

# Sandy N. Elizardo, BSN-RN

**29 years of Nursing experience. Collaborative, patient-focused manager of a behavioral unit, coaching nursing staff to reach their full potential and driving quality improvements.**

San Antonio, TX 78227

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Experienced in acute, long-term and hospice care. Has worked extensively in telemetry, step-down unit; worked in the resource pool, as an agency, travel nurse. Has been assigned as a school nurse, and to various units in facilities contracted by the agency. Has experience in the OR, recovery, peri-operative unit, labor and delivery; education.

Authorized to work in the US for any employer

## Work Experience

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### **Director of Nursing**

Buena Vida Nursing Home and Rehabilitation Center - San Antonio, TX

August 2022 to November 2022

Spearheads the nursing department, ensures adequate staffing; procures needed staff with HR. Calls, interviews, hires best candidates. Provides in-services, protocol implementation, coaching, performance improvement of staff. Maintains highest level of care by adhering to payor, government guidelines in the delivery of care. On a day to day basis, uses QAPI process to uncover areas of improvement in care. As the Infection Preventionist, carefully studies guidelines and ensure protocols are followed.

### **Director of Resident Care**

Poet's Walk San Antonio - San Antonio, TX

April 2022 to August 2022

Staffed the community. Supervised the nursing department to ensure high quality care is delivered. Provided training and education to staff. Maintained close communication with residents and their families to ensure residents' well-being and address concerns. Ensure the nursing department is following prescribed standards of care.

### **RN Nurse Manager**

San Antonio State Hospital - San Antonio, TX

October 2018 to April 2022

Managed and supervised unit as a nurse manager to ensure nursing staff are providing holistic, compassionate, professional care to clients with various mental health disorders such as Bipolar Disorder, Schizophrenia, Schizo-affective Disorder, Borderline Personality, to name a few. Ensure high-quality patient care by performing rounds to observe nursing staff, and speaking directly with patients, support staff, family members to gather feedback.

Facilitated training and delivered training materials on infection control, medication administration and other safety procedures to ensure compliance with department policies.

### **Owner/Operator**

Vigil Personal Care Home - San Antonio, TX

May 2014 to January 2019

Took care of patients who needed assistance with personal care and other ADL's. Marketed and did promotional activities for the business. Recruited and trained caregivers. Formulated and implemented policies and rules. Did budgeting and payroll. Ensured patients are receiving high quality care.

### **STARS (Special Time Arrangements Resource Staff) Float Pool RN**

University Hospital - San Antonio, TX

December 2015 to July 2017

#### Responsibilities

Assigned to various units such as Medical-Surgical Acute Care Units; Transplant, Telemetry Acute Care Units; Hematology-Oncology Unit; Progressive Care Units.

#### Accomplishments

Received a certificate of recognition for dedication to the STARS team.

#### Skills Used

Assessment, education skills are used to provide comprehensive and holistic care to every client assigned to my care. This also includes performing tracheostomy care, wound care, symptom management to mention a few routine tasks done.

### **Staff Nurse**

Lifecare Hospitals of San Antonio - San Antonio, TX

August 2014 to September 2016

#### Responsibilities

Take care of medical-surgical, telemetry patients. Perform comprehensive physical assessments, tracheostomy, colostomy, wound care. Administer various medications, supervise the LVN's and CNA's. Provide education to patients and families. Assist the doctors in developing a plan of care.

#### Accomplishments

My director will be cross-training me to the ICU.

#### Skills Used

Customer service skills, interpersonal relationship skills. Skills in physical assessment and signs and symptom recognition. Tracheostomy, colostomy, wound care skills.

### **Clinical and Theory Instructor**

Career Point College - San Antonio, TX

September 2014 to May 2016

#### Responsibilities

Supervise and instruct vocational nursing students. Teach students skills in the clinical and laboratory setting. Present lectures. Correct homework, exams, assignments, and record grades.

#### Accomplishments

Crossed over from clinical to classroom instruction.

#### Skills Used

Customer service, clinical and classroom teaching skills.

## **RN Case Manager**

Premier Home Health and Hospice - San Antonio, TX  
January 2014 to August 2014

### Responsibilities

Case managed for 10-20 patients; visited patients in their homes, provided nursing care as needed, such as medication administration, wound dressings; performed health teachings; provided continues care; responded to death calls; nurse on-call-ship. Did admissions, recertifications, discharges, revocations based on established criteria.

### Accomplishments

Provided training and guidance to less-experienced co-workers. Helped establish a workable on-call schedule and a more efficient distribution of workload.

### Skills Used

Providing end-of-life education to patients and families as needed predicating readiness; provided nursing care as appropriate using my 20+ years of experience. Well-versed in the recognition of symptoms of patient decline. Worked independently in the field and made important decisions such as whether a patient and/or family member will benefit from continuous care, and obtaining physician order. Determined necessity of chaplain or social worker referral. Demonstrated efficient time management with regards to home visits with respect to location and patient acuity. Responded to calls in a timely manner. Provided comfort and empathy to patients and family members.

## **Director of Nursing**

Benevolent Hospice - Helotes, TX  
February 2013 to January 2014

### Responsibilities

Managed approximately 20 staffs of RN's, LVN's, CNA's, and support office team members. Oversaw coordination of care of 80- almost 100 patients, while at the same time carrying 10-20 patient load. Functioned as Case Manager/DON. Ensured fairness and consideration in patient assignment with respect to staff capability, patient acuity, and geographical location. Functioned as admission nurse until new staff are appropriately trained. Trained newly-hired nurses with no hospice experience. Coordinated care with other facilities. Went through Joint Commission inspection and subsequent re-accreditation.

### Accomplishments

Established order in the company and helped maintain staff and patient retention. Created a workable on-call schedule. Ensured patients are seen within established parameters. Provided staff education, support, and encouragement. Ensured criteria are appropriately followed with regards to admission and discharge. Helped nurses transition from other specialties to hospice. Ensured the company is in compliance with established standards. Guided the interdisciplinary team meetings to flow in an efficient and orderly manner that gained the praise and recognition of the team doctor.

### Skills Used

Well-versed in the recognition of hospice eligibility for admission or discharge; changes in the level of care. Using nursing skills honed through a career spanning 20+ years and two continents. Provided excellent nursing care and symptom management. Provided wound care, patient and family education from basic health issues, to infection control, to providing patient comfort to end-of-life knowledge and skills. Educated and trained staff, maintained company compliance to regulations, resolved company

processes that needed corrections. Maintained the infection and fall rates to a lower, acceptable rates using a plan of correction that included staff and family education and subsequent supervision.

## **Case Manager**

Vitas Innovative Hospice - SanAntonio, Texas  
July 2012 to February 2013

### Responsibilities

Case managed a load of 15-20 patients; did home visits, coordinated care with other team members such as the aides, chaplain, social worker, team doctor, family members, facilities, pharmacies, DM E companies. Ensured patient symptoms are recognized and managed appropriately and in a timely manner. Visited patients in their homes and provided nursing care, family education; supervised patient care rendered by the Name's and hospice aides. Functioned as on-call nurse, did death pronouncements and subsequent post-mortem care and coordination. Determined discharge appropriateness.

### Accomplishments

Transitioned from acute care to hospice care, recognizing symptoms of decline with appropriate interventions. Assisted patient and family members in the death process, from denial to acceptance utilizing team efforts by coordination. Provided a difference through the demonstration of empathy and compassion, as verbalized by grateful family.members and co-workers.

### Skills Used

Nursing skills of thorough physical assessment, symptom recognition and intervention. Prompt coordination of care and follow-through. Well-versed in recognizing symptoms of decline, hospice admission and discharge appropriateness.

## **Staff RN**

Methodist Hospital - San Antonio, TX  
February 2009 to May 2011

### Responsibilities

Worked in the Progressive Care Unit then in the Resource Pool. Took care of assigned patients. Using skills in reading EKG's and physical assessment, recognized and managed symptoms and referred to the MD as appropriate. Administered potent drugs and maintained patient safety through proper vital signs monitoring and vigilance.

### Accomplishments

Functioned as a good team player in accomplishing safe and efficient patient care. Actively participated in problem resolution and unit improvement through a keen recognition of team problems and strengths. Received a number of patient feedback of excellent service.

### Skills Used

Time management, symptom recognition and intervention; appropriate supervision and encouragement to subordinates. Performed needed nursing skills, such as physical assessment with focus on patient diagnosis;safe and accurate medication and treatment administration. Maintained harmonious interpersonal/team relationship, as well as respectful relationship towards supervisors.

## **Travel Nurse**

Staffing Medical, USA - Phoenix, AZ  
May 2008 to February 2009

### Responsibilities

I was assigned to Banner Good Samaritan Hospital and Boswell Hospital. I worked in the Telemetry, Med-Surg, Step-down, Rehabilitation, E.R. units. I provided comprehensive, holistic care to patients utilizing the Nursing Process and critical thinking.

### Accomplishments

I was a good team player and promoted team cohesiveness. Received what we called "shift rewards" such as gift cards in the cafeteria. Earned "Wow" cards for excellent patient care from clients.

### Skills Used

Interpretation of EKG strips, drew blood from patients, titration potent cardiac drugs. Monitored patients in the ICU. Carried our alcohol toxicity protocols which included seizure precautions.

## **Agency RN**

Nursefinders - San Antonio, TX  
January 2005 to February 2009

### Responsibilities

I was sent to different hospitals in the San Antonio area such as the Baptist Medical System, Southwest General Hospital, Compass Hospital, various nursing homes, the Jewel Wetzel Elementary School, and other contracted facilities.

### Accomplishments

I earned a Winter Contract from the Baptist Medical Center. I helped the units I was assigned in function despite the lack of staff. Took care of high acuity patients in a safe manner by using critical thinking skills and valuable team work.

### Skills Used

Critical thinking, interview skills to obtain vital information, empathy skills. Skills in EKG interpretation with corresponding symptom recognition, obtaining 6- and 12 - lead EKG's. Performed phlebotomy and IV start that according to patients were "good sticks". I hone this skills so as not to be traumatic and painful for the patient.

## **Staff RN**

Texasan Heart Hospital - San Antonio, TX  
June 2006 to May 2008

### Responsibilities

I worked in the Progressive Care Unit. I took care of 4-5 patients using primary nursing. I admitted patients, provide comprehensive assessments every 4 hours, interpreted EKG tracing and made referrals to the doctor as needed. I drew blood for tests, performed EKG tests, 6 and 12 leads. I started IV's and titrated cardizem, and other non-ICU medications. I pulled femoral cardiac catheters and subsequent monitoring to prevent hemorrhage.

### Accomplishments

Promoted and maintained client safety by adhering to the established protocols of the unit. My easy-going personality and helpfulness helped agency and new RN'S adjust to the area by mentoring and providing encouragement.

### Skills Used

Critical Thinking skills, EKG interpretation, phlebotomy skills, functioned without a CNA. Customer care skills. Skills in pulling femoral cardiac catheter and subsequent monitoring.

### **Staff RN**

Southwest General Hospital - San Antonio, TX  
July 2003 to January 2005

#### Responsibilities

I worked in the Med-Surg, Telemetry units. I was floated frequently to the Psychiatric, Rehabilitation, Labor and Delivery units. I performed admission assessment, discharge and in-patient care. Utilizing the nursing process, I provided holistic nursing care to 10-16 patients through team nursing. Demonstrated good symptom recognition and subsequent MD referral as needed. Used EKG interpretation skills to refer and treat symptoms. Administered potent cardiac medications orally and intravenously. Started IV's, transfused blood products safely by adhering to unit protocols. Took care of isolation patients.

#### Accomplishments

Became a good, supportive team member by practicing kindness, understanding to co-workers fostering a harmonious relationship and good teamwork. Functioned as Charge Nurse.

#### Skills Used

Admission and discharge processing skills, assessment and recognition of symptoms using critical thinking skills. Participated in code blues, obtaining EKG and subsequent interpretation, team leading skills. Phlebotomy and IV start skills.

### **Nurse Instructor/Facilitator**

Assessment Technologies International, Inc. - Pasig  
September 2002 to July 2003

#### Responsibilities

I taught students preparing for the CGFNS and NCLEX. I prepared lectures according to set modules. Clarified and simplified concepts to help students successfully obtain licensure.

#### Accomplishments

The students verbalized and demonstrated confidence in test-taking, and many passed their examinations.

#### Skills Used

Teaching skills, motivation skills. Provided encouragement to students. Speaking skills.

### **RN Research Assistant/Coordinator**

Philippine General Hospital - Manila, AR  
August 2001 to September 2002

#### Responsibilities

Recruited and followed-up subjects for different research projects, reported adverse events to sponsoring companies. Administered study medications. Followed research protocols. Wrote and maintained copies of study results for aggregation by the study director. Set-up and coordinated study subjects' appointments and follow ups.

#### Accomplishments

Helped accomplish several vaccine, HIV, and other infectious disease studies in different phases. Attended several conferences that produced breakthroughs in vaccinations. Self-accomplishment knowing that I was at the forefront of the discovery of new knowledge.

#### Skills Used

Nursing assessment, organization and coordination skills. Phlebotomy, vaccine administration skills. People skills in recruitment. Skill in providing informed consent.

### **Staff Nurse**

MMaternity and Children's Hospital - Al Hufūf  
September 1998 to July 2001

#### Responsibilities

I was assigned at the Operating Room. We performed Caesarean Sections, D&C, cervical circlage, laparoscopic procedures, hysterectomy, TAHBSO, circumcision, and other procedures. I functioned as scrub and circulator. I anticipated the team's needs and ensured no break in the aseptic technique. I also took care of post-op patients in the recovery room. I was also assigned in the NICU and provided comprehensive nursing care to babies as young as 20 weeks. I inserted NG tubes, drew blood and started IV's; hooked babies up on EKG and pulse oximeter and reported vital sign changes. I also worked in the Ante-natal ward caring for high-risk pregnant women with various conditions such as Sickle-cell anemia, pre-eclampsia, eclampsia, Diabetes type 1 &2, etc.

#### Accomplishments

Contributed my knowledge and mentoring skills to each unit I was assigned in.

#### Skills Used

Comprehensive physical assessment skills, documentation skills. Starting IV'S and maintaining them. Blood and IV fluid administration skills. Skill in speaking Arabic.

### **RN Research Assistant/Coordinator**

Philippine General Hospital - Manila  
April 1995 to September 1998

#### Responsibilities

I recruited and followed - up subjects. Documented and reported adverse reactions. Coordinated logistics for the team. Administered study drugs or vaccines to subjects. Gathered information through interviews. Maintained files and communications with sponsors, subjects, directors. Maintained proper chain in handling research drug, vaccines.

#### Accomplishments

Helped accomplish study results and the discovery of new knowledge.

#### Skills Used

Customer care, communication, phlebotomy, follow-up, coordination skills. Skills in adhering to research protocols.

### **Volunteer Nurse**

Romana Pang an Regional Hospital - Guagua  
August 1994 to February 1995

#### Responsibilities

Worked in the Medical-Surgical, Pediatric, Geriatric units. Performed comprehensive nursing assessment, symptom recognition and subsequent referrals. Started IV'S and drew blood from patients. Administered blood and IV fluids. Admitted and discharged patients.

#### Accomplishments

Completed the training period and learned many nursing skills.

#### Skills Used

Critical thinking, assessment, administration of medications and fluids, phlebotomy, IV start skills.

### **Nurse Trainee**

Philippine General Hospital - Manila

April 1993 to July 1994

#### Responsibilities

I trained in the Operating Room, my chosen specialty. I assisted in craniotomy, Caesarean sections and various other major and minor surgeries.

#### Accomplishments

Completed required training and passed needed exams.

#### Skills Used

Critical thinking, assessment skills. Skills in starting IV, and administering medications bot oral and IV. Documentation skills. Skills in providing emphatic care.

## Education

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### **Master of Arts in Nursing-C in Medical Surgical Nursing**

Arellano University - Manila

1995 to 2003

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

Olivarez College - Parañaque

1991 to 1993

## Nursing Licenses

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### **RN**

Expires: September 2024

State: TX

## Skills

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- Nursing
- Nurse Management
- Registered Nurse, BLS Certified, Nursing staff management and development. Legal compliance. Former educator and travel nurse. Has experience in caring for COVID 19 patients, research,



operating-recovery room, NICU, medical-surgical, psychiatric, telemetry, step-down, home health, hospice, agency, travel nursing, education. Volunteer nurse. (10+ years)

## Certifications and Licenses

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### **RN**

May 2002 to September 2019

### **BLS Certification**

### **CPR Certification**