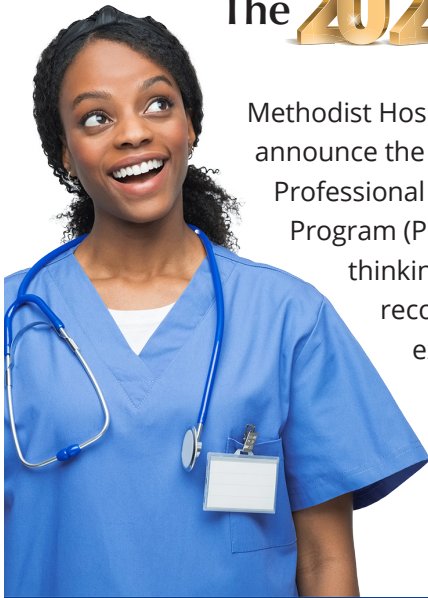


THE lamp LIGHTER

Methodist Hospitals Nurse Newsletter • January 2025

EMPOWERING EXCELLENCE: The 2025 Professional Nurse Development Program



Methodist Hospitals is excited to announce the launch of its 2025 Professional Nurse Development Program (PNDP), a forward-thinking initiative designed to recognize and reward the exceptional contributions of our clinical nurses.

The PNDP not only acknowledges the vital role bedside and

specialty care nurses play in patient outcomes but also aligns with our Pathway to Excellence journey.

The PNDP offers a tiered reward system to incentivize professional growth and leadership among nurses. Eligible participants begin at Level 1 and can progress to Levels 2, 3, and 4 based on their qualifications, achievements, and portfolio submissions. Nurses can earn recognition and monetary rewards ranging from \$1,500 to \$3,500, depending on their tier.

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Methodist Awards \$33,000 to our 2024 Clinical Ladder Recipients

We would like to congratulate the Methodist Hospitals nurses who qualified to earn Clinical Ladder rewards for 2024. This year we had 16 nurses earn a combined \$33,000 – new records for the program!

The Clinical Ladder program rewards and recognizes our clinical nurses' professional practice. It is an annual portfolio submission of completed work demonstrating exemplary professional practice, leadership, quality improvement and evidence-based practice.

These Methodist nurses each earned \$2,500 for reaching Level III:

Julia Albrecht, RN Northlake ED	Laurel Pritchard, RN Endoscopy
Sonia Harris, RN Northlake OR	Michelle Saliaris, RN Northlake PACU
LeAndrea Jones, RN Northlake PACU	Christina West, RN Resource ED
Kerri Osika, RN Southlake OR	Bethany Wignall, RN Southlake Cancer Center
Angela Poynter, RN Endoscopy	

These Methodist nurses achieved Level II status and earned \$1,500:

Andrea Beishuizen, RN Northlake PACU	Quinella Jackson, RN Northlake OR
John Coates, RN Northlake OR	Tiffany Sanchez, RN Northlake PACU
Codi Ecoles, RN Southlake OR	LaToya Williams, RN Northlake OR
Amanda Granzow, RN Endoscopy	

If you would like to be among our 2025 Clinical Ladder recipients, now is the time to submit your application. Please email Mary Jo Valentine at mvalentine@methodisthospitals.org.

This program serves as a roadmap for career advancement while fostering a culture of excellence, innovation, and collaboration.

“The PNDP reflects our dedication to helping nurses reach their highest potential,” said Mary Jo Valentine, Director of Nursing Professional Development at Methodist Hospitals. “By recognizing and rewarding professional growth, this program empowers our nurses to advance their careers and directly contribute to better patient outcomes.”

PNDP aligns with Methodist Hospitals’ objectives to attract and retain top-tier nursing talent, improve patient outcomes, and foster engagement among nursing staff. It emphasizes professional practice excellence, leadership development, and innovation in clinical care. Nurses who dedicate at least 50% of their time to clinical care, meet performance standards, and have a minimum of one year of experience are encouraged to apply.

The application process is currently underway, with portfolios due by the third week of October. These submissions, reviewed by Shared Governance members and the Director of Nursing Professional Development, highlight the achievements that qualify nurses for higher tiers.

If you’re ready to advance your career and make an impact, contact Mary Jo Valentine for more information at mvalentine@methodisthospitals.org. Don’t miss this chance to grow professionally and contribute to our mission of excellence.

Message from the CNO

I would like to invite you to participate in our Professional Nurse Development Program (PNDP), the Clinical Ladder initiative designed to reward and recognize Methodist Hospitals nurses’ dedication to patient care. This program aligns with our commitment to achieving Pathway to Excellence status by fostering professional growth, leadership, and innovation among our nurses.



Marla Hoyer-Lareau, RN, BSN, MHA, Senior Vice President, Chief Nursing and Operations Officer

Through the PNDP, you can build a rewarding career path by advancing through tiers that reflect your expertise and commitment to excellence. Whether you’re at the bedside or in a specialty role, this program acknowledges your hard work with financial rewards of up to \$3,500 annually, based on your level of achievement.

Participation not only enhances your practice but also strengthens our Methodist Hospitals’ mission to improve quality outcomes and retain exceptional nursing staff. Applications are open now – don’t miss this opportunity to advance your career and make an even greater impact.

Get The Lamplighter via text or to your personal email address!



Just scan this QR Code to fill out our simple sign-up form online.



Your privacy and security are our top priorities, and your information will only be used for official departmental communications and will not be shared with anyone.

IT UPDATE

Epic Upgrade Coming Soon

Methodist Hospitals will be upgrading to the latest version of Epic on April 14, 2025. This update includes improved workflows and new features designed to enhance your experience and ensure our organization continues to get the most out of our Epic investment.

To prepare for this transition, please keep an eye out for upcoming editions of The Lamplighter for detailed information about the new features and workflow changes. Additionally, be sure to check your email regularly for important updates and training opportunities related to the upgrade.

Thank you for your attention to this important update as we work together to keep our systems current and effective for delivering the best care possible!



We are well on our way on our Pathway to Excellence journey, which provides a framework for fostering a healthy and supportive workplace for Methodist Hospitals nurses.

There are six Pathway to Excellence standards, including Shared Decision-Making, Leadership, Safety, Quality, Well-being, and Professional Development. These pillars guide our efforts to enhance the nursing environment and elevate care quality. In this issue of *The Lamplighter*, we are spotlighting the Safety standard:

PROFESSIONAL DEVELOPMENT STANDARD OVERVIEW

The Pathway to Excellence Professional Development Standard emphasizes the significance of staff orientation, collaboration, and continuous growth to ensure the delivery of safe, effective patient care. This standard underscores the importance of tailoring learning experiences to meet individual needs and providing specific clinical experiences that enhance competency and confidence.

Organizations adhering to this standard prioritize lifelong learning, offering ongoing education and professional development opportunities that empower nurses at every career stage. A key focus is identifying and nurturing emerging leaders through structured development programs and robust succession planning, ensuring the long-term sustainability of leadership within the organization.

By fostering a culture of professional growth and collaboration, the Professional Development Standard supports nurses in achieving their full potential, ultimately improving patient outcomes and reinforcing a dynamic, skilled workforce dedicated to excellence in care delivery.

Stay tuned for more updates and opportunities to get involved as we work toward achieving excellence. And look for details on another standard in the next issue of *The Lamplighter*.

Meet Veda Roberts:

Our New Northlake Campus Guest Services Advocate



Methodist Hospitals is delighted to introduce Veda Roberts as the new Guest Services Advocate for the Northlake campus. Veda brings more than 20 years of social service experience, including her tenure as a CPS investigator and welfare program manager for the State of Indiana. Her journey with Methodist began as a dedicated volunteer in the surgery waiting room, where her compassionate nature quickly became evident.

Inspired by the exceptional care her mother received at Methodist during a serious illness, Veda transitioned from volunteer roles to positions in outpatient surgery and the surgery waiting room. Her commitment and ability to connect with patients and families earned her Employee of the Month honors twice in under two years.

Now, as a Guest Services Advocate, Veda leverages her experience to resolve patient concerns and support nursing staff. Her passion for people and dedication to fostering understanding make her an invaluable part of our team.

TB Skills Validation Class: 2025 Schedule

The TB Skills Validation Class will be held on March 11, June 11, September 11, and December 11, 2025. Please ensure your staff is scheduled via the Nursing Activities Calendar on the Methodist Hospitals Intranet, where you can find details on the location and time for each session.



Nearly 200 Methodist Nurses are following the Methodist Hospitals Nursing Facebook page... **ARE YOU?**

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