

# Tania Lastra

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Performance driven, hands on dedicated professional with demonstrated track record of success. Team builder, able to effectively direct, develop and motivate staff to achieve well-respected industry goals. Looking to obtain a challenging position within an organization that will leverage my educational and professional knowledge and experience in a way that enables me to positively contribute to the organization and have a meaningful impact on the community.

## Work Experience

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### **RN Supervisor**

Rio Vista Behavioral Health  
August 2020 to Present

- Manage and oversee and oversee day to day operations and nursing staff
- Complete patient care assignments by scheduling and assigning nursing and staff
- Coordinate and maintain the required training and competency of staff
- Effectively interceded with family and friends and resolve concerns to the delivery of healthcare services
- Develop, maintain and evaluate patient/client and staff data collection systems and processes to support the practice of nursing and delivery of patient care
- Delegate responsibilities appropriate to licensure, education and experience of staff

### **Quality Improvement Director**

Global Hospice Care  
May 2017 to August 2020

Performs clinical record documentation review for assigned patient population

- Identifies any corrections to the record that are needed and works with the DON and individual clinicians to ensure corrections are completed in a timely manner
- Evaluates and makes recommendations for staff performance and improvement to the DON and Administrator based on audit results
- Assists the Administrator in validating staff performance and compliance with clinical policy and procedure related to the care and services provided to the patient
- Assists Administrator and senior management in review and analysis of patient complaints and incidents on a daily and weekly basis during IDG (interdisciplinary group) meetings, and summary reports (semi-annual)
- Assists the Administrator in staff/volunteer orientation and regular inservice

Infection Control

- Assesses critical situations, implemented isolation precautions or other preventive measures, monitor and follow up to ensure that infection control procedures were implemented/modified as needed
- Provide orientation and training to all newly hired employees. Provide ongoing training to all employees on company's policies and procedures and State and Federal guidelines.
- Policy development and review. Follow-up with education and compliance.

- OSHA compliance and compliance plans and monitoring
- Conducted surveillance of infections, both community acquired and nosocomial
- Assessed infectious conditions with patients, staff and the environment, and implemented appropriate control measures
- Established priorities for interventions according to risk to patient, staff and hospital.

#### Admissions Coordinator

- Contact referrals from surrounding health clinics, hospitals, physician offices, home health agencies, nursing homes and health care centers
- Participates in community education activities and other activities related to marketing as assigned by Administration
- Educate families and health care providers on hospice services and programs, as well as care options
- Verify insurance for patients
- Coordinates adequate communication amongst case managers, patient families, patient care specialists, insurance approval agencies, physicians, and nurses.
- Contact appropriate departments and oversee proper patient care and follow up is carried out according to patient's needs

### **Travel Nurse**

AMN Healthcare Company - San Diego, CA

June 2015 to March 2016

Obtain information from patients and/or family to identify major complaints, symptoms, or reason for seeking health care.

- Provide individualized nursing care to patients of all ages based upon the physician's medical plan, the nursing assessment and the physical, mental and emotional needs of the patient.
- Assist physicians with various examinations and diagnostic procedures.
- Perform teaching to patients and/or family regarding self-care procedures and documents teaching.
- Perform skilled patient care in couplet care centered facility to include: Newborn care, newborn transitioning, hearing screens, cardiac screens, IV therapy, medication administration, antepartum, postpartum, labor and delivery, triage, OR, recovery.
- Partner with a team of Registered Nurses to ensure well-being of all patients.

### **RN/Labor and Delivery**

Tenet HealthCare

January 2009 to July 2015

Cared for patients in labor with both uncomplicated and high-risk deliveries.

- Antepartum Care
- Managed patient care in the OR during a cesarean delivery.
- Gauged patient contractions and provided breathing and relaxation techniques during labor.
- Contacted delivering physician and anesthesia at appropriate time to administer pain-management medications and begin the birthing process.
- Positioned the patient properly for birth and assisted the physician with gloves, gowns and drapes.
- Monitored fetal heart rate to ascertain potential problems.
- Checked patients' cervix to determine labor progression and dilation.
- Periodically examined patient bedding and replaced soiled linens as needed and shortly after birth.
- Took and recorded patient vital signs to determine patient and/or unborn child state of health.
- Employed phlebotomy skills including blood draws basic IV installation and central lines.
- Administered prescribed medication intravenously and orally or as specified.
- Provided outpatient care in a triage setting for pregnant women

- Educated patients on breastfeeding and self-care post-partum

## Education

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### **Bachelor of Science in Nursing**

University of Texas in El Paso - El Paso, TX  
2008

### **High School Diploma**

Montwood High School — El Paso - El Paso, TX  
2000

## Nursing Licenses

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### **RN**

## Skills

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- Critical Care Experience
- Medication Administration
- Documentation Review
- Hospice Care
- Infection Control Training
- Nursing
- Travel nursing

## Certifications and Licenses

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### **BLS Certification**