

Lisa Moriarty

RN, Nurse Practice Educator, Nurse Supervisor, Charge Nurse

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Work Experience

Charge Nurse/Nurse Practice Educator

Genesis Seaford Center - Seaford, DE

May 2019 to Present

POSITION SUMMARY:

The Nurse Practice Educator functions as a practitioner, consultant, educator and facilitator for all nursing staff focusing on the following areas:

Licensed Nursing and CNA Orientation, Nurse Education, Competencies Evaluation and Maintenance, Infection Control (including Employee Health), and Clinical PCC implementation.

Key to this role is identification of staff learning needs followed by implementation and evaluation of programs.

RESPONSIBILITIES/ACCOUNTABILITIES:

ORIENTATION:

- Supports general orientation by providing safety training as per the Welcome Program for all employees and department specific orientation for nursing staff.
- Supervises and monitors nursing employees throughout their individualized orientation period. Provides oversight of the nursing orientation and mentoring program for all licensed nursing staff.
- Provides oversight of the CNA orientation and mentoring program for all CNA staff.

NURSE EDUCATION:

- Develops education programs in response to staff needs and teaches staff current accepted patient care and center practices;
- Performs rounds on units to: Review clinical issues and monitor/observe to identify care delivery/clinical skills educational needs; Assist nurses in identifying change in resident condition and implementing appropriate follow through; Identify clinical educational needs of nursing staff;
- Provide education through demonstration and return demonstration for specific skills/procedures. Maintains in-service records on all nursing employees;
- Directs implementation of nursing policies and procedures;
- Oversees and coordinates the implementation and education for all nursing programs and facilitates the connection with appropriate Area and Corporate nursing resources (e.g., Wound Specialists, etc.)
- Develops an annual nursing education calendar to include State/Federal mandatory in-services; Coordinates and teaches Nurse Aide Certification courses, where applicable;

COMPETENCY EVALUATION AND MAINTENANCE:

- Assists in evaluation of performance of new nursing personnel;
- Performs annual competency testing and evaluation;
- Clinically appraises nursing staff performance to identify areas for education;

INFECTION CONTROL AND EMPLOYEE HEALTH:

- Provides oversight of the Center's Infection Control program;
- Provides oversight to Employee Health Program to include:
 - Administering and tracking of PPD and Hepatitis vaccine for all employees;
 - Administering and tracking of influenza immunizations for all employees;
 - Serving as the "responsible" person for employees who become injured during hours when the NPE is present;
- Ensuring that an "Initial Health Survey" is completed for all new Employees.

CLINICAL POINT CLICK CARE (PCC) IMPLEMENTATION:

- Educates nursing staff in the application of PCC to the nursing process;

OTHER:

- Assumes responsibilities for Nursing Department in absence of Center Nurse Executive/Assistant Director of Nursing.
- Functions as nursing administrative on-call, as scheduled;
- Stays and works beyond scheduled shift if needed to meet state staffing requirements and/or needs of patients;
- Enhances nursing practice by attending all mandated in-service programs and other GHC and outside professional education programs;
- Performs other duties as requested.

COMPLIANCE:

- Complies with applicable legal requirements, standards, policies and procedures including but not limited to those within the Compliance and Ethics Program, Standard/Code of Conduct, Federal False Claims Act and HIPAA.
- Participates in required orientation and training programs.
- Promptly reports concerns and suspected incidences of non-compliance to supervisor, Compliance Liaison or to the Compliance Officer via the Integrity Hotline.
- Cooperates with monitoring and audit functions and investigations.
- Participates, as requested, in quality assurance and process improvement activities.

JOB SKILLS:

- Must have thorough understanding of scope of practice for both Registered Nurses and Licensed Practical Nurses.
- Must have thorough knowledge of nursing theory, techniques and practices.
- Must have good verbal and communication skills with the ability to demonstrate organizational and educational skills.

- Must have considerable knowledge of teaching and training techniques.
- Must be able to analyze, organize, and adapt training and educational materials.
- Must be able to execute the details of planning an educational program and to present the subject matter effectively.
- Must have basic computer skills.

PERFORMS RELATED DUTIES:

- The Nursing Practice Educator interacts with patients, families, visitors, center and Genesis subsidiary personnel.
- He/she carries out other tasks as requested in situations where hands-on intervention/participation may be required.

RN Supervisor

Genesis Seaford Center - Seaford, DE

September 2018 to May 2019

POSITION SUMMARY:

The RN Nursing Supervisor serves as a clinical operational liaison between the units and the CNE, ADON, and Unit Managers. He/she is responsible for the clinical operations of the Nursing Units including ensuring compliance with Genesis policies and procedures, practice standards and regulations. Additionally, he/she is responsible for facilitating the implementation of the care delivery model and processes, mentoring staff, coordination and communication with other departments, and ensuring patient and family satisfaction.

RESPONSIBILITIES/ACCOUNTABILITIES:

ADMINISTRATIVE:

- Collaborates with the Center Nurse Executive in maintaining adequate nursing coverage to provide safe nursing care for 24 hours a day, 7 days a week;
- Effectively utilizes existing manpower limiting use of overtime and agency personnel;
- Participates in staff recruitment (i.e. Assist in the interviewing and selection of nursing personnel);
- Assesses the work performance of nursing staff as it relates to their job description, unit standards of care and goals of the individual;
- Assists with the Individual Performance Improvement Plan for staff whose performance does not meet center expectations, and when necessary, recommends or initiates disciplinary action;
- Recommends and facilitates employee promotions, transfers and terminations;
- Collaborates with other departments to provide timely effective care consistent with individuals needs, choices and preferences;
- Answers any/all emergencies throughout the shift (i.e., change of condition, starting IVs, pronouncement of death);
- Fosters a strong partnership between the medical staff and the department of nursing;
- Makes recommendations to the Center Nurse Executive regarding nursing care equipment/supplies required to meet the needs of the patients and assures that adequate supplies are available;
- Promotes a culture of safety to ensure a healthy practice and living environment;
- Participates in meetings to address patient care, survey and/or standards of care issues as requested;
- Assures that the building is secure during the assigned shift by checking doors and alarms according to nursing center protocols;

CLINICAL LEADERSHIP:

- Works with the CNE to effectively plan, organize, direct and implement a comprehensive center-wide nursing program;
- Provides nursing leadership in order to meet the goals of the Genesis organization and the individual center;
- Ensures patient care assignments are consistent with staff competencies, scope of practice and the needs of the patients;
- Creates an environment that is respectful, team oriented and responsive to the concerns of staff, patients and families;
- Completes rounds on the units to observe patients and to determine if nursing needs are being met;
- Provides patient care when required;
- Monitors nursing care to ensure positive clinical outcomes and minimize rehospitalizations;
- Ensures Point Click Care (PCC) is utilized according to the Business Processes;
- Encourages communication between licensed nursing staff and CNAs during and between shifts;
- Encourages shift-to-shift communication between incoming and outgoing nursing staff;
- Ensures timely and accurate compliance of the MDS process and that it reflects the patient's plan of care;
- Reviews prospective admissions in relation to existing nursing capabilities and ensures readiness to treat;
- Contacts attending physician to obtain orders as indicated (i.e., admission, change in condition, etc.);
- Ensures that Physician Orders are followed as prescribed;
- Oversees medication management to ensure adequate supplies and that all medications are handled in accordance Genesis policy;
- Ensures that patient's attending physician and family or responsible party are promptly notified of any significant change in the patient's health condition;
- Facilitates discharge planning process and provides consultation as needed;
- Investigates patient/family complaints and takes appropriate actions to bring to resolution;

EDUCATION:

- Identifies educational needs of the staff and communicates needs to the Nurse Practice Educator (NPE);
- Conducts education in the absence of the NPE;
- Participates in the evaluation of staff competency;
- Assists with the orientation of newly hired nursing staff;
- Demonstrates, teaches and evaluates nursing skills utilized in direct patient care of the unit's specific patient population;
- Promotes professional development and career opportunities for nursing staff;

QUALITY IMPROVEMENT:

- Supports the CNE in employing a strong Quality Improvement (QI) process for the nursing department;
- Ensures that the patients' Care Plans are implemented and periodically reviewed and modified as necessary;
- Ensures that patient's accident/incident, adverse event and grievances/concerns are fully documented, investigated, reported and addressed in accordance with Genesis policies and procedures and the Federal/State rules and regulations;
- Enhances nursing practice by attending all mandated in-service programs and other GHC and outside professional education programs;
- Maintains confidentiality and protects sensitive Protected Health Information (PHI) at all times;
- Stays and works beyond scheduled shift if needed to meet state staffing requirements and/or needs of patients;

COMPLIANCE:

- Complies with and promotes adherence to applicable legal requirements, standards, policies and procedures including but not limited those within the Compliance and Ethics Program, Standard/Code of Conduct, Federal False Claims Act and HIPAA.
- Provides leadership and support for the Compliance and Ethics Program within management area.
- Ensures timely and accurate reporting and responses to compliance-related issues and monitors the implementation of corrective action plans related to such issues.
- Ensures that staff participates in orientation and training programs including but not limited to all required compliance courses and relevant policies and procedures, and that such training is properly documented. Participates in compliance and other required training programs.
- Provides open lines of communication regarding compliance issues within management area and access to the Integrity Line and ensures that retaliation against staff who report suspected incidences of non-compliance does not occur. Promptly reports concerns and suspected incidences of non-compliance to supervisor, Compliance Liaison or to the Compliance Officer via the Integrity Hotline.
- Participates in monitoring and auditing activities and investigations, and implementing quality assurance and performance improvement processes, as required.
- Completes performance reviews and determines compensation and promotions based on the accomplishment of established standards that promote adherence to compliance and quality standards.

JOB SKILLS:

- Demonstrates leadership, organizational and critical thinking skills.
- Strong interpersonal skills.
- Excellent management skills.
- Knowledge of computer use.
- Ability to create a patient-centered environment.
- Knowledgeable of Genesis policies and procedures, MDS process, state nurse practice acts, and state and federal regulations.

Charge Nurse, RN

Connections CSP, Inc

June 2016 to August 2018

POSITION SUMMARY:

A Registered Nurse (RN) is responsible for assisting in the delivery of patient care through the nursing process of assessment, planning, implementation, and evaluation. Under the supervision of the Charge Nurse, directs and guides patient education and activities that are commensurate with his or her education and demonstrated competencies. Registered Nurses provide quality healthcare from an evidence-based and ethical perspective.

RESPONSIBILITIES/ACCOUNTABILITIES

- Under supervision of a Charge Nurse, assists in the assessment of the physical, psychological, and social dimensions of patients in the infirmary and, as necessary, in the housing units
- Assists in planning an individual treatment program by using available resources in planning care, and consults with Charge Nurses, DON, and other staff as appropriate while applying knowledge and resources in planning care and patient education
- Implements individualized treatment programs as directed by healthcare Providers
- Counts controlled substances, syringes, needles, and sharps at the beginning of each shift with another staff member and signs count logs

- Implements clinical and technical aspects of care in accordance with established policies, procedures, and protocols. Intervenes with proper safety techniques, procedures, and standard precautions
- Responds to codes or patient crises as set forth by the site's policy and procedure
- Implements medical plan through administering medications in accordance with Provider's orders and protocols:
 - Administers medications according to proper techniques and procedures, including IV therapy (when certified) and all other approved routes of administration
 - Uses pharmacy knowledge and available resources to include drug reaction and overdose in administration of medications
- Implements medical plans through obtaining diagnostic tests in accordance with Provider's orders and protocols:
 - Obtains body fluid specimens and performs EKGs using proper techniques and procedures
 - Communicates information to ancillary departments using established referral process
- Assists the Providers in medical or minor surgical procedures as necessary and/or requested to meet individual needs of patients
- Implements nutrition and therapeutic diet plan through proper techniques and procedures as ordered by the Providers
- Documents nursing encounters using the SOAP form of charting as required by policy and procedure
- Communicates information to nursing staff, physician, infirmary supervisory personnel and other staff as necessary
- Respects the dignity and confidentiality of patients
- Attends mandatory staff meetings and trainings
- Performs other duties as assigned

JOB SKILLS:

- **Clinical Knowledge:** Possesses understanding of assessment and intervention skills, specifically evidence-based practices. Implementation of these skills is done in a professional manner.
- **Problem-Solving:** The ability to identify a problem, or to identify situations that could lead to problems, in an effort to intervene quickly and effectively. This may not involve resolving the issue alone, only recognizing the problem, and demonstrating sound judgment by gathering and analyzing information
- **Critical Reasoning:** Excellent observation skills and the ability to combine pieces of information to form general rules or conclusions, as well as extracting themes or patterns from seemingly unrelated pieces of information
- **Communication:** Ability to convey complicated clinical and professional information to various audiences, in both written and oral form. Understanding the context in which information exists, and the ability to temper opinions diplomatically, all in an effort to model mature, positive, and appropriate behavior. Written communication is edited for spelling and grammar, and presents numerical and scientific data appropriately in clear, concise, and accurate manner.
- **Adaptability:** Quickly adapts to changes in the work environment, manages competing interests, and demonstrates the ability to deal with frequent changes, delays, or unexpected events
- **Stress Tolerance:** Recognizes crisis situations and reacts to such in a calm, mature, professional manner. Accepts criticism and feedback, and is able to deal calmly and effectively with high stress situations.

Weekend Supervisor / RN

Genesis / Milford Center - Milford, DE

March 2013 to June 2016

POSITION SUMMARY:

The RN Nursing Supervisor serves as a clinical operational liaison between the units and the CNE, ADON, and Unit Managers. He/she is responsible for the clinical operations of the Nursing Units including ensuring compliance with Genesis policies and procedures, practice standards and regulations. Additionally, he/she is responsible for facilitating the implementation of the care delivery model and processes, mentoring staff, coordination and communication with other departments, and ensuring patient and family

RESPONSIBILITIES/ACCOUNTABILITIES:

ADMINISTRATIVE:

- Collaborates with the Center Nurse Executive in maintaining adequate nursing coverage to provide safe nursing care for 24 hours a day, 7 days a week;
- Effectively utilizes existing manpower limiting use of overtime and agency personnel;
- Participates in staff recruitment (i.e. Assist in the interviewing and selection of nursing personnel);
- Assesses the work performance of nursing staff as it relates to their job description, unit standards of care and goals of the individual;
- Assists with the Individual Performance Improvement Plan for staff whose performance does not meet center expectations, and when necessary, recommends or initiates disciplinary action;
- Recommends and facilitates employee promotions, transfers and terminations;
- Collaborates with other departments to provide timely effective care consistent with individuals needs, choices and preferences;
- Answers any/all emergencies throughout the shift (i.e., change of condition, starting IVs, pronouncement of death);
- Fosters a strong partnership between the medical staff and the department of nursing;
- Makes recommendations to the Center Nurse Executive regarding nursing care equipment/supplies required to meet the needs of the patients and assures that adequate supplies are available;
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- Ability to create a patient-centered environment.
- Knowledgeable of Genesis policies and procedures, MDS process, state nurse practice acts, and state and federal regulations.

Education

License

Beebe School of Nursing - Lewes, DE
2003 to 2005

Nursing Licenses

RN

Expires: September 2023

State: DE

Skills

- RN
- Advanced understanding of assessment and intervention skills, specifically evidenced based practices. Professional and experienced implementation of skills in an effort to model practices for other clinical staff. I am capable of supervising a team, providing clinical, administrative and emotional leadership. I have the ability to identify a problem, or a situation that could lead to problems, in an effort to intervene quickly and effectively. I have excellent multi-tasking and observation skills with a high level of attention to details. I adapt quickly to changes and communicate with various audiences to convey complicated clinical and professional information. I maintain a calm, mature manner and accept criticism and feedback in a professional manner. (10+ years)
- MDS
- Care plans
- SOAP
- Basic IV
- Medication Administration
- Nursing
- Vital Signs
- Infection Control Training

Certifications and Licenses

CPR/BLS

May 2005 to October 2023

Compact State Nurse License