

# Supporting Frontline Clinicians: Insights from the LEAP Program Evaluation



**JOHNS HOPKINS**  
MEDICINE

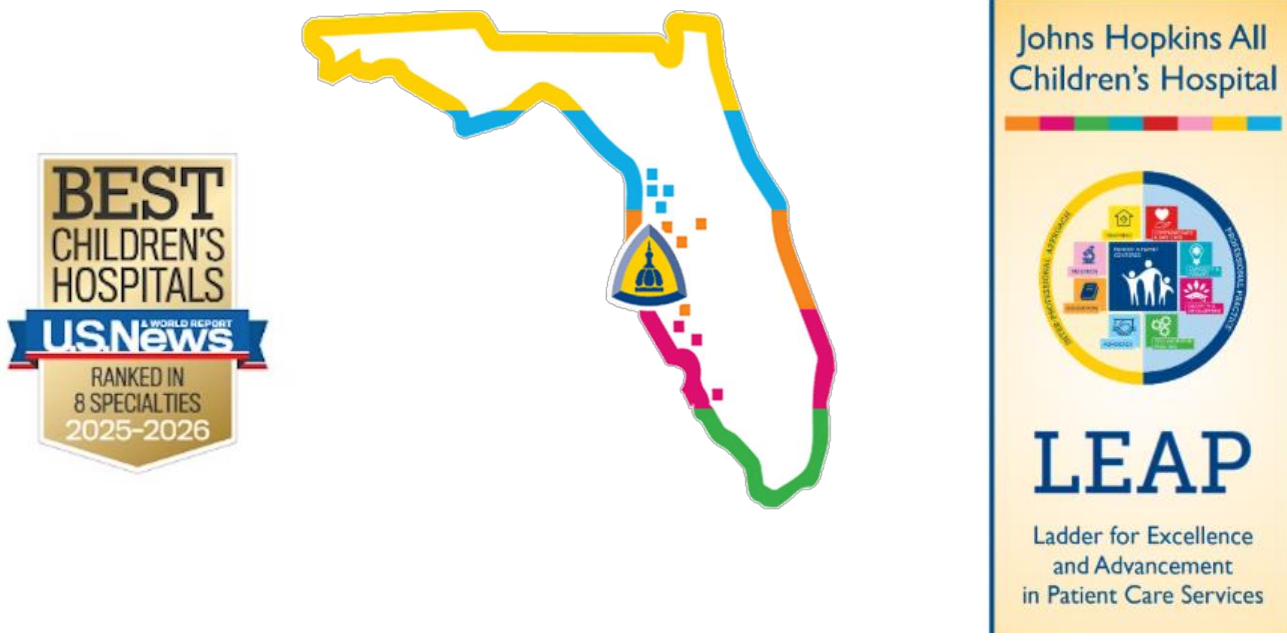
**JOHNS HOPKINS**  
ALL CHILDREN'S HOSPITAL

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1. Perioperative Services, Johns Hopkins All Children's Hospital, 2. Clinical Supervisors, Johns Hopkins All Children's Hospital, 3. Robot Bacon



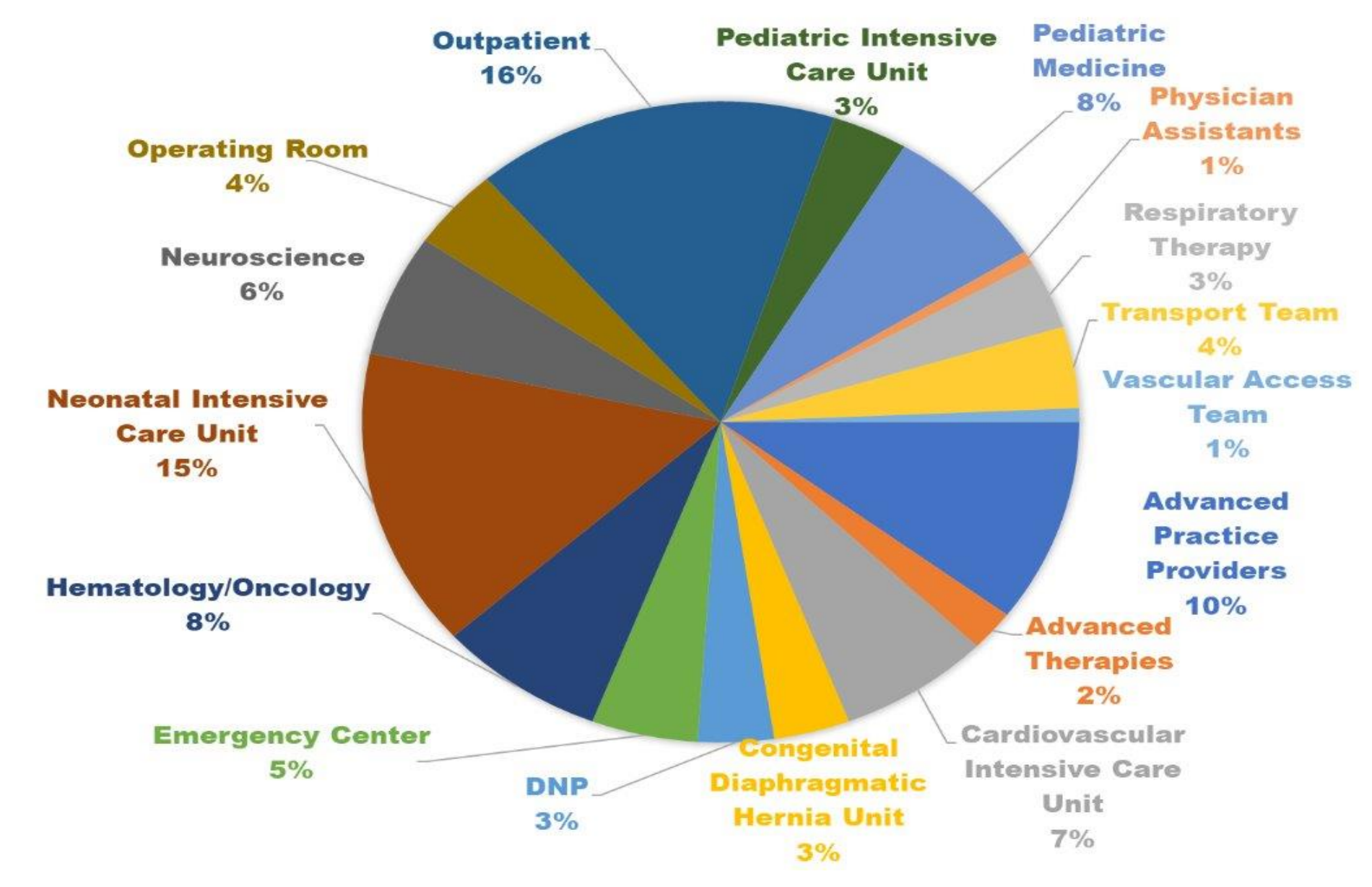
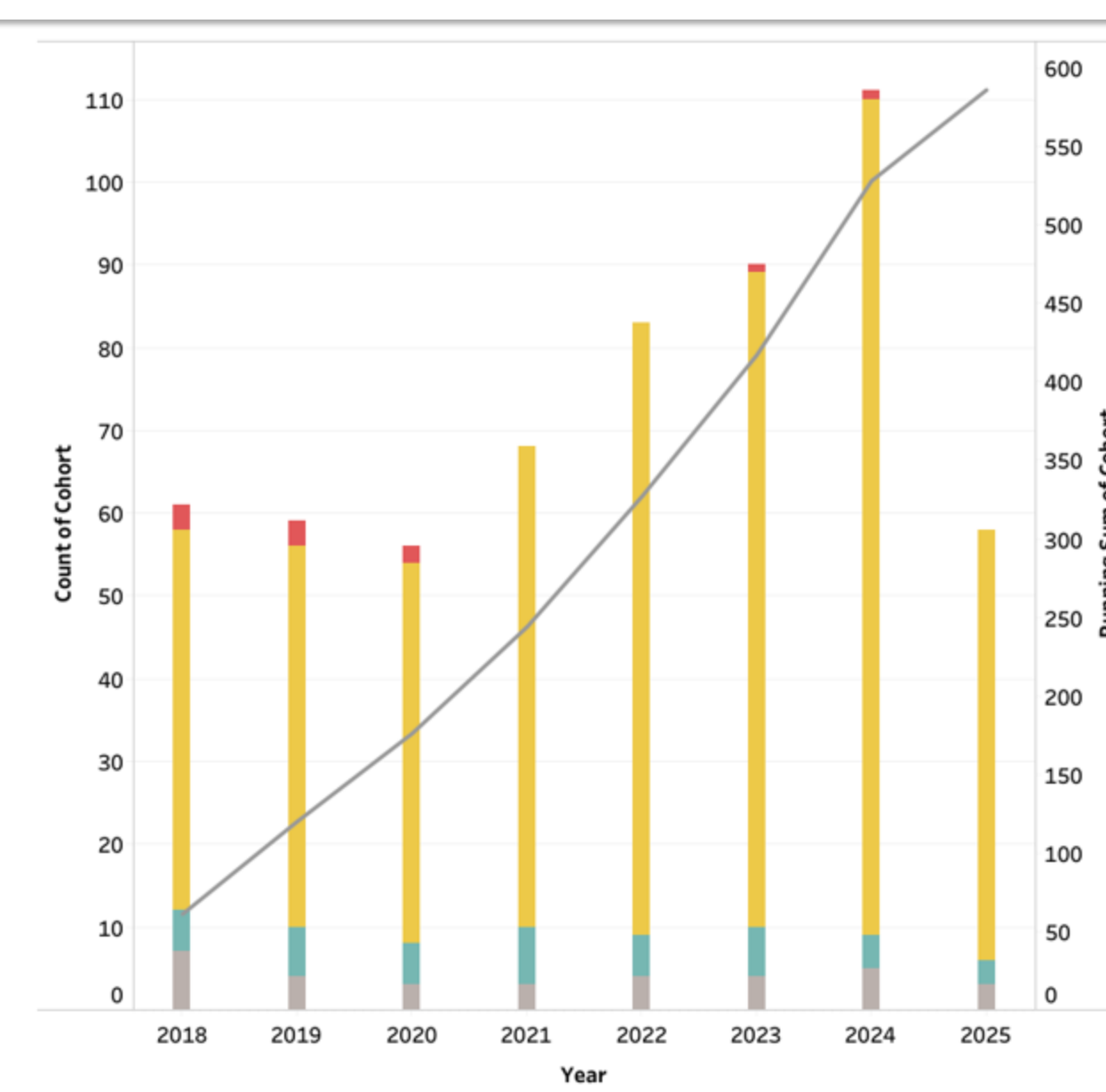
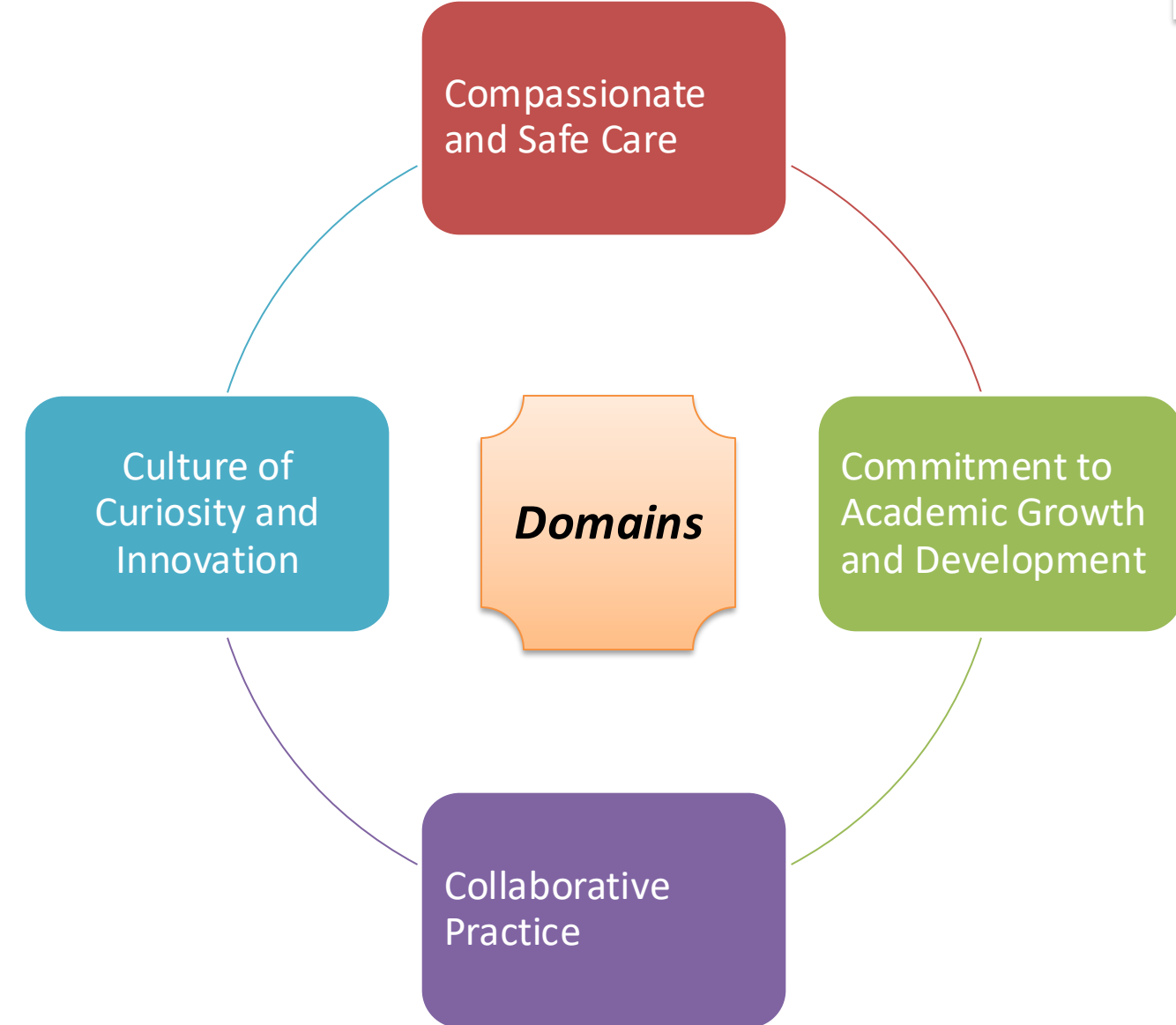
## #1 Pediatric Hospital in Florida

- Founded in 1926 in St Petersburg
- 259-bed, Tertiary Academic Pediatric Hospital
- 6,900 Inpatient Admissions Annually
- 8,088 Total Surgeries
- 48,985 Emergency Center visits
- 303,892 Outpatient Visits
- 1967 RN, ARNP, PA and RT



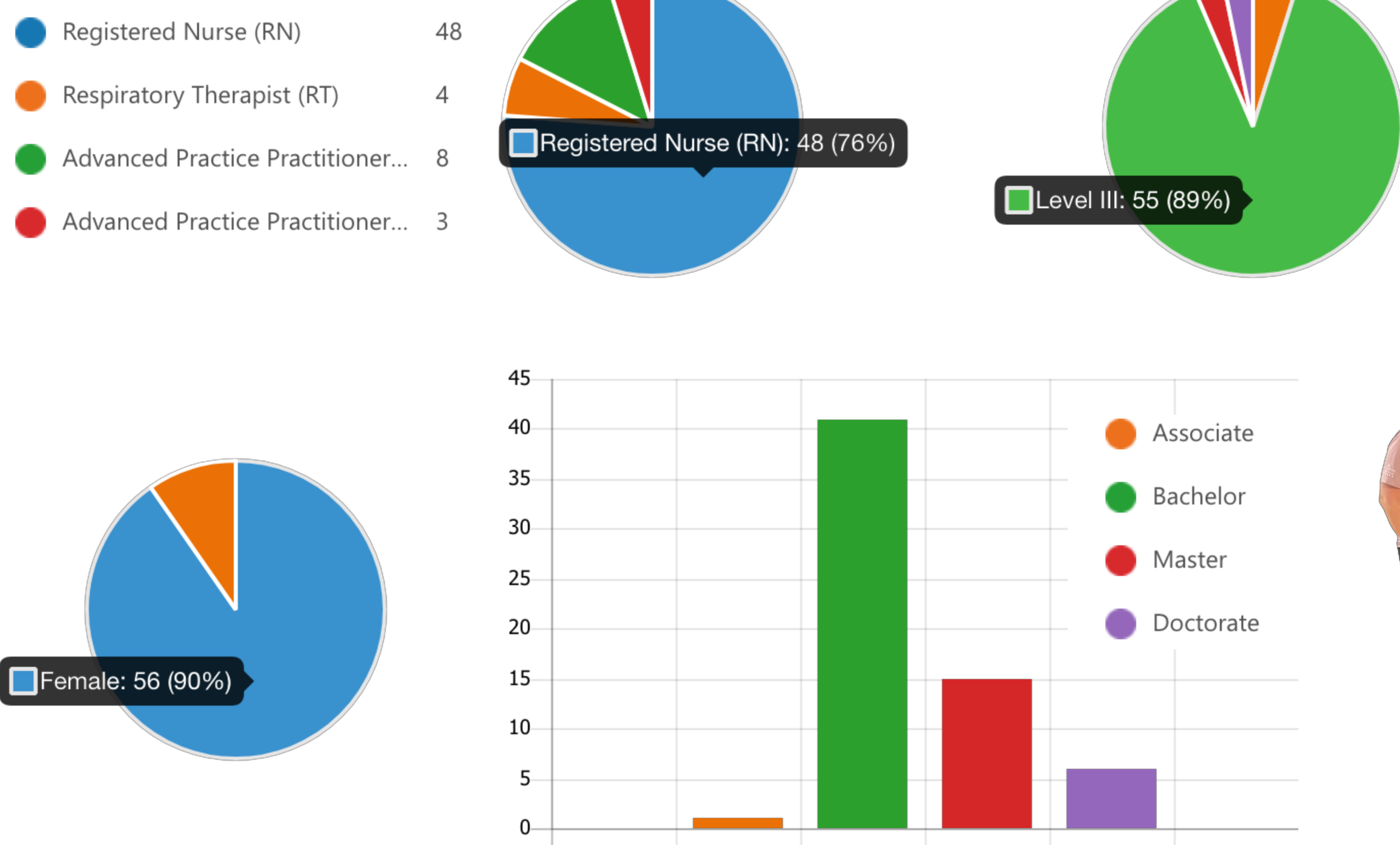
## Ladder for Excellence and Advancement in Patient Care Services (LEAP), Steady Growth

Established in 2012 for all Registered Nurses and Respiratory Therapists → Expanded to Nurse Practitioners and Physician Assistants in 2025



## On-going Data-driven Transformation – Program Evaluation Year 1, Fall 2025 (JHM IRB00505021)

### 64 Anonymous responses from 177 Recent Scholars



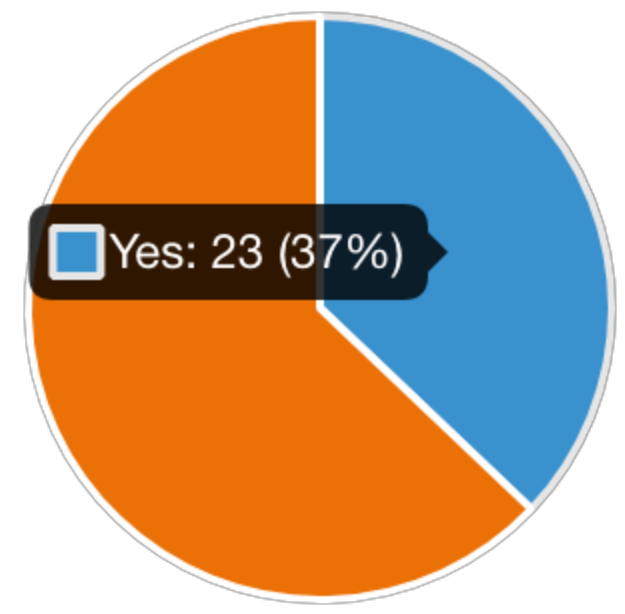
### LEAP Ladder for Excellence and Advancement in Patient Care Services

	Level 1	Level 2	Level 3	Level 4
<b>PROGRAM REQUIREMENTS</b>				
Minimum of 12 months independent clinical practice hours	✓			
Minimum of 24 months independent clinical practice hours		✓	✓	✓
Active participation in unit/hospital council as specified by Shared Governance Organizational Chart	✓	✓	✓	✓
<b>RN/RT Program:</b> 15 Professional Education hours (CEs) completed in program year	✓	✓	✓	✓
Verification through CE Broker or other organizational program				
<b>APP Program:</b> 25 Professional Education hours (CEU or CME) completed in program year	✓	✓	✓	✓
Verification through CE Broker or another organizational program				
Completed Professional Practice Demonstrations	2	4*	6*	8**
Submission of an article for publication to a peer reviewed journal or submission of a book chapter for publication in a textbook-completed in program year (separate from domain related Professional Practice Demonstration)				✓

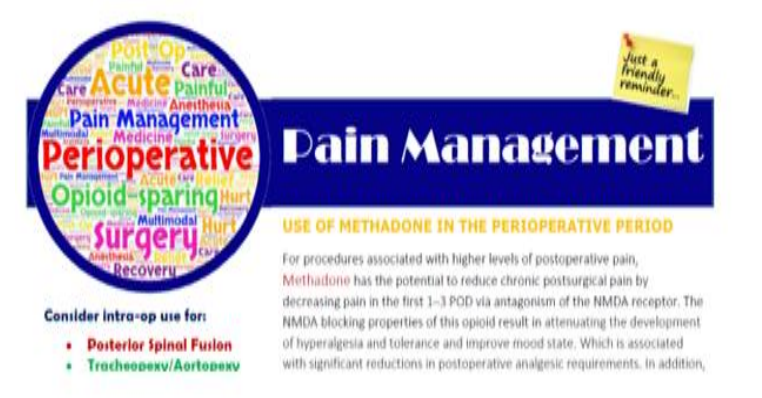
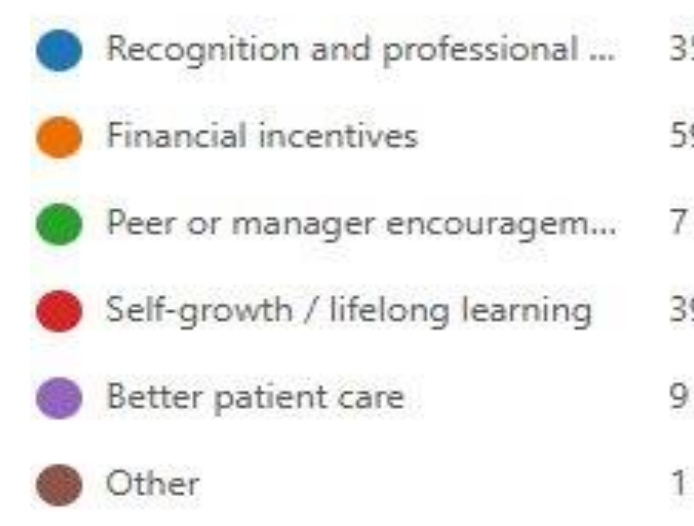
\*a minimum of 1 from each domain must be completed  
\*\*a minimum of 2 from each domain must be completed

Updated March 2025

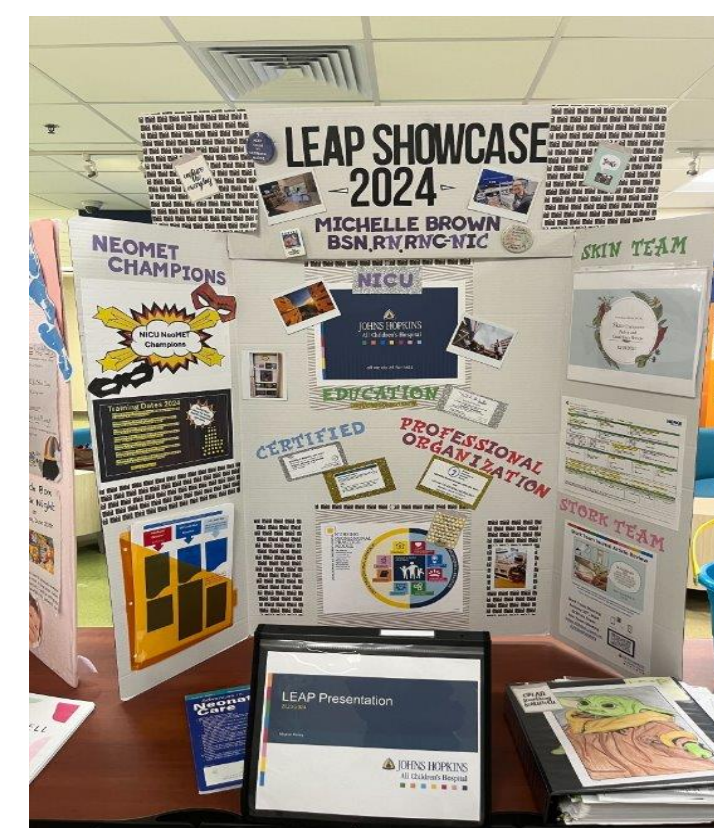
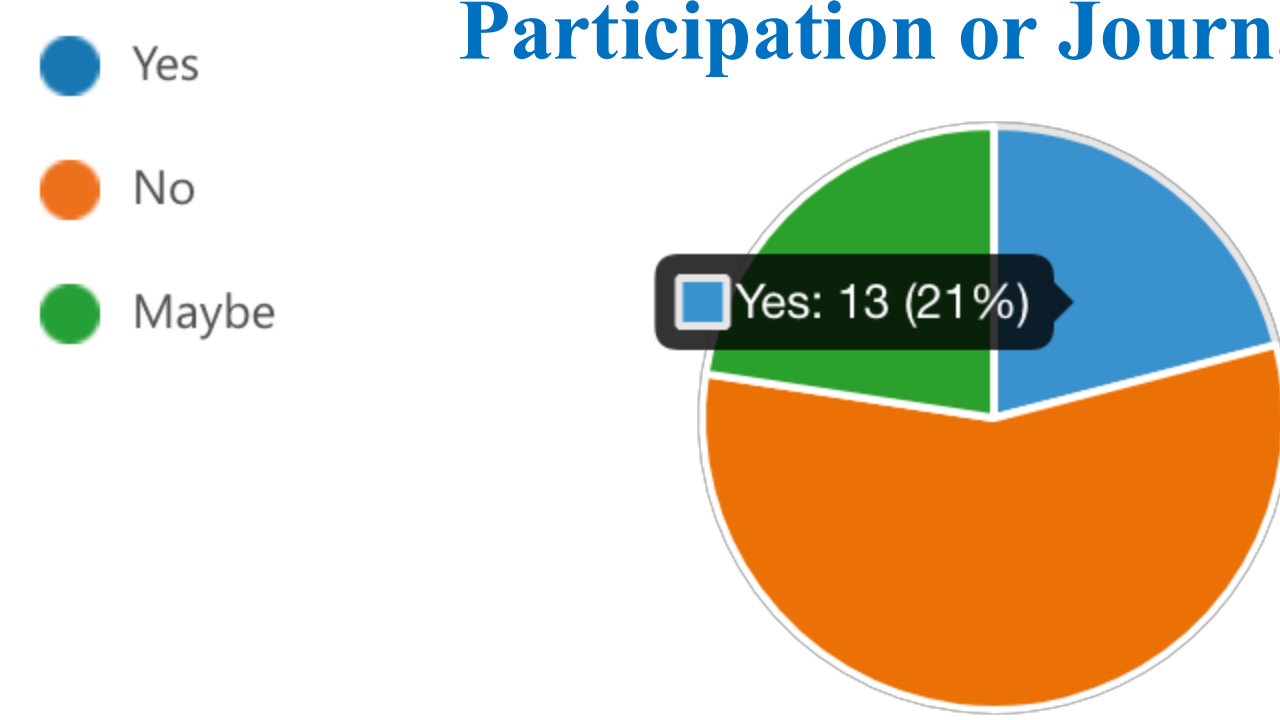
### Rate of Professional Conference Participation Over the Past 12M



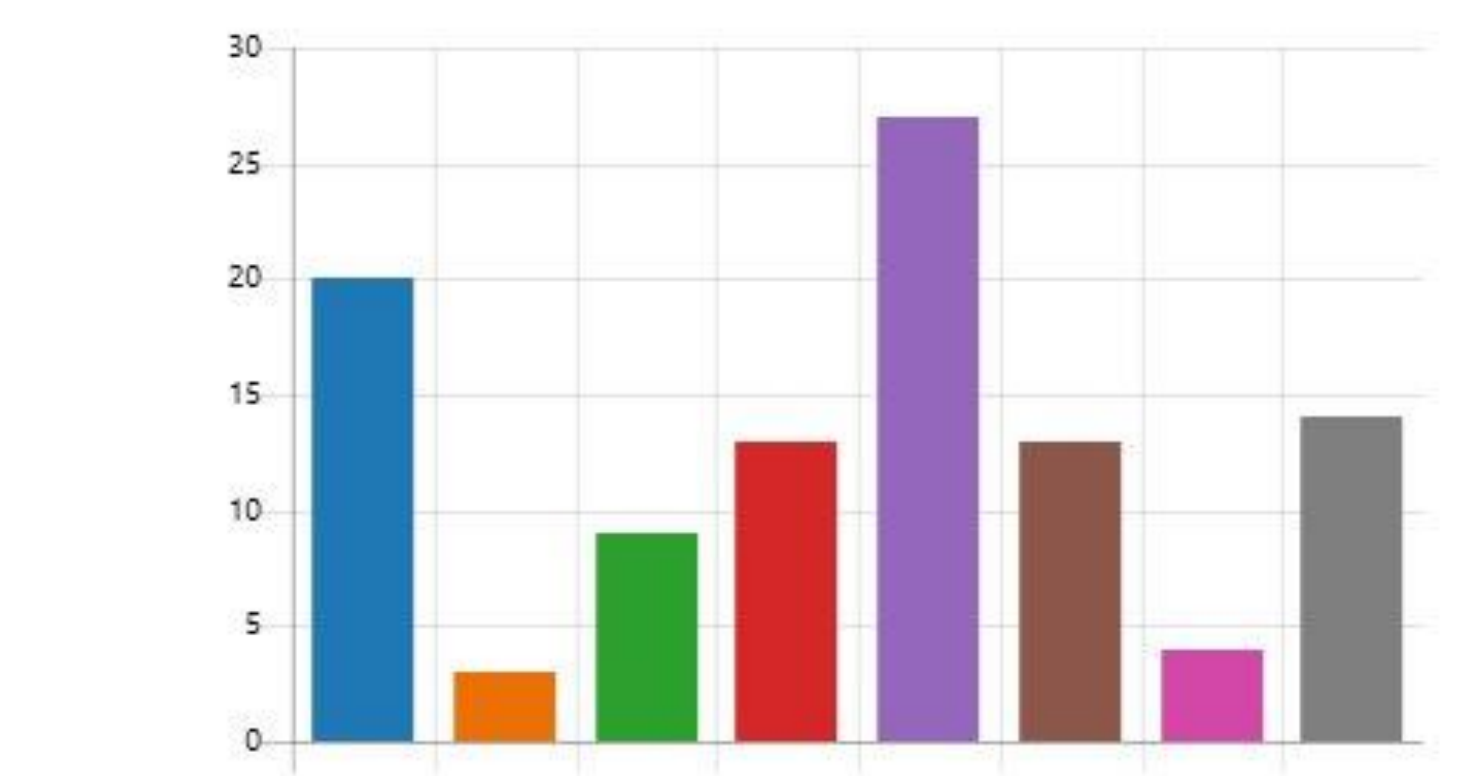
### Motivations for Participating in LEAP



### Plan for Professional Conference Participation or Journal Publication in 2Y

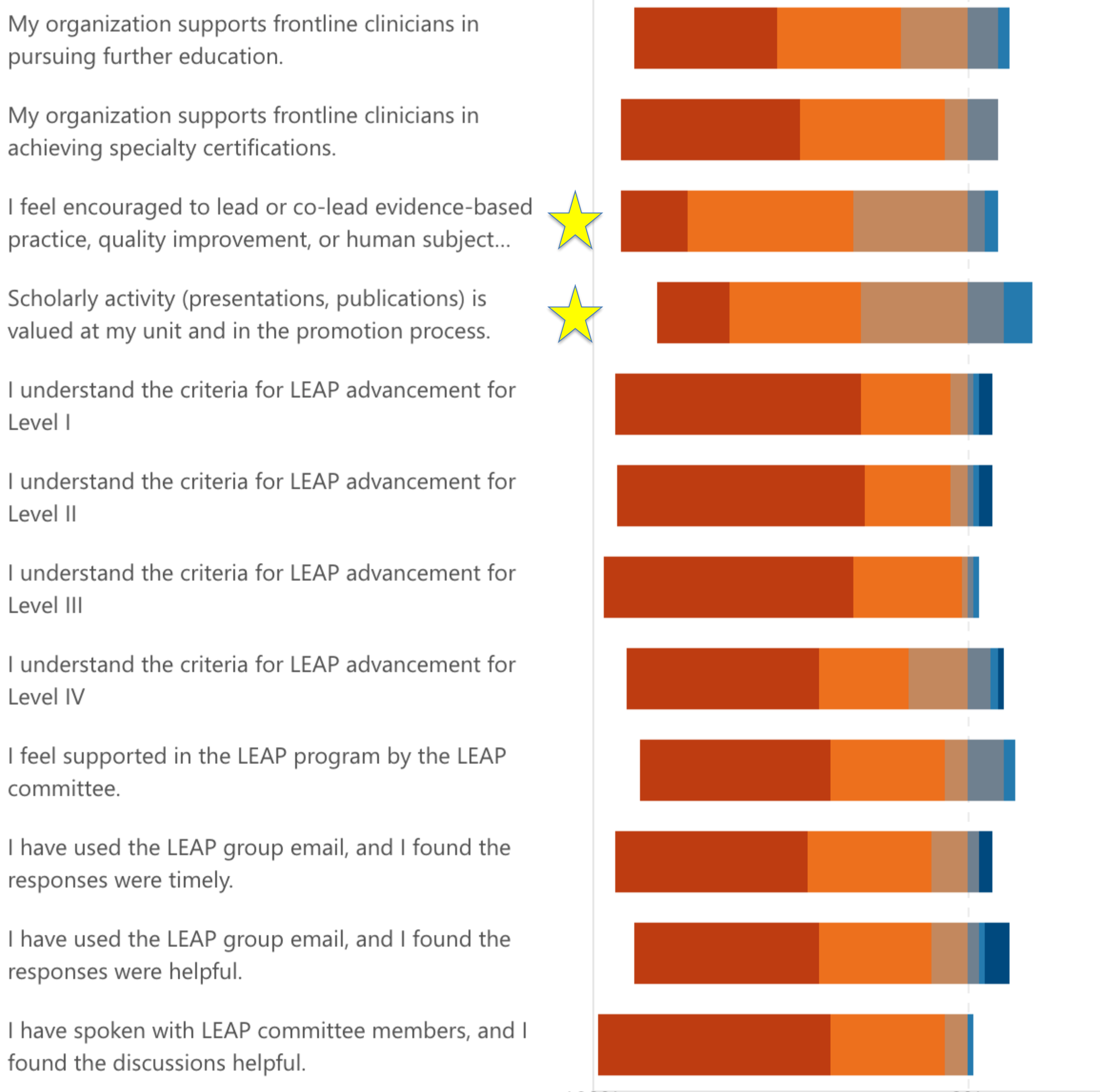


### Barriers Preventing Advancing Along LEAP



### Gap Identification

5=Strongly Agree 4 3=Neutral 2 1=Strongly Disagree NA

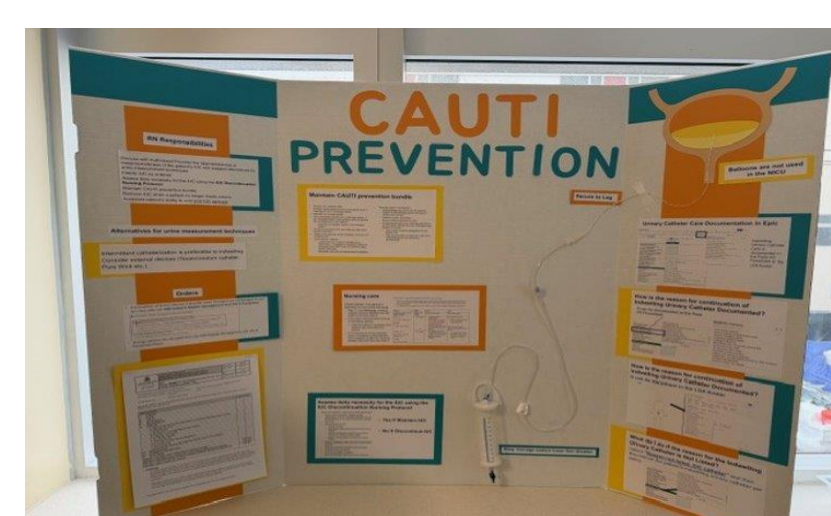


### Current Campus-wide Initiatives

- Enhance Information Clarity**
  - Augment with examples, templates, and FAQs on the Intranet.
  - Introduce a "What's NEW" section to spotlight recent updates.
- Clarify Leadership Responsibilities**
  - Assign Committee members to specific units.
  - Enable Information Exchange with Management Teams
- Expand the Committee**
  - Incorporate scholars with lived experiences.
  - Systematically review and revise existing policies.
- Include Virtual Showcases**
  - Facilitate program outreach.
  - Encourage networking and idea exchange.
- Promote Community Engagement**
  - Incorporate volunteer experiences in applications

### Lessons Learned

- Regular evaluations provide valuable insights for continuous improvement.
- Empowering participants to lead change fosters engagement and innovation.
- Exposure to the full research cycle enhances understanding of research processes.
- Navigating the IRB process introduces ethical considerations in research.
- Conducting survey studies highlights the importance of privacy and confidentiality.



**LEAP** Ladder for Excellence and Advancement in Patient Care Services



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