



BAPTIST HEALTH®

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2024 BAPTIST HEALTH PADUCAH NURSING ANNUAL REPORT



A Message from the Chief Nursing Officer

As I reflect on 2024, it has been an amazing year. One full of successes, challenges and accomplishments, here at Baptist Health Paducah. It is a privilege to lead this amazing nursing team, and I look forward to conveying our shared successes along with my goals and vision for the next year as we look forward to 2025.

Dear Colleagues,

I am incredibly honored to share with you the second annual nursing report. The report captures the dedication and hard work each of you displays in providing exemplary patient care.

Throughout this report, you will read examples of the strong work and dedication of our nursing teams. Your accomplishments are many, and I could not be more proud of this team.

In 2024, we continued to focus on patient safety, retention, recruitment, professional development, and employee wellness as key priorities.

Patient safety initiatives included reducing Hospital Acquired Infections (HAI) and Hospital Acquired Pressure Injuries (HAPI). Overall, falls with injuries stayed the same as 2023, however, we saw a reduction in HAPI with the addition of the Wound Nurse Educator. She spent most of her time on the units educating nursing staff on prevention measures to reduce HAPI. With that focused effort, we saw a significant reduction in device related HAPI. We did see an increase in HAI, particularly Central Line Associated Blood Stream Infections (CLABSI) and Catheter Associated Urinary Tract Infections (CAUTI) in the last two quarters of 2024. Root cause analyses have been conducted and a deep dive is underway to find common threads in these infections.

We heard your voices on the Culture of Safety Survey where you indicated that communication, particularly handoff communication was a safety concern. In October, we launched the new I-PASS handoff tool to improve handoff communication. Additionally, the new dress code was launched to improve patient safety and patient experience.

We continued to look for new and innovative ways to recruit nursing personnel. The employee referral bonuses and sign on bonuses for new employees were successful throughout 2024. The Nursing Resource Pool has been highly successful to fill staffing gaps and the new Transition to Practice Program (TTP) was launched in January 2024, with an 86% retention rate! This program is designed to ensure that our new graduate nurses receive abundant support in their first year of practice, fostering retention.

The "Success Pays" program offers a path for professional development. This program allows the opportunity for nurses to achieve a specialty certification with no out of pocket costs to you. Many nurses achieved specialty certification this year as a result of the program. I am especially proud of those that selected this avenue of career growth to outwardly share their expertise in a specialty area.

We increased the Relief Charge Nurse pay to encourage and support those nurses who provide coverage in that role. This change will add additional recognition of the value of the role.

Employee wellness continued to be a focus in 2024. Our robust Wellness Council and Spirit Club coordinated more events focused on mental and physical health and work/life balance. We regularly had puppies onsite which brightened the day for staff and brought lots of smiles. A new SharePoint site was developed for Nursing. On the site you will find many resources for nursing, continuing education and professional development, in addition to wellness resources.

With your focus on patient experience, patient safety and quality outcomes, we met our goals. In fact, we were awarded the CMS 5-star rating in July 2024. Thank you for your daily focus on excellent patient care and keeping our patients safe.

MISSION

Baptist Health demonstrates the love of Christ by providing and coordinating care and improving health in our communities.

VISION

Baptist Health will lead in clinical excellence, compassionate care and growth to meet the needs of our patients.

FAITH-BASED VALUES

Integrity | Respect | Compassion
Excellence | Collaboration | Joy

COMMITMENT TO PATIENT SAFETY

Continuously improve patient outcomes through a culture of safety and clinical excellence.

NURSING MISSION

Provide exceptional patient/family focused care.

NURSING VISION

Provide patient/family centered care directed at optimizing the health and dignity of the whole person with a nursing practice that is empowered, innovative, evidence-based and collaborative, building on our tradition of excellence.

NURSING VALUES

In addition to the organizational values, Nursing has established the following values as central to our practice:

Accountability | Compassion | Professionalism | Advocacy



ZERO HARM
100% trust



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Nursing Vision for 2025

Nursing Vision for 2025: Annual Report Summary

We are focused on the following four key areas:

- **Recruitment and Retention**
- **Standardized Clinical Practice**
- **Leadership, Workforce Support and Development**
- **Nursing Culture of Excellence**

The nursing vision for 2025 is centered on achieving a sustainable, highly skilled, and compassionate workforce that upholds our system's goal of achieving 100% trust and zero patient harm. Our focus is on four key priorities that will guide the advancement of nursing practice, leadership support, and nursing culture of excellence across our healthcare system. By focusing on these key priorities, we can move nursing forward at Baptist Health Paducah and across the system:

Recruitment and Retention: To ensure a steady supply of qualified nursing professionals, we are enhancing our recruitment strategies and retention programs. This includes strengthening partnerships with local schools of nursing and leveraging initiatives like our successful grant with Murray State for the Designated Education Unit (DEU), which has proven to be an effective pathway for nurturing future nursing talent.

Standardized Clinical Practice: We are committed to creating consistent, evidence-based clinical practices across the organization. Standardizing care delivery ensures that all patients receive high-quality, safe care and reduces variability, leading to better patient outcomes and an improved experience for both patients and staff.

Leadership, Workforce Support, and Development: We recognize that strong leadership is essential to sustaining a high-performing nursing workforce. Focused efforts on leadership development, mentorship programs, and ongoing professional education will foster a resilient and engaged nursing team. Workforce support will be prioritized through mental health and well-being programs to maintain a healthy work environment.

Nursing Culture of Excellence: Our goal is to foster a culture that embraces continuous learning, innovation, and excellence in nursing practice. This includes supporting nurses in pursuing certifications, advanced education, and leadership roles, as well as creating an environment where all staff feel valued, empowered, and part of a team striving for excellence.

These priorities, coupled with our commitment to strengthening the nursing pipeline through collaboration with educational institutions, will ensure that we not only meet, but exceed the expectations of our patients and the communities we serve. Together, we are building a future where nursing leadership, clinical expertise, and a culture of excellence drive us toward achieving 100% trust and zero patient harm.



Nursing Strategic Map

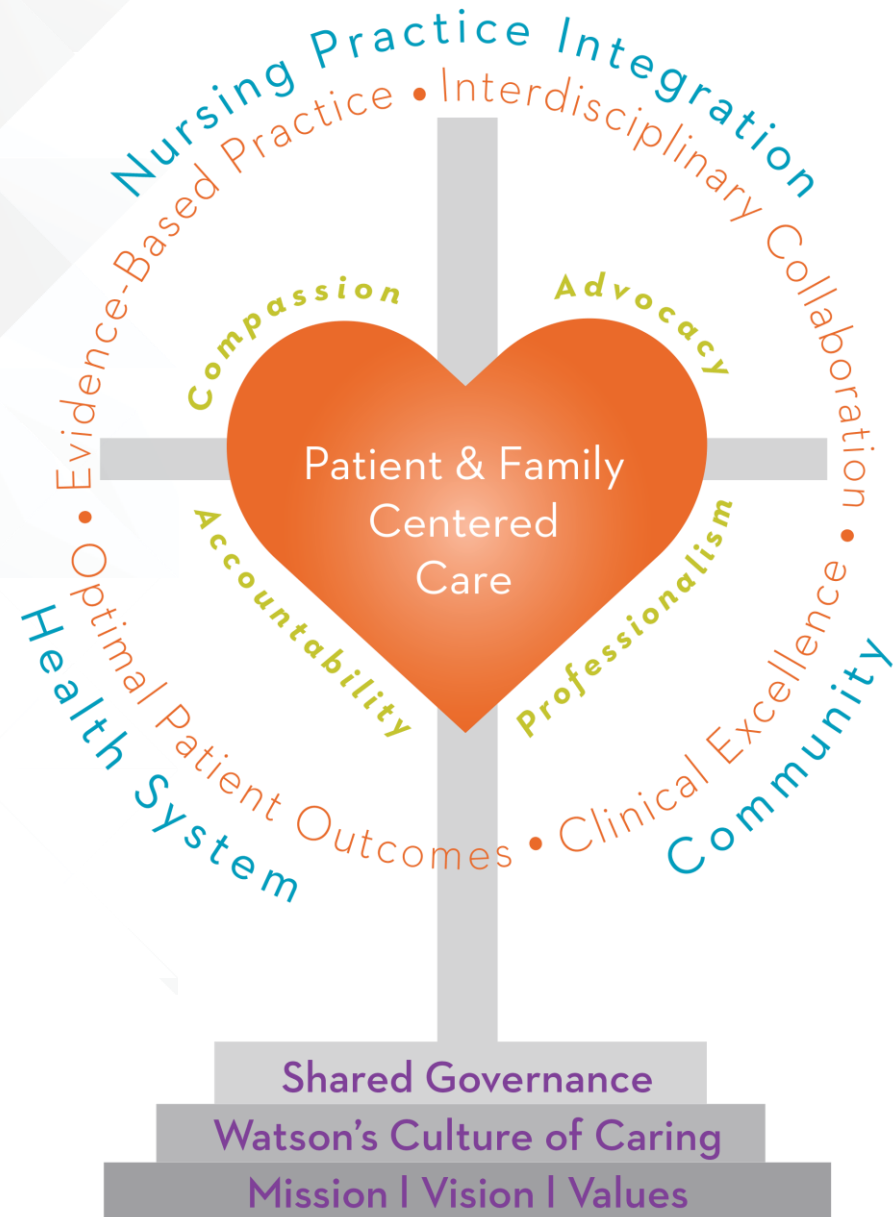




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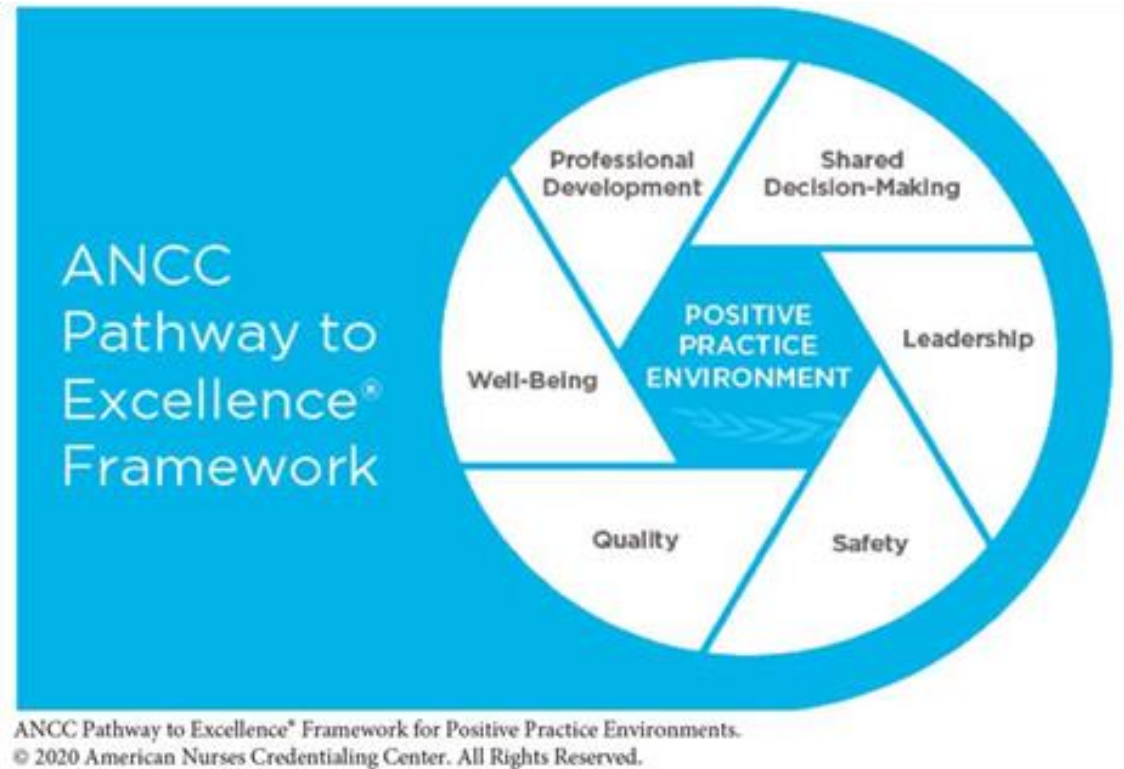
NURSING PROFESSIONAL PRACTICE MODEL



CONTINUING OUR PATHWAY to EXCELLENCE JOURNEY

In May, 2024, we achieved our third Pathway to Excellence Designation. Pathway to Excellence (PTE) designation by the American Nurses Credentialing Center (ANCC), a branch of the American Nurses Association, is the premier designation for healthy work environments – recognizes health care organizations that demonstrate a commitment to establishing the foundation of a healthy workplace for staff. The ANCC Pathway to Excellence Framework depicts the six standards that are essential elements in developing a positive practice environment for nursing across healthcare settings. Those standards are; Shared Decision-Making, Leadership, Safety, Quality, Well-Being, and Professional Development.

Pathway Standards impact a range of factors that influence bottom-line results, such as employee turnover, job satisfaction and engagement, productivity and teamwork, nursing-sensitive quality indicators, errors and safety events, and patient satisfaction. We remain as committed as ever to nursing excellence in a practice arena where nurse autonomy is encouraged, evidence-based practice is desired, and professional development and growth is nurtured.





Nursing Culture of Excellence

Nursing Culture of Excellence was demonstrated in 2024 in many ways. Nurses were highlighted with Daisy Awards for outstanding care and compassion. Nurses participated in the Professional Nurse Development Program. In addition, we also had several nurses who demonstrated clinical excellence through degree completions, certifications, and promotions. Looking toward the future, we had many recruitment events to engage upcoming nurses.

DAISY NURSES



Jamie Ablett, RN
ICU

This Daisy nurse was nominated by 2 different patients, here are their words:

From the moment our nurse showed up she advocated for my wife to have progressive care. She called multiple doctors on her own accord to get my wife's treatment approved quickly to facilitate her not fighting intubation and creating more damage to herself she moved quickly and is very effective in getting doctors to us to solve issues by personally calling them until they showed up. She effectively got others to work hard for us for our benefit. We truly believe her care for us as a family is well above any treatment me or my wife have ever received in any hospital to date and we both have extensive amounts of hospital visits. My mom was admitted into the ICU after a cardiac event, with no answers and as terrified as can be, this nurse went above and beyond to take care of not only my mom, but my stepdad and I as well. She was always doing something to help us, whether it be making sure my mom got what she needed or making sure we stayed involved. She was always willing to answer questions, and continued to stay honest and open with us during my mom's stay. She is exactly the type of nurse you want if your family is in this situation, her compassion, love, and attitude for nursing radiate and brighten a room. As a nursing student, I hope that one day I can do for a family, what Jamie has done for us.



Mady Blair, RN
Labor and Delivery

On September 28th near midnight, I went into Labor and Delivery to deliver my second child. Because of my prior cesarean, I walked in hoping for a VBAC, but I was scared I'd be faced with another c section. Mady was warm and welcoming from the moment I walked in. If she ever stressed, we didn't see it. She was so thorough explaining medications and monitor readings, and she did so in a way that was like talking to a close friend. She listened to my concerns, and she promised she would do everything she could to make my dreams of a VBAC a reality. A couple times, she asked another nurse for second opinion. She explained she trusted the consulting nurse, and this brought me comfort. She went the extra mile instead of making assumptions. She watched my vitals closely, and she was in my room often to check on me. When I woke up at 3am to go to the OR for a repeat c section due to fetal heart rate, Mady was by my side speaking positivity and keeping me calm. Even through the chaos, she took the time to treat me with care. Thankfully, I was able to VBAC (on the operating table) with Mady right beside me. I couldn't ask for a more compassionate nurse in one of the most vulnerable and special moments of my life. Her bedside manner is unmatched compared to any other nurse I've encountered, and that, paired with her expertise, is deserving of a Daisy Award.



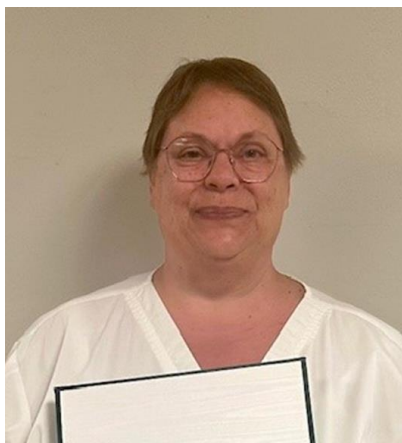
Dawn Mitchell, RN
Labor and Delivery

Dawn is the bereavement coordinator in labor and delivery and is passionate of her responsibilities that comes with the role. It is a sad reality that stillbirth/neonatal death is an occurrence that labor and delivery nurses learn to cope with. Dawn works diligently to organize resources for the parents, research meaningful momentous keepsakes, and she individualizes the uniqueness of each stillborn. She ensures the baby is bathed/clothed and its little body is treated with love and dignity. The most recent infant we had was unique as it was known to be incompatible with life early in gestation. Therefore Dawn was able to connect with the mother early in the pregnancy. Once the baby was born, she initially defied the odds and lived longer than expected. Dawn came in on a day off from work to care for the mother and her family. She crafted beautiful keepsakes for the family to remember and treasure their days with their baby. Dawn also maintained communication with the family after discharge from the hospital and attended bereavement services once the baby passed. Dawn exceeded her defined job responsibilities. Her compassion goes beyond helping families when still birth or newborn death occurs. She makes her self available to patients and staff to assist them to navigate through the process. I am grateful for her compassion, integrity, and love as she ministers to the bereaved families.



Destiny Brazzell, RN
2A

Destiny and I mutually took care of the same family, one that was going through a very difficult time and the infant was on comfort care. During bedside report, Destiny and I were in the room, and she was saying her goodbyes, as she would not be working the following day. While emotions were high at the departure, Destiny offered to pray over the family and the baby. Everyone was so moved by the prayer and grateful for the compassion and attentiveness Destiny had shown over the last 4 days. This is what a Daisy Nurse is-full of compassion, understanding, willingness to go the extra mile for her patients. Despite the family's recurrent thank you's to her, Destiny still managed to thank them for letting her be a part of their story.



Sharon Evitts, LPN

3C

I want to nominate Sharon Evitts for the Daisy award. She is an LPN on 3c, who devotes so much to not only 3c but her patients.

Some may only see the sassy, always honest, never miss a beat Sharon, but those who take time to get to know her see she is so much more than that. She has the biggest heart and would give you anything she could to make your life better. This past year personally has been very hard for me. Sharon is always there: with a listening ear, wise and comforting words, then she throws in a joke or two to make me laugh, just when I need it the most.

As most know she loves holidays especially Christmas! She has a count down on our white board starting the day after Christmas with 365 days til Christmas. She brings so much joy to our unit and staff by planning 25 days of Christmas games, with prizes all out of her own time and money. She never asks for anything in return. She boosts our spirits all year round but especially on Christmas.

This year she worked Christmas eve and day so others could be with their families. She bought Christmas cards and ornaments for each patient to pass out on Christmas to bring a little light during a hard time for them.

I'm so grateful for Sharon and all she gives of herself to her coworkers and patients.

Next time you have a chance, take some time to get to know her you will fall in love with her too.

NURSING HIGHLIGHTS 2024



Joy Farler, RN-4B Core Value-Compassion

“Nurse Joy on the 4th floor was and excellent nurse. She ensured not only that I received the best care, but she was very helpful to my wife. We would like to thank the entire staff. We were traveling and had a medical emergency. God sent us to your hospital, and we are forever thankful. God bless you all.”



Kelcie Gratz, RN-2A Core Value-Compassion

“I was placed on the 2nd floor for my recovery after surgery, which was a double mastectomy. I had a nurse on my first night named Kelcie. She was a night mother/baby nurse. She was one of the most kind, knowledgeable, and all-around caring nurses that I have had during this very horrible experience with cancer. Please make sure that Kelcie knows how much she is appreciated during my stay.”

NURSING HIGHLIGHTS 2024



Allee Canter, RN-4B Core Value- Compassion

“Allee was kind enough to furnished me with shampoo and conditioner from the gift shop. That made me feel so much better in my time of need. She went the extra mile providing care during my stay.”

NURSING HIGHLIGHTS 2024

3A Team

Core Value - Integrity, Respect, Compassion and Joy



"I started working as an RN on 3A in July 021. With heavy heart, I had to leave 3A this May, due to my relocation. I was hired by Mary Legge and Bridget Swatzell. As soon as I started, I felt that 3A was the place I wanted to belong for the rest of my nursing career. I felt that all the RNs, nurse aides, and HUCs working on the floor had always embraced the core values of BHP mainly of integrity, respect, compassion, and joy. In my whole nursing career, I have not worked in places like the 3A floor where every single staff member is always willing to help their coworkers when in need. To my knowledge, some RNs including our director, HUC and nurse aides, have been working there for more than a decade and I personally felt that they were able to pass these core values very well to new-coming staff like me. Their attitude of teamwork and inclusiveness to everyone in the team has made it easy for any new-coming staff to accomplish their task despite the high level of patient care. During my stay there, I noticed that Mary, Bridget, and LaDonna had always worked hard to maintain the culture of the team atmosphere in 3A. Their interdisciplinary team approach and communication with respect is highly appreciated. This floor has also embraced the culture of positivity, appreciation and having joy together. I thought being raised in a different part of a region with a different culture and language it would not be possible for me to grow in terms of my nursing career if my working environment was not supportive, loving and caring to me. I feel very comfortable sharing my experiences with them. They would always stand by me if I had any problems. 3A team has always embraced me as their family. They have always made me feel welcomed, not only to 3A, but also in their heart. I felt very much valued, supported, respected and loved by everyone I was able to work with, which is not limited to all my 3A coworkers- all RNs, nurse aides, and other department staff. PT/OT, lift team, transport, EVS, Dietary, Meds, APRNs, and Pas. I am very much blessed and thankful for their great love, support and care towards me. At the end, if I would get the chance to nominate a great role model for teamwork, integrity, compassionate care and respect, I would pick 3A from the bottom of my heart. Thank you once again for giving me the opportunity to serve BHP. I wish all the best for all my 3A family and whole BHP family for their future." Sanjita Parajuli, RN

NURSING HIGHLIGHTS 2024



In the last year Dawn has taken on the responsibilities of the bereavement coordinator for our unit and God made her for this position. Dawn provides care, education, and memories to our families that are experiencing their worst days after a loss. Dawn has started practicing creating molds of infant hands, feet, and sometimes full bodies for the families to keep for a lifetime. I was caring for a family that had experienced this great loss, and I knew this family would be forever grateful for some of the services Dawn could provide them. I called her at home and asked if she would be willing to come in on a that Saturday to help me provide this family with some keepsakes. Dawn dropped everything and came in to work on making molds for this family before they were discharged. The work Dawn does for these families should not go without recognition. She goes above and beyond what is expected of her for these families, and she is always looking for new ways to capture these short moments with these angels on earth but have the memories for a lifetime. Dawn Mitchell embodies the meaning of compassion.



I can go on and on about Sarah Lipe. She embraces the core value of excellence, she is a well-rounded individual that goes above and beyond for her patients, co-workers, and students. I was incredibly fortunate to have her as my preceptor during my practicum and during orientation, any time I had a question Sarah never made me feel like a burden. She always has a smile on your face and a “how can I help you” attitude. Sarah is one of a kind, BHP is lucky to have her!
By Cori Hack, RN, ICU

NEWLY CERTIFIED RNS IN 2024:

Rachel Antonites (Stroke Coordinator): Stroke
Nicole Walker (Director Professional Nursing Practice): Nursing Professional Development and CMS
Ashley Comiskey (Quality): CMS and AHRQ
Kelly Leonard (Quality): CMS
Shauna Jones (4B): Medical Surgical Certification
Kristan Underwood (Clinical Educator): Cardiac/Vascular Nurse
Sara Childress (3C): Medical Surgical Nurse
Sarah Burton (Surgery): Certified Nurse OR
Taylor Jackson (Surgery): Certified Nurse OR
Tara McKinney (Clinical Informatics): CPHIMS certification; EPIC certification; Clinical Informatics
Kathy Brewer (Critical Care): Cardiac Surgery (Subspecialty) Certification
Peyton Cadwell (Critical Care): CCRN
Colby Dome (Critical Care): CCRN
Seth English (Critical Care): CCRN
Seth Enoch (Critical Care): CCRN
Morgan Graves (Critical Care): CCRN
Daniel Harrison (Critical Care): CCRN

PROFESSIONAL NURSE DEVELOPMENT RECIPIENTS 2024

Daniel Harrison	Larissa Ellis	Carla Oliver
Autumn Martin	Destiny Brazell	Karon Curtis
Kaylee Williams	Kristan Underwood	Lisa Smith
Andrea Williams	Kent McReynolds	Deanna French
Sarah Morrow	Krista Hines	Wanda Carnes
Shaylon Freeman	Morgan Walker	JoAshley Ross
Marcia Downs	Amanda Lynch	Lisa Kidd
Sarah Lipe	Monica Mitchell	Mindy Joiner
Shaina Helton	Gloria Tarver	Emily Johnson
Thomas Savage	Lindsey Wurth	Martha Veatch
Leslie Knight	Joyce Woods	Heather Wright
Allison Garrett	Carrie Sims	Amy Osbron
Kristy Schwetman	Teresa Pritchett	Rhonda Draper
Tammy Manea	Olivia Floyd	Alyssa Barton
Dana McReynolds	Elizabeth Bolton	Taylen Stonecipher
Lauren Hancock	Kattie Johnson	Lisa Feldsien
Seth English	LaDonna Atkins	

ADVANCEMENTS IN 2024:

Amanda Purcell, BSN, RN
Promoted to Emergency
Department Manager

Allison Jones, BSN, RN
promoted to Labor and
Delivery Charge Nurse

Sydney Gourieux, RN
Promoted to Mother Baby
Charge Nurse

Allison Garrett, RN promoted
to Charge Nurse 4B

Greg Felts, BSN, RN Promoted
to Charge Nurse ICU

Joe Watson, RN Promoted to
Charge Nurse ICU

RETIREMENTS:

Kathy West
Neta Tyler
Selina Ruffin
Linda Canup
Mary Baggett
Leona Oldham
Teresa Reddick
Tracy Phillips



- Hospital Clinical Rotations – 539
 - Hospital Shadow Students – 75
 - BHMG Students – 38
-
- Nursing Students hired as patient care assistants while in school - 17

652
Students

Designated Education Unit Collaboration with Murray State University

Two main program objectives for students:

Students will use Baptist Health Paducah and Murray State University (MSU) policies and procedures while synthesizing knowledge from physical, behavioral, and humanities when performing nursing skills and providing care to clients.

Students will model professionalism, collaborate and communicate with members of the health care team, patients, and family members while providing all aspects of nursing care to two patients on each clinical day.

The program is designed to recruit and retain nursing students from rural and underserved populations. The goal is to continue to develop and implement a sustainability plan for ongoing clinical experiences for student nurses from MSU. MSU may expand to other facilities in the next couple of years after this pilot.

Designated Education Unit Collaboration with MSU

Murray State University (MSU), in partnership with BHP received a 3-year grant to develop a Designated Education Unit (DEU). The grant goal was to create experiential learning opportunities through an academic clinical partnership. The DEU paired MSU nursing students with a BHP RN mentor for their clinical rotation.

For the Fall 2024 semester, 7 registered nurses were chosen to be preceptors to 47 students who are rotating through BHP in groups of 10 for 4 twelve-hour shifts with their mentor. Each mentor had 2 students at a time. The mentors all received a stipend from MSU.

MSU provided a high-fidelity simulation manikin for the BHP sim lab to be used with students and BHP staff. They also purchased virtual reality headsets and have developed programs to assist with training the students. This was a goal of the grant to expand simulation technology in nursing education to address critical skill gaps to improve patient outcomes.



Transition to Practice:Nurse Residency Program

The Nurse Residency Program at Baptist Health Paducah is designed to transition new graduates from student, to competent professional nurses with tools and skills needed to provide safe, quality care. The program provides support and education from experienced mentors in the field and enables participants to grow their knowledge, confidence, leadership and critical-thinking skills.

January 2025 graduated our first class of 22 new nurses!

The overall retention rate in 2024, was 86% .



Specialty Series Nurse Training

In 2024, the Specialty Series courses for new nurses were transitioned from online to 100% in person training.

We discovered that new grads of the COVID generation required more experiential learning to hardwire essential skills.

Experienced nurses provide lectures and demonstrations.

Hands-on opportunities were incorporated with simulations for topics including:

Heart Failure

Chest Tubes

Cardiac Surgery & Pacemakers

Rapid Infusion & Ventricular Assist Devices

EDUCATION AND CERTIFICATION RATES

In 2024, many of our nurses continued to work toward continuing education, achieving higher degrees and certifications, despite the daily challenges in health care. Their commitment to gaining knowledge toward being a better clinician is applauded. We ended the year with an overall rate of **66% BSN or higher RN staff** and a **certification rate of 23%**. This is a tremendous accomplishment and should be commended.

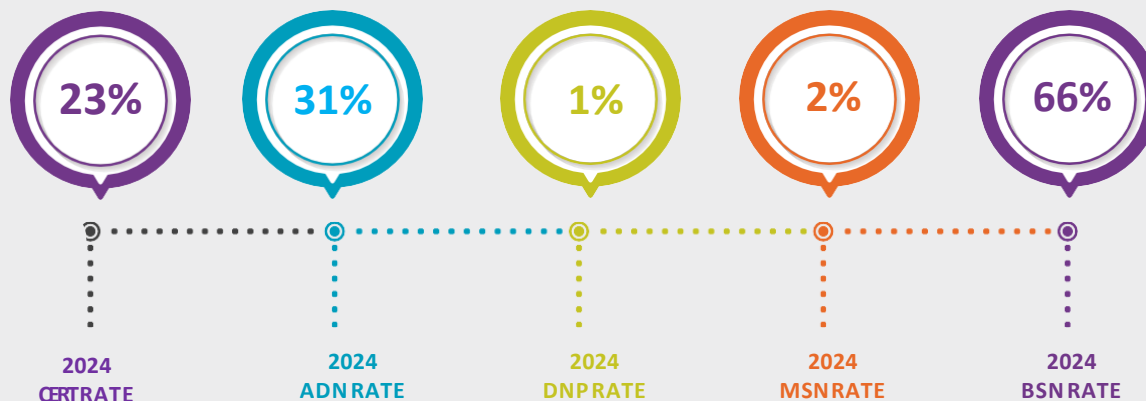
Abundant data shows that certified nurses positively contribute to improved patient outcomes. Increasing the number of certified nurses at Baptist Health Paducah is a consistent goal on every nursing strategic plan. Toward this goal, we continuously look for ways to empower and encourage nurses to seek and achieve certification in their practice setting. With the ongoing support and funding from the hospital for the “Success Pays” Program, the goal is to provide financial support to those nurses who want to pursue or renew a certification - all free of charge to staff.

Additionally, in support of our bedside nurses, Baptist Health Paducah has the Professional Nurse Development Program to recognize nurses who achieve points for participating in or leading initiatives within and outside the hospital. In 2024, we had 50 nurse recipients, which is an increase of 1% from the year prior. Congratulations to all the nurses who participated and achieved this notable award.

In 2024, we also had several nurses who continued their education and received support through the tuition reimbursement program offered by Baptist Health Paducah.

Our remarkable nurses continued to achieve and maintain specialty certification despite the daily challenges. In 2024, we **had seventeen nurses** accomplish their goal for a national certification. This is a testimony to the value our nurses place on being their very best.

2024 EDUCATION AND CERTIFICATION RATES



YEAR-END BSN

OR HIGHER

RATE:

2023 = 66%

YEAR-END

CERTIFICATION

RATE:

2023 = 23%

NURSING RECRUITMENT



NURSING RECRUITMENT 2024



**48 Students for Spring
Hiring Event!**

**46 Students for Fall
Hiring Event!**



NEW GRADUATE NURSES

Baptist Health Paducah was again fortunate to gain a number of bright, energetic, new graduate nurses. These 49 new graduates represent more than 9 different schools.

May and August 2024 Graduates

Name	Unit	School
Abigail Heath	ED	MSU
Karly Sasseen	ED	WKCTC
Olivia Sunley	ED	MSU
Amber Cooper	2A	WKCTC
Destiny Saunders	4B	MSU
Kimberly Genis	ED	WKCTC
Brooklin Pratt	CCU	WKCTC
Hunter Brown	CCU	WKCTC
Madelynne Medley	CCU	WKCTC
Monica Little	CCU	WKCTC
Thea Meadows	CCU	WKCTC
Cotlyn Sensing	CCU	U of TN Martin
Lakyn Oliver	2A	WKCTC
Bree Rushing	CCU	MSU
Serenity Metcalfe	4B	MSU
Makenzie Williams	4B	WKCTC
Elizabeth Yearry	3C	WKCTC
Kadey Wilkey	3C	WKCTC
Christy Suttles	3A	WKCTC
Sarah Holstein	3A	WKCTC
Sarah Stokes	3A	WKCTC
Shelby Deweese	3A	WKCTC
Caitlyn Guess	3A	WKCTC
Hannah Bowman	NICU	WKCTC
Hannah Lyles	2A	MDV
Mary Tays	2A	WKCTC
Katelyn Wiggs	LDR	John A Logan
Courtney Frizzell	2A	WKCTC
Savannah Casey	ED	SIC
Wendy Baker	CCU	WKCTC
Sable Hudson	3C	WKCTC
Jordan Rudolph	3C	WKCTC
Christy Coleman	3A	Freed-Hardeman Univ.
Zakeria Stuckey	ED	WKCTC

December 2024 Graduates

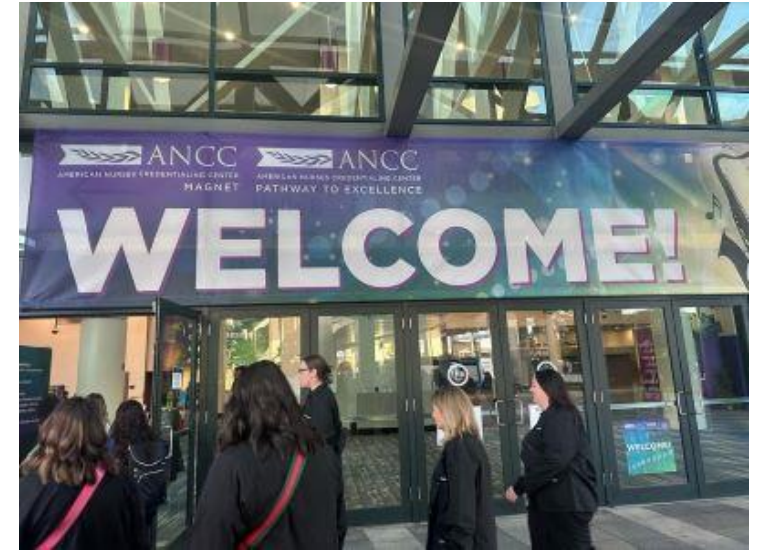
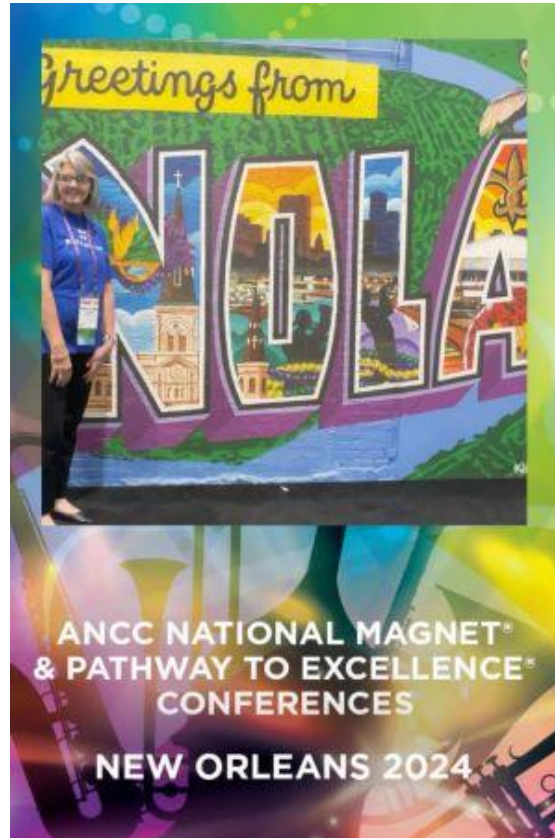
Name	Unit	School
Keisha Joyner	3C	WKCTC
Noelle Meals	CCU	MSU
Jessica Ballesteros	4B	MSU
Robin Conger	4B	WKCTC
Rose Nichols	ED	MSU
Maria Enoch	3A	MSU
Darron Searles	CCU	WKCTC
Michelle Willingham	4B	WKCTC
Allison Sasseen	3A	WKCTC
Abigail Brookshire	2A	MSU
Sydney Martin	ED	WKCTC
Jayce Puckett	4B	WKCTC
Kimberly Craig	3A	WKCTC
Kenslie Walters	ICU	WKCTC
Madeline Fiers	3A	WKCTC
Haley Sullivan	ED	WKCTC
Jessica Clark	LDR	WKCTC
Mia Gamble	4B	WKCTC
Shelbi Sims	ED	MCC
Ashley Totty	3C	WKCTC
Amelia Mathis	ED	WKCTC
Lindsey Story	LDR	WKCTC
Kori Redden	ED	MSU
Leah Faulker	OR	MSU
Trinity Morris	LDR	WKCTC
Natalie Johnson	3A	WKCTC
Brenna Dotson	ED	MSU
Savannah Johnson	ICU	WKCTC
Ansley Moore	ICU	WKCTC
Hannah Langhi	ED	Univ of Arkansas
Taylor Madison	OR	MSU
Wesley Saxon	ED	WKCTC
Lawren BoBo	3A	WKCTC



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The Foundation funded 15 nurses to attend the National American Nurses Credentialing Center (ANCC) Magnet and Pathway Conference in New Orleans, LA in October 2024.



FOUNDATION FUNDED



BAPTIST HEALTH®

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NATIONAL TEACHING INSTITUTE &
CRITICAL CARE EXPOSITION

AACN'S 50TH CONFERENCE

Denver, Colorado 2024

Charge Nurse Retreat Spring 2024



BAPTIST HEALTH®
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FOUNDATION FUNDED



BAPTIST HEALTH®

PADUCAH

- Wellness Fair-Professional Nursing Practice
- Educational Materials for Surgical Services
- Bottle Warmers for NICU
- Medical Carts for Emergency Department (Six)
- AccuVein Equipment for Multiple Departments
- Panda Warmer, Elevating Base, X-Ray Tray Accessory Kit, and Air Hose for NICU





Quality, Safety and Patient Experience

Every aspect of nursing care impacts quality, safety and patient experience. As nurses, we have a responsibility to provide excellent, high-quality care. As we strive to become a high-reliability organization, our focus on quality, safety and patient experience is paramount. Keeping focus on these elements and outcomes is about how nurses interact with patients, families, communities, and the interprofessional team to impact positive patient outcomes.



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QUALITY, SAFETY AND PATIENT EXPERIENCE ACHIEVEMENTS

Baptist Health Paducah again maintained or achieved numerous certifications, designations, awards, and accolades for the high quality of care provided. Some of these included:

- Achieved third Pathway to Excellence re-designation.
- Joint Commission Stroke Center Certification
- Platinum Award for Chest Pain- MI Registry
- 2024 Gold Award for Get with the Guidelines
- Heart Failure Accreditation
- Center of Excellence for Robotic Surgery
- CMS 5 STAR rating



Quality, Safety, & Patient Experience

Excels Roundtable Event-August 2024

Baptist Health Paducah was well represented at the annual Baptist Health Excels RoundTable Event. Held in Louisville in August 2024. BHP Had 7 presentations including podium and poster presenters. This event is hosted by our Safety, Quality and Patient Experience colleagues across the system, where best practices are shared.

Excels Roundtable Event- Winner of the Chairperson's Award

Baptist Health Paducah's own Wanda Carnes, Mary Lee Evers, and Chasity McIntyre won the Chairpersons Award for the Agency for Healthcare Research and Quality Safety Program for MRSA Prevention initiative.





Nursing Professional Governance Model

Nursing Professional Governance is one standard in the Pathway to Excellence model. Shared Decision-Making creates opportunities for direct care nurses to network, collaborate, share ideas, and be involved in decision-making. Nursing Professional Governance also supports leadership and workforce development through a culture of inquiry and innovation at the unit, departmental, and system levels to improve practice at the point of care.

NURSING PROFESSIONAL GOVERNANCE

Nursing Professional Governance Councils accomplishments in 2024

Professional Governance Council:

- Held the monthly Unit-Based Shared Governance Meetings
- Led the development of several practice alerts to educate staff on important changes such as IV infiltration
- Participated in the quarterly Prevalence Study
- Led several wellbeing and unit morale initiatives such as employee spotlight, secret pal, and potlucks

Nursing Well-being Council:

- Led the Angels Among Us campaign that provided 13 families of BHP with Christmas
- Reviewed Daisy nominations and presented 6 awards
- Reviewed BEE award nominations and presented 7 awards

Nursing Practice Council:

- Kept staff up to date on various continual drug and IV fluid shortages
- Provided input and expertise to several clinical practice issues/changes such as IPASS, workplace violence, and alaris channel latch.
- Members received regular updates on key practice issues such as PCA documentation changes, controlled substance return and waste
- Reviewed policies and procedures for evidence - based practice

Nursing Recognition & Advancement Sub Council:

- Help support the Pathway to Excellence Survey through Pathway Champions
- Worked with the community for donations for nurses week, received over 140 gifts for nurses week drawing
- Encouraged nurses to use the Success Pays Program to obtain a certification.



RESEARCH, PERFORMANCE IMPROVEMENT, AND EVIDENCE-BASED PRACTICE HIGHLIGHTS

Baptist Health Paducah has numerous evidenced-based nursing practice and performance improvement projects that were ongoing or new in 2024.

COMPLETED AND ONGOING PROJECTS AND STUDIES

- Partnered with Murray State University to be the clinical site for HRSA grant in the amount of \$1.5M over 3 years. This grant will allow MSU to increase enrollment each semester and provide an opportunity for our nursing preceptors to become adjunct faculty with MSU to provide clinical education for students. This grant will support our pipeline and continued recruitment of both nursing students and new graduates. ****Update successful 1st semester and beginning new nursing students, January 2025
- Care Everywhere RN
- HAPI with new dressings, skin interventions
- New Phillips overhead vital sign monitors for critical care and emergency room
- Upgraded nurse call system in the emergency room
- Culture of Safety Survey results –launch of IPASS
- OR Equipment-new lights, two new sterilizers
- New flooring on 2nd floor and MOB
- NPD recipients
- Open 8 additional beds on 4C Medical to increase capacity



PERFORMANCE IMPROVEMENT

Baptist Health launched new tool in Epic to improve patient handoffs

Feedback from the Survey on Patient Safety indicated one of Baptist Health's areas of opportunity is improving patient handoffs and transitions of care.

Thanks to your suggestions in the survey, Baptist Health's Patient Safety team is partnered with the I-Pass Patient Safety Institute to implement a new handoff tool. The tool is rolled out in phases starting in the fall 2024, and is expected to be fully launched systemwide by July 2025.

I-Pass is an evidence-based methodology that is proven to reduce preventable medical errors through improved clinical handoffs. The new tool is fully integrated into Epic to provide staff with a written tool that will support verbal handoffs.

It went live at Baptist Health Paducah in the respiratory, acute inpatient areas and Emergency Department on Oct. 22 and perioperative shift-to-shift change areas and inter-unit transfer on Dec. 10.

Baptist Health is the first hospital system in the commonwealth to adopt the program in partnership with the Kentucky Hospital Association.



PERFORMANCE IMPROVEMENT

Tuesday, December 24, 2024 **THE PADUCAH SUN A5**

Baptist Health Paducah earns Lighthouse Award for CPR project

BY SUN STAFF

Baptist Health Paducah has been named a recipient of the 2024 Lighthouse Award by American Excess Insurance, a prestigious honor recognizing healthcare organizations for excellence in patient safety, clinical quality, and risk reduction.

The hospital was recognized for its innovative project, "Staying Alive: Utilizing Technology to Improve Resuscitation Quality," which focused on enhancing the quality of cardiopulmonary resuscitation

(CPR) across the facility. The initiative aimed to foster teamwork, boost proficiency, and ensure staff ownership of CPR skills, with the ultimate goal of improving patient survival rates and increasing the number of patients discharged to their families.

"This recognition highlights our commitment to driving meaningful improvements in healthcare and creating safer environments for our patients and providers," said Amy Osbron, Chest Pain-STEMI Coordinator at Baptist

Health Paducah. "We are honored to receive this award and to share our work with others in the healthcare community."

The project, which emphasized consistent education, simulations, and intentional practice, resulted in a significant impact on CPR outcomes. Over a three-year period, the survival rate of all CPR events increased from 60% to 80%, according to Baptist Health Paducah. The survival to discharge rate also improved, rising from 21% to 40%.

The Lighthouse Awards & Grants Program, established over 20 years ago, has recognized nearly 100 projects that exemplify excellence through innovation. These projects prioritize patient safety, reduce liability, and are designed to be shared and implemented by healthcare organizations nationwide.

Baptist Health Paducah's achievement reflects its ongoing dedication to improving patient care and safety, making it a standout in the healthcare community.



Baptist Health Paducah

Amy Osbron, Chest Pain-STEMI Coordinator, and Joyce Woods, BSN, RN, Clinical Outcomes for Resuscitation, display the check and award from Lighthouse Awards Grants Program, recognizing excellence at Baptist Health Paducah.



BAPTIST HEALTH®

PADUCAH



2024 ANNUAL REPORT STATISTICS

Licensed Bed: 373

Total patients seen: 253,252

Inpatient Admissions: 8,964

Acute Inpatient Days: 41,307

ED Visits: 37,995

Surgical Procedures: 21,402 (includes inpatient and outpatient)

Open Heart Surgeries: 308

Cardiac Catheterizations: 2,162

Maternal Deliveries: 996

Babies cared for in the NICU: 189

Infusion Center patients treated: 12,506

Radiation Oncology patients treated: 10,282

NICU Transports: 25

Employees: 1426

Nurses: 400