

# Sierra Gurley

## **Registered Nurse**

Hopewell, VA 23860

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To expand my nursing responsibilities and experience as well as share my nursing knowledge of clinical processes and procedures, ability to problem solve, critically think and implement practices of providing quality patient care; while continuing my career with excellent communication, compassion, motivation and organizational skills.

Authorized to work in the US for any employer

## Work Experience

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### **Immunization Nurse**

Pharmaceutical Strategies Group - Hopewell, VA

September 2021 to Present

- Support vaccination efforts by preparing and administering the COVID19 vaccine/booster, flu vaccine, etc. and monitoring patient for potential adverse
- Review, collect, and file patient information, replenish vaccine supplies, organize vaccination paperwork and reference materials, and any other duties required during vaccination administration
- Assist in organizing and facilitating workflow of vaccination clinics

### **RN Charge Nurse PRN**

The Laurels - Richmond, VA

November 2019 to Present

Provides direct nursing care to residents and supervise the day-to-day nursing activities performed by nursing assistants in accordance with current federal, state, facility, and any duties required by the Director of Nursing Services to ensure that the highest degree of quality care is maintained at all times. Including medication administration, completion of wound care treatments, direct communication with physicians and residents /responsible parties with updated information on patient healthcare. Admission assessments/ discharge use of basic EMAR/ETAR Point click care and labs associates.

### **Interim Director of Nursing**

Dinwiddie health and rehabilitation - Petersburg, VA

February 2021 to July 2021

- Maintaining COVID 19 guidelines through CDC standards, administering covid vaccinations, weekly rapid testing of residents, staff vendors. Implementing covid vaccination protocols for facility to remain covid-free. Developed and maintain nursing service objectives and coordinated them with other services (medical, rehabilitative, social services, resident activity program). Communicated and interpreted policies and procedures to nursing staff, and monitors staff practices and implementation. Responsibility of interviewing, hiring, and training employees; planning, assigning, and directing work; appraising performance; rewarding and disciplining employees; addressing complaints and resolving problems. Perform all scheduling for nursing department. Participate in the VHQC, and NAVI health groups. Assured infection control standards and employee health policies were carried out. Complete health

care assessments and ensure clinical plans are being carried out by unit manager, licensed staff, and or supervisor. Work with the administrator to develop a Plan of Correction for any identified survey deficiencies for nursing and assured the Plan of Correction was implemented, for mock and actual survey. Including having a single deficiency survey March 2021, and single deficiency survey in May 2021.

### **MDS Coordinator**

Dinwiddie Health & Rehab Center - Petersburg, VA  
November 2019 to December 2020

Coordinate the development and completion of the resident assessment (MDS) in accordance with current Federal and State rules, regulations and guidelines. Following new guidelines of PPM Medicare skilled caseload. Maintaining case mix census with a range of 1.18-1.26 CMI for 60 bed facility. Selecting the correct Assessment Reference Date (ARD) and correct reasons for an assessment that capture all resources utilized to ensure appropriate payment by the Medicare and Medicare while being primary lead in the weekly review meetings. Work side by side with therapy department and business office to assure accurate information is obtained, billing is accurate and goals met for the resident assessment. Ensure timely electronic submission of MDS to the state database. Review the state validation reports and ensure follow-up action is taken to make corrections. Monitor facility's QI and QM reports informing administrator and director of nursing of potential problem areas that may occur.

### **RNAC/ MDS Nurse**

CommuniCare Health Services - Petersburg, VA  
October 2017 to July 2019

Coordinate the development and completion of the resident assessment (MDS) in accordance with current Federal and State rules, regulations and guidelines. Maintaining case mix census with a range of 1.18-1.25. Select the correct Assessment Reference Date (ARD) and correct reasons for an assessment that capture all resources utilized to ensure appropriate payment by the Medicare and Medicare while being primary lead in the weekly review meetings. Work side by side with therapy department and business office to assure accurate information is obtained, billing is accurate and goals met for the resident assessment. Guide the involvement of appropriate health professionals needed to improve or maintain the resident's functional abilities to the highest practicable level. Ensure timely electronic submission of MDS to the state database. Review the state validation reports and ensure follow-up action is taken to make corrections. Monitor facility's QI and QM reports making executive director and director of nursing aware of potential problem areas that may occur.

### **Director of Nursing, RN**

Dunlop House - Colonial Heights, VA  
May 2017 to October 2017

Ensure quality care is provided at assisted living facility by, completing care assessments, evaluating staff performance and chart reviews. Performing care, and medication audits including infection control, antipsychotic, and fall reviews. Interviewing, developing, and scheduling quality staff members. Complying with state regulations and standards set by DSS.

### **Director of Nursing**

Dinwiddie Health & Rehab Center (CCR) - Dinwiddie, VA  
July 2016 to March 2017

\*Developed and maintain nursing service objectives and coordinated them with other services (medical, rehabilitative, social services, resident activity program). Communicated and interpreted policies and procedures to nursing staff, and monitors staff practices and implementation. Responsibility

of interviewing, hiring, and training employees; planning, assigning, and directing work; appraising performance; rewarding and disciplining employees; addressing complaints and resolving problems. Perform all scheduling for nursing department. Participate in the VHQC, and NAVI health groups. Assured infection control standards and employee health policies were carried out. Complete health care assessments and ensure clinical plans are being carried out by unit manager, licensed staff, and or supervisor. Work with the administrator to develop a Plan of Correction for any identified survey deficiencies for nursing and assured the Plan of Correction was implemented, for mock and actual survey. Including having a deficiency free state survey in October 2016.

### **House Supervisor**

Dinwiddie Health & Rehab Center (CCR) - Dinwiddie, VA  
May 2016 to July 2016

\*Plan, organize, and direct nursing staff on assigned unit, assisting as needed. Observe and assess residents. Ensure all appropriate documentation is made related to patients/residents and appropriate individuals are informed. Inform Director of Nursing daily on status of patients/residents. Make rounds with physicians, review orders, lab reports and contact pharmacy as needed. Address patient/resident concerns. Investigate, report and follow through with any reported situation related to the patient/resident. Review patient/resident plans of care to ensure no alterations to plans need to be made. Promote a culture of Service Excellence along with Relias training. Perform any other task delegated or needed

### **Interim Director of Nursing**

Dinwiddie Health & Rehab Center (CCR) - Dinwiddie, VA  
March 2016 to May 2016

\*Developed and maintained nursing service objectives and coordinated them with other services (medical, rehabilitative, social services, resident activity program). Communicated and interpreted policies and procedures to nursing staff, and monitors staff practices and implementation. Responsibility of interviewing, hiring, and training employees; planning, assigning, and directing work; appraising performance; rewarding and disciplining employees; addressing complaints and resolving problems. Assured infection control standards and employee health policies were carried out. Complete health care assessments and ensure clinical plans are being carried out by unit manager, licensed staff, and or supervisor.

### **RN Unit Manager**

Riverview on the Appomattox (CCR) - Hopewell, VA  
September 2015 to March 2016

#### **Responsibilities**

Attend daily clinical meeting ensuring proper documentation, medication administration, and plan of care, have been provided appropriately to residents and skilled guest. Communicate with physician, therapist, and family member, resident along with other team member to determine treatment plan, coordinate admission and discharges. Supervise nursing staff consisting of RN LPN and CNA providing excellent customer service; ensuring adequate care, monitoring for any change in conditions from residents and responding appropriately. Address any service concerns as needed, while providing any in services or patient teaching as needed. Perform any care adults, plan of corrections, action plans or medicare / medicaid documentation needed.

#### **Accomplishments**

I have great team leader skills I invest in my staff building up their knowledge base and morale . Also I give direction that is easy to understand and able to carry out. I believe that those qualities make my impact important because staff are encouraged to go the extra mile they are knowledgeable of the task set before them and they believe in themselves.

#### Skills Used

Clinical skills such as treatments , medication administration, IV administration. Communication skills including in servicing staff members patient teaching needs. Documentation/ care audits to meet medicare guidelines.

### **Case Management / RN Charge ICU LOW OPS**

FLEX RN/ VIBRA - Richmond, VA

March 2015 to October 2015

#### Case Management I/RN Charge

March 2014- Present, Flex RN, Stafford, Virginia

\*Travel agency, assigned to contract assignment in the Virginia area LTAC hospital assignment including Case Management and ICU II.

As case manager, assist in the development, planning, coordination and administration of the activities of Utilization Review (UR) and discharge planning. Including but not limited to daily review of medical records to determine appropriateness and medical necessity of admission, continued hospital stay and use of ancillary services. As RN Charge deliver nursing care through the utilization of the nursing process of assessment, planning, intervention and evaluation of the individual patient. Coordinate activities related to patient care along with patient and family education as needed. Participate in the interdisciplinary review process for patients, incorporating the information into the plan of care and the education plan for the assigned patients. Patient care and medication administration to an array of patients with ventilation requirements, central lines, severe wounds and complex disorders.

### **Director of Clinical Education**

Golden Living - Petersburg, VA

July 2014 to February 2015

Monitor staff adherence to corporate policy and procedures while assessing the training needs of nursing staff and to develop, implement, evaluate and document staff development programs. Programs including general orientation, job specific orientation, In-service, and continuing education programs for nursing department personnel(Golden University). Assist with any nursing duties assigned by DNS, including staff scheduling and project management. Human resources management of new staff, assuring compliance with Virginia state background checks, I9 forms, and licensures. Worker Compensation filing for employees for lost time, assist with claim investigation, insuring proper documentation, and handling any other aspects of on-going claim. Communicating with company approved team if needed, including any physician follow-ups, insurance follow-ups or change in status of employee. Infection Control Management, perform audits, collect data and analyze for trends of infection/ disease. Instruct staff on proper prevention, such as handwashing, maintain compliance according to new information by the Centers for Disease Control. Provide training to staff depending upon findings and manage participant complaint system.. OSHA safety regulating insuring that facility provides workers with a safe workplace that does not have any known hazards that cause or are likely to cause death or serious injury.

### **LPN Charge Nurse, RN Supervisor, Acting ADON**

Dinwiddie Health and Rehabilitation - Petersburg, VA

August 2010 to September 2014

\*Admit residents to unit/ discharge or transfer residents to skilled surgical step down unit, administer medications oral or IV, daily surgical treatments, skilled and MDS charting, assign and supervise C.N.A. staff, receive and transcribe physician orders, notify physician, responsible party, supervisor and panel of therapist of any change in condition. (2012)Supervise all nursing staff members, act in place of ADON if absent, review staffing at the change of a shift, and assign and replace staff to meet patient care needs. Monitor and report lab work, complete patient care rounds, coordinate admissions, transfers and /or discharges and ensure appropriate documentation. Edit and implement action plans as plan of correction, in-service staff members monthly, Silverchair audits and staff education. Complete quarterly assessments, POS', AIMS, as well as monthly fall, oxygen, bed mobility and QA assessments.

### **RN Unit Manager**

Skilled Rehabilitation - Richmond, VA

July 2013 to July 2014

Supervise all nursing staff members, follow up and assist with patient care needs, monitor and report lab work, complete patient care rounds, coordinate admissions, transfers and /or discharges and ensure appropriate documentation. Complete patient satisfaction reports, ensure accurate communication between shifts, along with family and physicians. In-service as needed, plan of correction implementation, medication audits, complete matrix and census and condition logs. Attend daily communication / plan of care meetings to review skilled guests and their progress. Assist ADON/SDC with education, orientation, and compliance of staff ensuring all educational requirements met, and CEU's completed.

### **RN**

Heaven sent home health - Colonial Heights, VA

March 2013 to May 2013

Provide skilled nursing services to a wide range of patients from children to elderly post hospital illness, or injury at home. Assess the patient's medical condition and develop a plan toward patients' treatment and recovery. Daily Skilled nursing notes and daily communication/ consults with physical therapy, speech therapy or occupational therapy to help them recover safely at home. Schedule times to visit for follow-ups, medical readings and medication disbursement.

### **LPN**

Southside Regional Medical Center Med Surg Unit - Petersburg, VA

January 2008 to April 2010

Admit patients to unit/discharge or transfer patients, daily assessments, direct patient care, administer IV and oral medication, infuse blood, lipid and platelet transfusions as needed provide treatments and IV insertions. Received over-flow from all other units such as telemetry, oncology and medical psych. Monitor and report daily lab work. Observe patients for any signs or symptoms of major distress, emergent care. Document of all important patient information, receive and transcribe physician orders, supervise C.N.A. staff.

LPN, Charge Nurse, Long term care

### **LPN Charge Nurse**

Seven Hills Healthcare Center - Richmond, VA

August 2007 to January 2008

Richmond, Virginia

\*Daily assessments, medication administration, and treatments. Documentation of all

important information related to patient, MDS charting. Receive and transcribe physician orders. Notify responsible party and physicians of any new assessment findings or change in patient status, supervise C.N.A. staff.

### **LPN**

Hiram Davis Medical Center - Petersburg, VA

October 2006 to August 2007

Administer medications, daily client assessments and treatments. Chart by exception, observe for signs and symptoms of distress, illness, or injury. Communicate daily with healthcare team about management of patients' physical and mental status, supervise C.N.A. staff.

## Education

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### **Associates in Nursing Program**

Fortis College - Richmond, VA

September 2009 to December 2010

### **Diploma in Nursing**

Medical Careers Institute - Richmond, VA

January 2005 to December 2005

### **Diploma in Nursing Program**

Prince George High School - Prince George, VA

September 2003 to November 2004

## Nursing Licenses

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### **RN**

Expires: October 2022

State: VA

## Skills

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- RN
- Skilled Nursing
- Nursing Experience
- MDS
- Utilization Review
- Medication Administration
- Critical Care Experience
- Infection Control Training
- Epic
- EMR Systems

- Hospital Experience
- Vital Signs
- Transcription

## Certifications and Licenses

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### **CPR Instructor**

November 2016 to November 2022

### **Registered Nurse (RN)**

March 2012 to October 2022

### **Licensed Practical Nurse**

August 2006 to October 2012

### **BLS, ACLS**