



September 9, 2022

NOTICE

The Board of Directors of the Kaweah Delta Health Care District will meet in an open Academic Development Committee meeting at 4:00PM on Wednesday September 14, 2022 in the Kaweah Health Medical Center – Support Services Building Copper Conference Room (2nd Floor) 520 West Mineral King Avenue.

All Kaweah Delta Health Care District regular board meeting and committee meeting notices and agendas are posted 72 hours prior to meetings (special meetings are posted 24 hours prior to meetings) in the Kaweah Health Medical Center, Mineral King Wing entry corridor between the Mineral King lobby and the Emergency Department waiting room.

The disclosable public records related to agendas are available for public inspection at Kaweah Health Medical Center – Acequia Wing, Executive Offices (Administration Department) {1st floor}, 400 West Mineral King Avenue, Visalia, CA and on the Kaweah Delta Health Care District web page <https://www.kaweahhealth.org>.

KAWEAH DELTA HEALTH CARE DISTRICT
Mike Olmos, Secretary/Treasurer

A handwritten signature in black ink that reads "Cindy Moccio".

Cindy Moccio
Board Clerk, Executive Assistant to CEO

DISTRIBUTION:
Governing Board
Legal Counsel
Executive Team
Chief of Staff
<http://www.kaweahdelta.org>

**KAWEAH DELTA HEALTH CARE DISTRICT BOARD OF DIRECTORS
ACADEMIC DEVELOPMENT**

Wednesday September 14, 2022

Kaweah Health Support Services Building
520 West Mineral King – Copper Conference Room (2nd floor)

ATTENDING: Directors: Lynn Havard Mirviss (chair) & Ambar Rodriguez; Lori Winston, M.D., Chief Medical Education Officer & Designated Institutional Official; Gary Herbst, CEO; Keri Noeske, CNO; Amy Shaver, Director of GME; James McNulty, Director of Pharmacy Services, S. Oldroyd, DO; Lacey Jensen, Cory Nelson, Rubina Faizy, Antonieta Rueda, Daniela Rangel Orozco, Jacob Kirkorowicz, Omar Guzman, M.D.; Cindy Moccio, Executive Assistant to CEO & Board Clerk, Recording

OPEN MEETING – 4:00PM

CALL TO ORDER – *Lynn Havard Mirviss*

Public / Medical Staff participation – Members of the public may comment on agenda items before action is taken and after it is discussed by the Board. Each speaker will be allowed five minutes. Members of the public wishing to address the Board concerning items not on the agenda and within the jurisdictions of the Board are requested to identify themselves at this time. For those who are unable to attend the beginning of the Board meeting during the public participation segment but would like to address the Board, please contact the Board Clerk (Cindy Moccio 559-624-2330) or cmoccio@kaweahhealth.org to make arrangements to address the Board.

1. **CLINICAL EDUCATION** – Presentation of Nursing Preceptor Program at Kaweah Health.

Erin Miller, RN, Medication Safety Specialist & Mara Lawson, RN, Clinical Educator

2. **TRANSITIONAL YEAR RESIDENCY** - Review of accreditation status, current citations, performance on institutional metrics, and SWOT {Strengths, Weaknesses, Opportunities, and Threats} analysis.

Lori Winston, M.D., Chief Medical Education Officer & Designated Institutional Official

3. **COMMUNITY PIPELINE** – Discussion relative to community pipeline programs.

Ambar Rodriguez, Board Member

ADJOURN – *Lynn Havard Mirviss*

In compliance with the Americans with Disabilities Act, if you need special assistance to participate at this meeting, please contact the Board Clerk (559) 624-2330. Notification 48 hours prior to the meeting will enable the District to make reasonable arrangements to ensure accessibility to the Kaweah Delta Health Care District Board of Directors meeting.

*Mike Olmos – Zone I
Secretary/Treasurer*

*Lynn Havard Mirviss – Zone II
Vice President*

*Garth Gipson – Zone III
Board Member*

*David Francis – Zone IV
President*

*Ambar Rodriguez – Zone V
Board Member*

MISSION: *Health is our Passion. Excellence is our Focus. Compassion is our Promise.*

Nursing Preceptor Class



Why is the preceptor class important?

- Personal passion
- Giving back
- Supporting the next generation
- Instill confidence
- Provide problem solving techniques

Why is the preceptor class important?

- Set expectations of the preceptor and new hire
- Standardize preceptor training with specialty focus
- Provide accountability, problem solving and communication skills
- Retention and support efforts for preceptor
- Multiple new RNs- increase in novice RNs
- The need for multiple preceptors
- RNs leaving the bedside- Advanced Practice and other nursing opportunities
- Lack of experienced Preceptors
- Preceptors burned out

What is the preceptor class?

- Identify and discuss the preceptor role vs. the mentor role
- Define standard orientation
- List five (5) expectations of the preceptor and five (5) of the preceptee
- Describe different roles, skills and characteristics of the preceptor
- Identify (8) principles of adult learning
- Demonstrate setting, measuring, and evaluating weekly goals
- Identify three (3) challenges in precepting with strategies to help overcome each challenge
- Understand legal responsibilities of preceptors and preceptees

What is the preceptor class?

- 3 hours in length
- 3 Continuing Education units provided
- Classes offered monthly or quarterly – based on need
- Manager, Educator, APN, or Charge Nurse recommendation preferred for enrollment
- Attendees must be in good standing
- No minimum work experience requirement as an RN

ATUL GAWANDE
SURGEON



**How do professionals
get better at what they do?**

0:03 / 2:49



8/26



FY22 Goal Met

**15% of RNs
by June 2022**

**Endorsed by Kaweah Health
CNO Dr. Keri Noeske**

RN Preceptor Pay

Effective: August 7, 2022

On behalf of Kaweah Health leadership, effective August 7th, 2022 we will now offer compensation for our RN Bedside Nurses and Cath Lab Techs for precepting an orientee during a shift. Thank you for this commitment to help our new team members learn and grow.

An additional \$1.50 will be paid for eligible precepting hours and employees will code this on their time cards if they are scheduled to precept for their shift. Eligible precepting hours are those hours directly orienting a new to the department RN, Cath Lab Tech or Student Nurse Intern. Other roles will be evaluated in the future.

Starting 11/13/22, preceptor pay will only be available to those team members who have completed the formal precepting course. Please talk to your manager or clinical educator to get registered for an upcoming course.

Below is a list of eligible job codes that qualify for this pay incentive.

Job Code	Job Title
7020339	Registered Nurse
7021884	Registered Nurse (d)
6021615	Charge Nurse
7021852	RN-Rapid Response Nurse
7021082	RN-First Assistant**
7021921	RN-Cardiac First Assistant**
7010365	Cath Lab Tech
7011337	Per Diem Cath Lab Tech

We THANK YOU for your dedication, hard work and passion to be “world-class” every day.

3 Curricula

- Medical/Surgical- Alisha Sandige
- Critical Care (Intensive Care Units)- Erin Miller
- Maternal Child Health- Mara Lawson



Medical/Surgical –Alisha

2N, 4T, FP, 3N, 3S, 4N, BP, 4S, 2S,
MH, RH, SA, SNF



Critical Care - Erin

ICU, CCFP, CVICU, 3W, 5T,
RRT, ED, OR, CV-OR, PACU,
CVC, ASC, CCL, Endo



Maternal Child Health - Mara

NICU, Pediatrics, Mother Baby, Labor & Delivery



STRENGTHS

- Evidence based research providing “at the arm” support for preceptors
- Instructors are experts in each clinical field and in precepting, plus they all have 10+ years with the Kaweah
- Review New Hire Orientation Binder and Orientation Plan/assignment design
- Obtain feedback from preceptors – including their experiences during their own orientation
- Meet Your Nurse Preceptor Sheet



WEAKNESSES

- Staff attendance
- Prioritizing one's own professional development
- Rooms for classes
- Turnover – losing preceptors who've taken class



OPPORTUNITIES

- Preceptors meet & greet prior to 1st day
- Continuing support to our preceptors
- Continued engagement of preceptors in the long-term
- Expand to LVNs
- Organization's strategic plan



THREATS

- Travelers precepting
- Staffing
- Turnover
- Pandemic



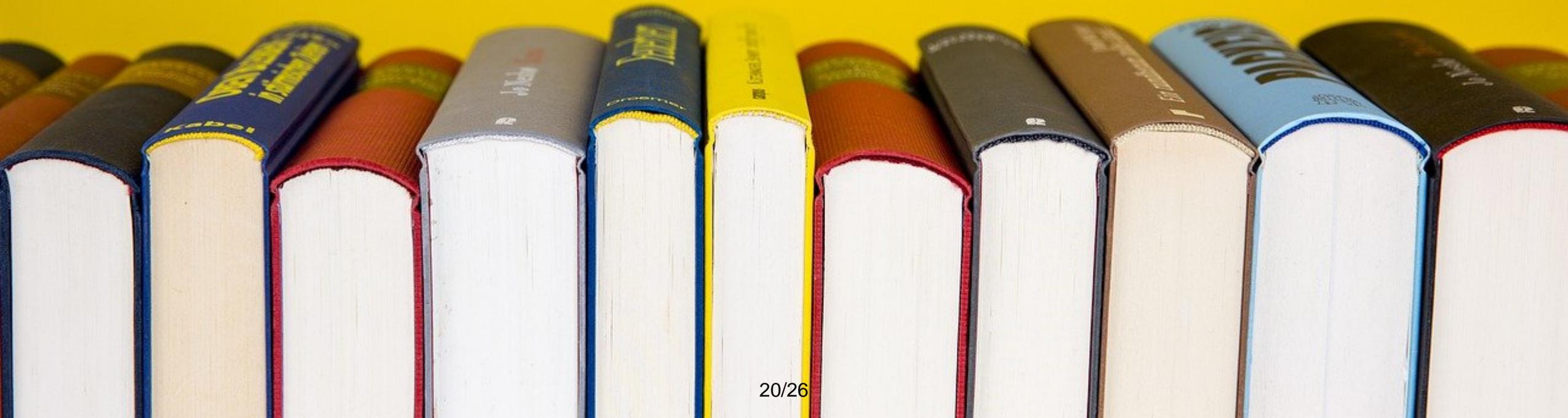
Save one life, you're a hero.

Save 100 lives, you're a nurse.

- Anonymous

Academic Development BOD Committee

September 14, 2022



Transitional Year Residency Program - Continued Accreditation Dec 08, 2021

ZERO CITATIONS!

Block diagram
clarification 6-22



Mission

To make all star future attendings. The TY program is a very strong formative framework that will grow with the resident as they continue on in specialized training. This purpose can be broken down into making our residents efficient, effective and resilient.

Program Aims:

A prioritizing focus on the Passion for Medicine, on Learning, on Targeting for a customized experience and on Wellness

Transitional Year Program PGY1

Major changes: Lecture quest, neurology bound curriculum, wellness educational component added for EM/TY

Strengths

Servant Leader Dr. Stanley is a true educator and team builder
Innovation for education
Strong program coordinator - Krystal DeAzevedo
All rotations are at KH

S

Weaknesses

Few faculty members
Under-utilization of Dr. Lovelace
Unclear QIPS curriculum for residents
Faculty evaluations

W

Opportunities

Augment leadership training for residents
Promotion of best practices of education to other programs at KH
More recruitment of graduates to KH after subspecialty training

O

Threats

The nature of a TY program being reliant on other programs for clinical service
CMS cap optimization

T

Transitional Year Performance on Institutional Indicators



Test performance
Step 3 Pass rates



Resident Survey

Education compromised by non-physician obligations
Impact of other learners on education
Resident encouraged to feel comfortable calling supervisors with questions
Appropriate amount of teaching in all clinical & didactic activities
<90% completion rate (83%)



Faculty Survey

Faculty members act unprofessionally

TY success stories for KH

Dr. Kunal Kamboj
is a local PM&R
doc (former TY
resident)
Filled all slots all 7
years
All graduates get
placed 100%

USC Neurology - one per year for 2 yrs

2

Hired post training

1

Total graduates

84

PM&R bound

23

Ophthalmologists

10

Became KH categorical residents

4

Radiology bound

30



Questions?

THE END

