TAKING CHARGE OF OUR PROFESSIONAL DEVELOPMENT
Team Leader: Suzanne L Kusso, RN, MSN, A/GNP, CPAN
Mission Hospital, Mission Viejo, CA
Team Members: Myra Tejada, RN, BSN, CCRN, CPAN; Cindy Hicks, RN

Background information related to problem identification:
The quality of nursing practice and excellence in the delivery of nursing care is directly related to
the practice environment. A unit that fosters leadership, shared governance, communication and
collaboration promotes opportunities to develop and maintain nursing competence. These
opportunities are best achieved through advanced education, yearly competency testing,
mentoring and professional certification.

Objectives of Project:
Promote professional development and practice modalities specific to peri-anesthesia nursing
Endorse strategies to empower PACU RN’s to assess educational needs, utilize educational
resources and implement evidence-based practice.
Develop a nursing culture where mentoring and involvement in PANAC and ASPAN are valued.
Support strategies implementing JCAHO’s patient safety goals

Process of implementation:
Assess PACU educational needs and skills
Organize a “skills day” utilizing representatives/educators specific to the peri-anesthesia nursing
Coordinate with Mission Hospital’s education department to ensure completion of required
competencies, standards of care, and available mentoring and onsite college programs.
Promote collaboration of PACU staff to facilitate a “buy in” through staff meeting, posters, local
chapter PANAC meeting and electronic communication
Provide compensation and opportunities for professional certification and involvement in
specialty professional organizations.

Statement of successful practice:
Positive staff feedback 2010 skills day 98% attendance
Improved PACU RN participation in local/regional chapter meetings and activities
Hospital incentive for certifications, advanced degrees and nursing specialty presentations
Increased interest for professional certification and advanced education
PACU staff involvement in community efforts: presentations, and medical missions both
local/national.

Implications for advancing the practice of peri-anesthesia nursing:
Professional development through education and collaboration promotes professional growth and
empowers peri-anesthesia nurses to meet today’s global health care changes. Therefore,
facilitating nursing excellence, patient satisfaction and safety.