

Background

Nursing specialty certification enhances a nurse's ability to meet patient needs, yet national certification rates remain low. Peer-led review programs boost accountability, fostering a culture of excellence that promotes specialty certification. A metropolitan pediatric health system aimed to improve nursing specialty certification rates by the end of 2024 through peer mentorship.



Next Steps

2024 saw rapid growth and onboarding to support the completion of a new patient tower on the Plano campus.

Over the next 2 years, nearly 1000 nurses will become eligible for professional certification in their specialty.

Certification Champions are leading initiatives to support these nurses including:

- Gamification of the certification process
- Additional study circles and reviews on both campuses
- Certification fairs and rounding to enculturate nursing certification.

Certification Roadmap

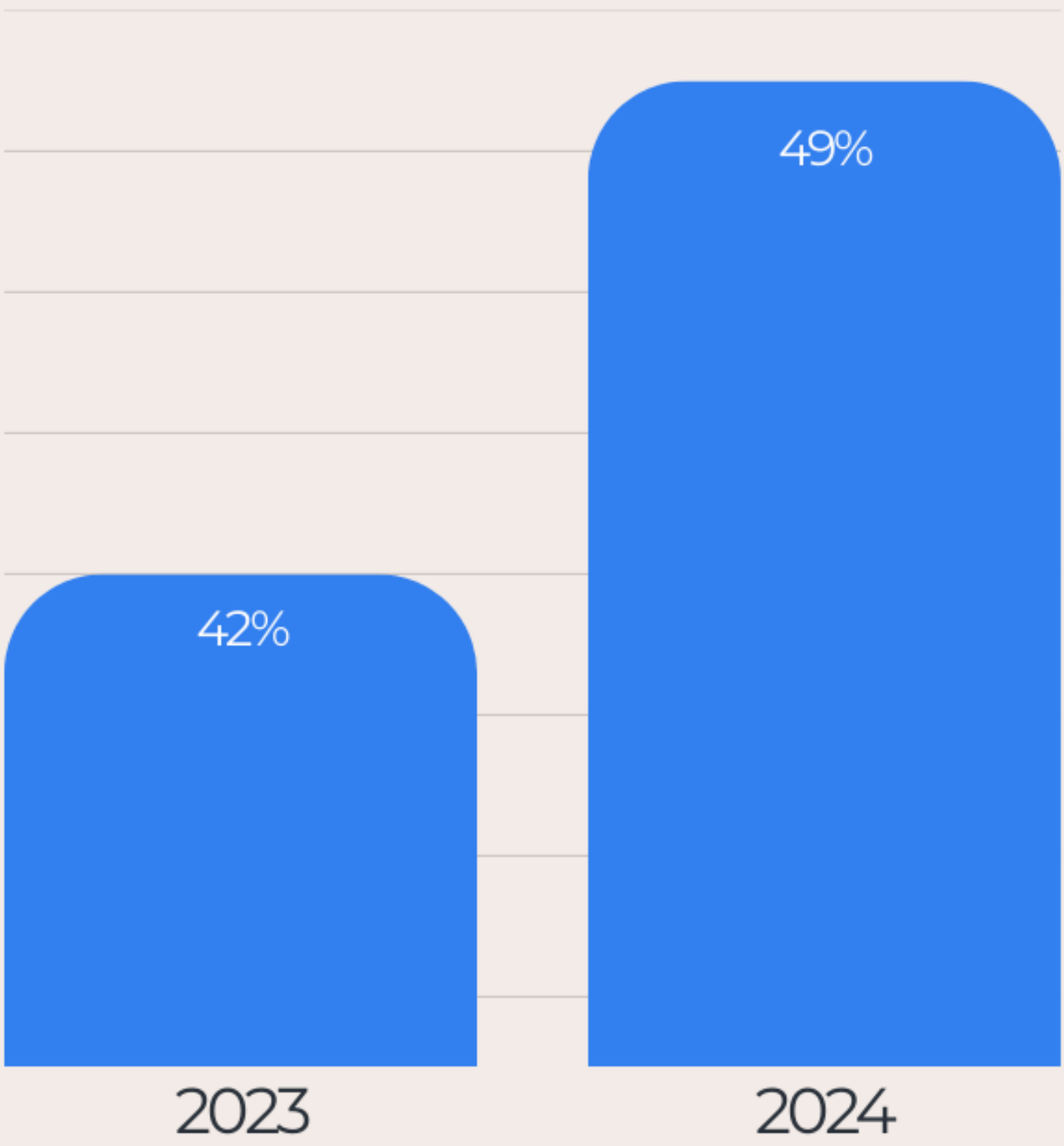
- Teams captained by Certification Champions
- Accumulate points by completing activities during quarterly competition period
- Winning team receives a prize



Method

Nurses representing diverse specialty certifications created standardized processes for pursuit of certification. Nurses from each specialty began mentoring nurses interested in pursuing their specialty certification. They facilitated study circles to provide reviews to nurses interested in certification, hosted certification fairs, created study calendars, and study guides.

PERCENTAGE CERTIFIED NURSES



Acknowledgments:

Special thanks to the Children's Health Certification Champions, Nursing Professional Development Council and Specialty Certification Program.

Growing and Thriving

In 2024, the certification champion group expanded in size to 32 certified nurses who provided peer to peer mentoring in specialties such as:

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|----------------------------|----------------------------------|
| Pediatric nursing | Nursing professional development |
| Critical care | Neonatal nursing |
| Nurse executive leadership | Pediatric oncology nursing |
| Vascular access nursing | Emergency nursing |



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