitator
- "Independent work" new topic for next session and associated practice questions for material covered during current session assigned at end of session
- Subsequent session to above - at beginning review the practice questions




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Topic	Resource-ANCC Gerontology review book* and practice questions**
Test taking techniques; Nursing process; Scope and Standards; Nurse Practice Act Demographics;	Electrolytes – Chapter 8 review book; Lab values – Chapter 12 review book
Medicare and Medicaid Assessment during acute care hospitalization	Test taking: Chapter 1 review book Chapters 2 and 3 in review book
Normal Changes of Aging: -Sensory -Skin, Hair, Nails -Cardiovascular and Pulmonary -Musculoskeletal and GU -Neuro and GI	Practice questions Chapter 2 review book
Health Promotion and Pharmacotherapy -Primary prevention -Secondary prevention -Polypharmacy	Practice questions Chapters 7 and 9 review book
Pain, Sensory Disorders and End of Life (Palliative & Hospice care) -Pain in older adult -Hearing disorders -Vision disorders -Palliative & Hospice care GI and Integumentary -Constipation and hemorrhoids -Bowel obstruction and diverticular disease -Pancreatitis and Hepatitis -Skin pressure ulcers Cardiovascular and Pulmonary -Hemostasis	Practice questions Chapters 10, 11, and 20 review book
	Practice questions Chapters 15 and 19 review book
	Practice questions Chapters 13 and 14 review book

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### Outcome

- 5 staff nurses participated in the study group
- 3 successfully passed the ANCC certification exam
  - 2 never took exam and on own volition decided to work elsewhere for various reasons
- 2 additional staff nurses utilized the curriculum as self-study and both passed

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### Comments from Clinical Lead RN - Michelle

- “Format-helpful being assigned topics to share with group (more interactive)”
- “Not as overwhelming since content broken down in sections to review along with practice questions for each section”
- “Test taking skills discussion and strategies helped”
- “Felt more prepared and less anxious with the practice question review along with the answer explanation” “Easy process using ANCC website to get started and apply-talked about in first session of study group”

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Comments continued...

- "30 contact hour pre-req in gerontology related programs a bit daunting but found programs online (self paid for these) and could use the contact hours also for RN license renewal"
- "Easy process getting reimbursed by hospital after completing exam notified Nurse Manager-Chrissie and in next paycheck"




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Takeaways...

- Gerontological Nursing 30 hours requirement
- Interactive element of study group valued
- Reimbursement by hospital for taking exam
- Practicing test taking for independent work was helpful
- By creating a curriculum plan that can be used as self study addresses those that prefer to do independent study




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