Inspired to Get Certified: Validation of Expertise for Psychiatric Mental Health Nurses
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The speakers have no conflict of interest to disclose
Outcomes

• Describe the required structural empowerment outcomes related to nursing certification when pursuing Magnet designation.

• Explain an organizational strategy and formalized plan to facilitate the achievement of increased specialty nursing certification in a behavioral health care setting.

• Identify ways in which certification facilitates higher standards of nursing care excellence in practice and better patient outcomes.

Overview/Purpose

• Magnet requirement - demonstrate commitment to professional development
  ✓ Structural Empowerment Outcome (SE3EO)
  ✓ Targeted goal to improve nurse certification
  ✓ Supporting evidence graphically displayed
  • Strategic organizational goal established for specialty nursing certification annually

Relevance to Psychiatric Nursing

• Specialty expertise – hallmark of nursing excellence and professionalism
• Complexity of care requires nurses possess higher levels of education and training
• High standards of safe, effective, quality care demonstrated with specialty certification
• Consistent with care delivery model (Tidal Model) - patient centered & recovery based
Action Plan

- Incorporated into organizational strategic plan
- Established annual achievement targets
- Focus groups identified barriers for testing
- Established strategy to address barriers
- Certification Review course offered
- Monthly tracking of outcome
- Acknowledgement of certification
- Celebration Luncheon

Removal of Barriers – Strategy

- Review Courses conducted onsite
- Conducted by psychiatric nursing faculty
- Provided study materials (manual/books)
- Formalized study plan for success
- No money outlay by nurses
- ANCC/Success Pays Program Cohorts Study
- Support and “Tutoring” of Cohort groups

Review Course Overview

- Conducted by psychiatric nursing faculty
- Course syllabus developed
  - objectives/assignments delineated
  - eligibility criteria reviewed
- Class focus
  - key points & exam item review
  - test taking strategies and item “analysis”
  - assistance with online registration
Number of Attendees at Psychiatric Nursing Review Courses

<table>
<thead>
<tr>
<th>Month</th>
<th>Number of Attendees</th>
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<tbody>
<tr>
<td>Oct 2014</td>
<td>10</td>
</tr>
<tr>
<td>Feb 2015</td>
<td>11</td>
</tr>
<tr>
<td>Oct 2015</td>
<td>13</td>
</tr>
<tr>
<td>May 2016</td>
<td>7</td>
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Organizational Results for Professional Nursing Certifications

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<tr>
<th>Certification</th>
<th>Baseline, 2014 Dec</th>
<th>2015 Mar</th>
<th>2015 June</th>
<th>Overall</th>
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<tbody>
<tr>
<td>BSN</td>
<td>26</td>
<td>56</td>
<td>63</td>
<td>66</td>
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Outcomes for Organization

- Incremental increase in specialty certifications
- Met or exceeded established goals
- Unanticipated outcome – increased number of BSN nurses at measurement periods
- Advanced Psychiatric Nursing Curriculum
  - fostered nurse empowerment
  - nurse recognition of specialty knowledge
  - research on curriculum validated outcomes
Celebration and Commitments

- Celebration of Success
- Acknowledgment for passing certification exam
- Plaque reflects certified nurses by name
- Paid attendance at APNA programs
- Certification Luncheon March 2016
  - special event for certified nurses
  - shared research findings from curriculum
  - pledge cards signed – be a “champion”
  - drawing/prizes awarded – APNA membership

Future Direction

- Increased certified nurse involvement in tasks forces, committees, and quality initiatives
- Integration of certified nurses in nurse excellence actions and interdisciplinary teams
- Participation in local/national APNA programs
- Continued support with review course and Success Pays program enrollment
- Annual recognition on Certified Nurses Day
- Sustain the gain – prepare for re-certification

References