

Professional Development — Lifelong Learning, Peer Mentoring, Recognition

Nursing professional development is the backbone of our organization. Lifelong learning, peer mentoring and recognition are the cornerstones of our Nursing Professional Practice Model. We focus on growth and retention of our nurses and have strong collaborative partnerships that provide structural empowerment. Registered nurse performance is assessed annually through an appraisal process that includes self-assessment, peer review and goal setting. The Professional Development Pathway (PDP) at Froedtert Menomonee Falls Hospital and Froedtert West Bend Hospital promotes, recognizes and rewards registered nurses for their professional development. The PDP recognizes four levels of professional development. Levels 1 and 2 are incorporated into the RN performance appraisal. RNs can attain Levels 3 and 4 by meeting certain requirements and submitting a portfolio with proof of work or activity. Fifteen points are required for Level 3. Level 4 requires 25 points and either a BSN or a bachelor's degree in another field with a specialty in nursing certification. RNs may include points from five categories that are above and beyond their job description. Categories include nursing research, evidence-based practice and quality improvement; transformational leadership and shared governance; education; professional practice; and patient-centered care and teamwork.

In fiscal year 2021, 64 RNs were recognized for successfully achieving Level 3 or 4 at Froedtert Menomonee Falls Hospital and Froedtert West Bend Hospital.

Educational support is also provided for academic advancement, including tuition reimbursement, scholarships, on-site BSN and MSN programs and opportunity for student activities and practicums. The first cohort of MSN graduates was in spring 2021.

Nursing specialty certification is supported through



Val Thomas,
RN, following
her certification
of CCRP

certification payment programs, review courses and other preparatory resources. Educational opportunities at the system level are provided to obtain, maintain and validate competency. Additionally, nurse mentorship programs are offered to guide nurses in their professional growth at all levels. The Froedtert Health Nursing Mentorship Program provides structure and processes that support interpersonal relationships between RN mentors and RN mentees. These

relationships support the professional development of nurses across our health system.



Froedtert Menomonee Falls Hospital Surgical/Orthopaedic/Pediatric Unit RNs who achieved their professional development pathway



Froedtert West Bend Hospital ED RNs who achieved their professional development pathway



2021 MSN Graduates

Froedtert Menomonee Falls Hospital Foundation and Froedtert Menomonee Falls Hospital Volunteer Services are proud to play a role in developing the next generation of health care leaders and staff through the hospital scholarship program. In 2021, 39 students received \$89,200 in scholarship support. These students range from current Froedtert Health staff members pursuing advanced degrees as they continue working, as well as high school graduates beginning their journey into health care and medicine.



DAISY (Diseases Attacking the Immune System) Award Program

This nationwide award program recognizes extraordinary nurses for their excellent clinical skills and compassionate patient/family care.

Froedtert Menomonee Falls Hospital Foundation scholarship recipients

2021 DAISY Winners

Froedtert Menomonee Falls Hospital

- Elizabeth Collis, RN, BSN, Birth Center
- Diane Boxrud, RN, BSN, Recovery Room
- Mikaela Noltner, RN, ADN, MCU
- Sarah Zellmer, RN, ADN, ED

Froedtert West Bend Hospital

- Nicole Kloehn, RN, ADN, Birth Center
- Patti Weisser, RN, MSN, ICU
- Lindsey Griggs, RN, BSN, Medical/Surgical
- Jayne Kaul, RN, BSN, Medical/Surgical

2021 Team DAISY Winners

Froedtert Menomonee Falls Hospital

- Amra Lord, RN, BSN, Medical 3rd Floor
- Emily Kaminski, RN, BSN, Medical 3rd Floor

Froedtert West Bend Hospital

- Amanda Hug, RN, MSN, ICU
- Debbie Rodenkirch, RN, BSN, ICU
- Hannah VanDrisse, RN, BSN, ICU