



SE4EO– Commitment to Professional Development

SE4OEa: Provide one example, with supporting evidence, demonstrating nursing has met a targeted goal at the organizational level for improvement in professional nursing certification. Supporting evidence must be submitted in the form of a graph with a data table of three years of data to demonstrate that the goal was met, maintained, or exceeded.

The organization

- *Must describe and provide evidence of the impact of the additional RN full time employees (FTEs) on the goal to increase the percentage.*
- *Provided updated data with each yearly Demographic Data Collection Tool™ (DDCT) report to demonstrate continued progress.*

Note:

- *There must be an increase in the percentage of nurses certified (only one certification can be counted for each eligible nurse).*
- *Applicants may use a maintenance goal if the organization certification rate is \geq 51%.*

Example SE4EOa: Improving Organizational Nursing Certification

Problem: Setting Certification Goals

One of the objectives of the Nursing Professional Development Sub-Council (NPDS) was to promote Registered Nurse (RN) professional certifications. These objectives were identified by the needs of the organization, departments and units, and are ratified by the Nurse Executive Council (NEC) which is the highest-level decision-making body in nursing, and is chaired by Kathy Sienko, O.B.E., BSN (Hon) RN, MSc, FInstLM, Executive Director, Nursing Affairs. Progress against the goals was presented to the NEC on a quarterly basis and goals were adjusted as required. The 2019 baseline for Nursing Affairs nursing professional certification rate was 30.28%.

Goal Statement

Achieve a Nursing Affairs annual 2.5% increase in professional nursing certifications from the 2019 baseline of 30.28% during 2020 and 2021 at KFSHRC-J.

Description of the Intervention

In 2020 an annual increase of 2.5% professional nursing certifications was set by the NPDS during the Nursing Affairs Annual Strategic Planning Day.

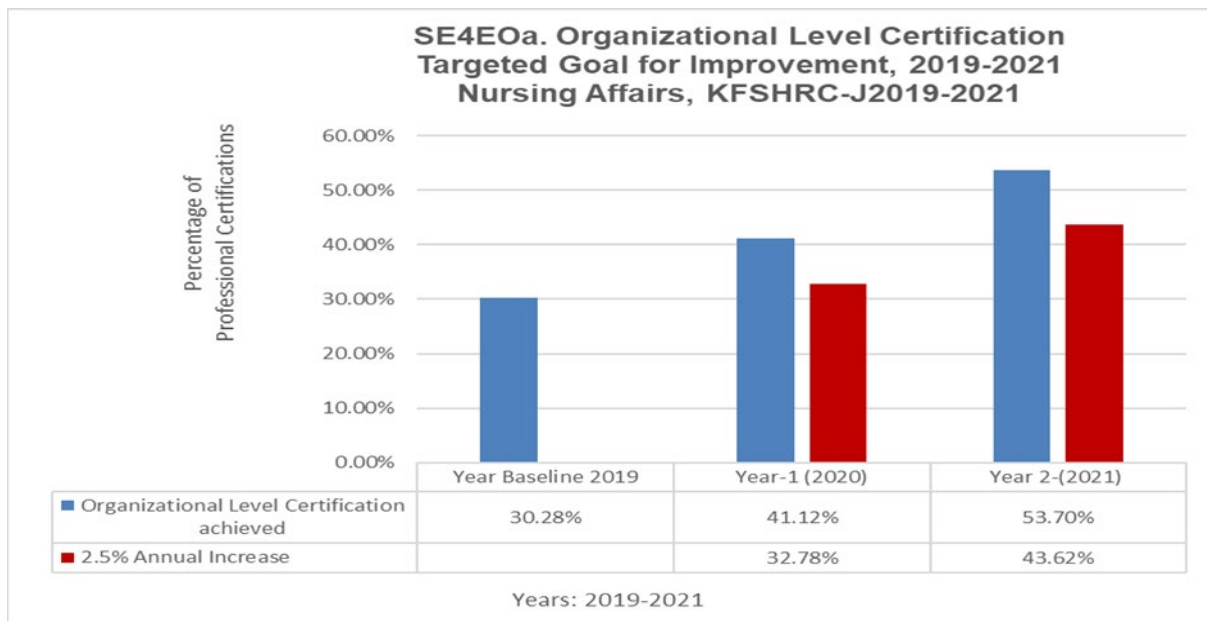
As outlined in SE3, the NPDS together with the Nursing Development and Saudization (NDS) department, implemented targeted organizational interventions for RNs to achieve professional nursing certification goals.

These interventions included:

- Certification awareness events
- Nurse Leaders' role-modeling certifications
- Support with International Equivalency
- Collaborations with international certification organizations to promote nursing professional certifications. These included certifications achieved through partnerships with the Academy of Medical-Surgical Nursing (AMSN) in the USA, the Infusion Nurses Society, USA, the Canadian Association Schools of Nursing and the Saudi Commission for Healthcare Specialties.
- Study groups for RN support at successful professional nursing certification completion
- Career clinics for RN support and encouragement in selection and career choices
- Financial support
- Recognition of RNs who had obtained professional nursing certifications at the Annual Certification Day.

Outcome

Nursing Affairs achieved an increase of 41.12% professional nursing certifications in 2020, and 53.70% in 2021, as seen in Graph SE4EOa. below.



Graph SE4EOa.: KFSHRC-J Nursing Affairs Organizational Level Professional Nursing Certification, 2019-2021