

2020 Excellence in Neuroscience Nursing Education Award

Daphny Peneza, MSN RN CNOR CSSM TNCC

Nominated by Cathy Cartwright



This nominee has been a neuroscience nurse for six years. As an internationally educated RN, licensed in three countries, this nurse has worked in clinical, academic, and community settings. In 2014, she successfully completed a neurosurgical surgery training program that empowered her to learn how to scrub and circulate neurosurgery cases in one of the busiest neurotrauma centers in the world. Shortly after orientation she was promoted to the position of neurological practice specialist for education in her department where she had the opportunity to design a special orientation program to improve neurosurgical staff retention. She streamlined the orientation process by revising the competency-based orientation tool and also initiated the following new strategies in the Neuro Service Line: Bi-Annual Update of Clinical Rotation Plans, Neurosurgery Pod Basics, Neuro Trauma Brush-Up, New Neuro Staff Supply Scavenger Hunt, Weekly Orientees' Circle, and Bi-Weekly Orientees' Meeting.

She improved clinical neuroscience practice in her unit with the development of the following orientation tools: Neurosurgery RN's Orientation Workbook, Neurosurgery RN Intern's Scrubbing Orientation Workbook, Neurosurgery RN Intern's Circulating Orientation Workbook, Neurosurgery Nursing Student's Welcome Packet, Neurosurgery CST's Orientation Workbook, Neurosurgery ST Student's Welcome Packet, and Neuro Competency-Based Orientation Evaluation. The latter helped facilitate new staff transition into practice in the neurological surgery setting. She also developed a neurosurgical RN circulator's index card, a pocket tool which includes unit specific helpful assessment, documentation, and hand off information.

By establishing the weekly orientees' circle, an hour a week where orientees have time to discuss what they learned and ask questions, she has encouraged new staff to learn from each other and network. After four years implementing effective on-boarding and

new orientation strategies, the department of neurosurgery significantly improved new staff retention rate to 100%, lowered the 28% staff vacancy rate to 0%, and decreased utilization of staff travelers to 0% from 8%, despite the extreme staffing acquisition competition in the world's biggest medical center.

As an involved clinician she has improved stroke management in the perioperative setting by creating the following clinical tools: Angiogram Room Shutdown Checklist, Intraoperative Angiogram Surgeon's Preference Guide, Neurovascular Surgery Surgeon's Preference Guide, Neuro System Drug Kits. She also conceptualized and facilitated the Neuro Service Line's Intraoperative Angiogram Supply Pyxis as well as the staff's hybrid room trainings. This has reduced the usage of the IR team from 100% to below 5% of all open neurovascular cases.

As a great collaborator, she serves as the link between the department of neurosurgery and the surgical services, assisting as the main instructor for perioperative 101 for introduction to neurosurgery. She is the main orientation planner for all new main OR staff as well as students who rotate to the specialty. For the past year she has focused on enhancing the neuro trauma competency of all staff by conducting two lecture presentations for the surgical services to standardize the neurotrauma setup and ensure preparedness in case of mass neuro trauma. She has empowered her neurosurgery team to teach sessions and host table top practice events.

She also spearheaded the creation of a neuro trauma binder and pioneered the creation of a neurotrauma bulletin board. In addition to these efforts, she has prepared an interactive annual competency check off to validate the entire surgical service's competency on electric and pneumatic drill operation utilizing creative gaming via an "escape the box" format and using other techniques such as "word find", "scavenger hunt", and "match the colors".

She currently serves as the main OR certification coach for the CNOR certification which has increased the entire surgical service's total staff RN certification percentage to more than 50% from a team of 120 RNs. She also serves as a smoke evacuation champion. Lastly, she led the entire surgical services as its Magnet champion on its latest Magnet redesignation.

She also bridges the gap to the other neuroscience units by actively participating as an instructor in the neuroscience academy, a program for neuro ICU / IMU units. This year she has raised the bar higher by participating in the annual epilepsy fair to discuss "Perioperative Considerations: Stereo-encephalography for Epilepsy Surgery."

She is a volunteer leader on the Nursing Recruitment, Retention and Recognition Shared Governance Council, helping to develop a campus wide mentoring program. As education chair she created a mentor's class, teaching a total of 10 classes to date with over 50 mentors campus wide.

She provides education outside her institution and has presented poster and podium presentation nationally and internationally. She volunteered to educate her local community about stroke prevention, high blood pressure, and diabetes. As an AHA basic life support instructor she taught her staff and community via the 2 step CPR training.

She is very deserving of the Excellence in Neuroscience Nursing Education Award.