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Seeking long-term employment! I have a compact Nursing license. I am a positive, upbeat, adaptable Nurse with 25 years of diverse Nursing experience. I have spent the last year in Savannah GA as the DON at The Marshes of Skidaway Island. It is a skilled, long-term care facility. Looking to step away from a management role and get back to direct patient care. I have extensive experience working with all aspects of COVID-19. I am an advocate for the formation of highly skilled Nursing teams which I believe promotes top-quality care. Quality assurance, risk management, education of staff, families and residents and clear communication are some of my strengths. I have a dynamic, positive and pro-active approach. My long-term work history is listed below. I look forward to speaking with you!

Work Experience

Director of Nursing

The Marshes of Skidaway Island - Savannah, GA
September 2021 to Present

Moved from NC to Savannah in late July of 2021, DON at a small, private LTC and AL facility with 40 beds. Perform all aspects of the DON and ADON positions including: hiring, discipline and if necessary firing of staff, QA, IC, Infection Preventionist, supervision of 45-50 employees including payroll, education requirements, QAPI and 5 star oversight. Assignment of duties for staff, COVID testing and tracking. Customer service for families, residents and staff.
Including all listed duties below as ADON.

Interim Assistant Director of Nursing

Careerstaff Unlimited - High Point, NC
April 2021 to July 2021

Interim ADON of a 200-bed skilled long term care facility. I assisted the Director of Nursing with all aspects of her job. I performed quality reviews and developed plans of correction. Provided education and discipline of staff, delegation and assignment of duties. Customer service for families and residents, infectious disease reporting, COVID documentation and reporting and filled whatever role she needed me to for that day.

Assistant Director of Nursing
Presbyterian Homes Inc - Colfax, NC
September 2018 to March 2021

Assistant Director of Nursing of 120+ FTE's for a 116-bed long-term care, 5-star facility comprised of 2 Skilled Nursing units, a Rehab unit, Memory Care, and a large Assisted Living community.
Assist with staffing and scheduling.
Risk Assessment and Management-including antibiotic stewardship per McGeer's' criteria and monthly Quality Assessment Performance Improvement documentation and reporting as well as initiation and

management of Performance Improvement Projects as pertinent for on-going areas of improvement identified by the DON/ADON/QAPI board.

Compilation of the Risk Assessment Corporate Report, the Quality of Care Report, Risk Tracker Report and Summary, QAPI Report, PIP reports, Infection Control and Antibiotic Reports monthly.

Collaboration with our Physician and Nurse Practitioner on a regular basis regarding quality issues identified for intervention and resolution.

Disciplinary, corrective actions, assist with terminations.

Recruitment, retention and hiring of staff.

Orientation of on-boarding staff to COVID-19 protocols, infection control policies and procedures and PPE/mask fit-test completion.

Staff education, training and maintenance of documentation of such in employee records.

CMS & JC survey preparation and execution, supervision of plan of improvement and ensure compliance with corrections.

Complaint resolution/grievances resolution.

Interdisciplinary Collaboration- Administrative team meetings weekly to review census, 802/672 and QAPI data.

Assist with policy & procedure development, revisions, implementation, education.

Assist with departmental performance annual reviews.

Co-supervise, co-lead, co-direct and co-motivate high-quality performance of a 120+ person team comprised of CNA's, RN's and LPN's.

Reporting of COVID-19 testing, results to State and local authorities as indicated as well as hands-on testing of all staff and residents as determined per our

County infection rates and/or rate of outbreak status. Maintenance of corporate and mandated COVID-19 logs.

Provide hands-on care for COVID residents as necessary during the Pandemic due to staffing constraints and assist with admissions, discharges and Nursing duties as needed.

Maintenance and oversight of current Nursing and CPR licensures for all active staff.

Collaboration with pharmacy for oversight of First Dose machine- initiation in the system/training/orientation of new staff.

Oversight of monthly med requisitions and reports- collaboration with pharmacy to ensure narcotic oversight.

Review of all potential admissions or re-admissions to the facility and perform on-site assessments prior to admission as determined necessary.

Weekly meetings with weight team, our Nurse Practitioner and Registered Dietician to ensure resident weights are assessed, documented and that interventions were initiated appropriately and timely.

Oversight of Podiatry and Dental clinics.

Oversight of Resident sitters and hired assistive staff to maintain corporate compliance per policy.

Review and approve the transportation schedule weekly for resident appointments.

Assignment of the on-call schedule for administrative staff.

Assess and review all wounds and orders associated with wounds admitted to the facility and follow routinely for documentation accuracy, compliance and standard of care.

Collaboration routinely with MDS Nurse regarding Quality Measures and 5-star reporting to ensure timely interventions for identified issues- provide oversight of corrections, interventions and the education of staff.

I also have experience with assessments per Medicare/Medicaid guidelines and update Care Plans per company policy.

Home Health Manager/ Admissions Assessment Nurse

All Pro Homecare - Pensacola, FL

November 2016 to April 2017

- I was initially hired to perform Admission Nursing assessments, per diem, for Veterans associated with the Biloxi VA whom were deemed "potentially qualified" to receive HH services.
- Assessment of each patient was performed in their home and included a head-to-toe physical, documentation of all pertinent medical history.
- A safety inspection of their home and assessment of their support system as well as determination of appropriate services and supportive documentation and initial set-up of services.
- Patient and family teaching of services and care plan.
- I was contacted by the owner and asked to take over the job of Nurse Manager in the office due to findings of mismanagement. Unfortunately, the company closed its' doors without warning, due to low client volume.

Registered Nurse Case Manager and Admissions Nurse

Covenant Hospice - Pensacola, FL

August 2015 to June 2016

- Liaison between physicians and all health professionals.
- Assessment of patient and family needs with responsibility to notify other disciplines and ensure all needs are met.
- Education of patients, their families, and the support staff to ensure understanding of responsibilities and services on an individual, holistic basis.
- Prescription drug orders, pick-up/delivery as needed and verification of order changes for continuity of care.
- Participation in inter-disciplinary team meetings weekly to discuss patient and family progress and potential need for further assistance, identify changes during review period and/or potential need for discharge according to MCR/MCD guidelines.
- Responsible for documentation via EMR of all patient and family care, orders, assessments and interventions as well as the initiation of the patient chart, care plan, plan of care, via EMR.
- Performed admissions, discharges, patient assessments, and management of PEG's, stomas, fistulas, wounds, initiated IV's, blood draws, and line management.
- Perform patient screenings including medical and emotional background to determine eligibility and ongoing eligibility for Hospice services.
- Determine the need for medical equipment and perform an evaluation of the patients' surroundings to assess for potential safety hazards -vs.- their potential to remain as independent as possible for as long as is safely feasible.
- Ensure that any risks identified are then addressed in documentation by staff and that all interventions are reasonable and attainable.
- Manage PCT's, review staff documentation to ensure areas identified as patient safety risks and potential problem areas are pro-actively documented.

Charge Nurse/Unit Manager

Southern Oaks Rehabilitation and Nursing Center - Pensacola, FL

May 2012 to August 2014

- Managed a post-surgical and long-term care, 40-bed unit, then transferred to the MDS Coordinator position as well as filled in for House Supervisor and Nurse Manager rotating call duties.
- Managed staff and resident family needs for the injured and geriatric populations.

- Performed admissions, discharges, patient assessments, and management of PEG's, stomas, wounds, initiated IV's, blood draws, and line management.
- Performed all Nurse Management and bedside nursing duties.
- Trained and performed MDS patient physical assessments and MDS chart assessments including QA/QI review and care plan meetings.
- During care plan meetings reviewed the resident's current medical information to identify potential safety and/or regulation issues and educate on any interventions or care plan changes required.
- Conducted extensive head-to-toe resident physical assessments and thorough chart reviews, to ensure accurate documentation and facility compliance required for Medicare billing. The billing process was dependent on the accuracy of the current patient information and the reviewed documentation.
- Documented the meeting data in the patient chart and collaborated with the appropriate personnel needed to address any resident or family issues identified during the meetings.
- Monitored and compiled QA/QI data throughout the month and compared our latest facility QA/QI data to identify negative trends and potential issues that had the potential to negatively impact the facilities performance and quality review/risk numbers.
- Reported this information during our monthly performance and Quality Review/Risk Assessment board meetings.
- Conducted a weekly QA report for the EMR system and if necessary notified the DON of any documentation irregularities and input all corrections.

Charge Nurse

Post-Surgical Rehab Floor - Milton, FL
April 2011 to May 2012

- Managed and supervised the skilled rehab unit.
- Performed typical Nurse Supervisor duties as well as worked the floor administering medications and treatments.
- Assisted and taught staff to care for residents with wound-vacs and those whom required extensive wound care and lab draws, difficult IV starts and/or therapies.
- Taught staff protocol for Emergent Response requirements.
- Performed admissions, discharges, patient assessments, and management of PEG's, stomas, fistulas, wounds, initiated IV's, blood draws, and line management.

Certified Wound Care Nurse

Sacred Heart Hospital - Pensacola, FL
May 2009 to April 2011

- Conducted admission assessments to establish the plan of care for all wound care patients in the hospital.
- Responsible for referrals, recommendations, and collaboration of care with physicians including weekly treatments for all patients.
- Initiated wound-vac application and maintenance, documentation as well as assisted with placement of wound-vacs in the operating room as necessary.
- Performed surgical debridement's at the bedside and in the operating room as directed by the physician.
- Patient and family education were also a large part of my job.

Certified Wound Nurse / ICU Nurse Registered Nurse-

Medical /Surgical Orthopedic/Trauma - Pensacola, FL
December 2007 to May 2009

Select Specialty Hospital - Pensacola, FL
December 2007 to May 2009

Florida Tissue Services - Gulf Breeze, FL
January 2004 to December 2008

Organ and Tissue Procurement Coordinator- PRN

Operating Room Circulator - Milton, FL
January 1996 to December 2008

QA Nursing Documentation.

Registered Nurse- Medical /Surgical- Orthopedic/Trauma

Ft. Walton Beach Medical Center - Fort Walton Beach, FL

Education

Bachelor of Science in Nursing

University of South Alabama - Mobile, AL
1999

Associate of Science in Nursing

Pensacola Junior College - Pensacola, FL
1996

High School Diploma

Locklin Vocational Technical School - Milton, FL
1992

Buchholz High School - Gainesville, FL
1991

Skills

- RN
- Nursing
- Nursing Home
- Rehab
- Home Health
- Assisted Living

Certifications and Licenses

RN License

Compact State Nurse License