

West Virginia Junior Nursing Academy Model

Created by:

The West Virginia Center for Nursing
1018 Kanawha Blvd. E. Ste 700
Charleston, WV 25301

304-558-0838

www.wvcenterfornursing.org





Executive Director:

Duane Napier MSN, RN, BC
Robert Wood Johnson Foundation Executive Nurse Fellow
napier@hepc.wvnet.edu

Executive Assistant to the Director:

Chris Ross, MA
cross@hepc.wvnet.edu

West Virginia Junior Nursing Academy *Mission*

The Mission of the West Virginia Junior Nursing Academy shall be to: inspire middle school students to pursue a professional nursing career.

The national nursing shortage will peak in 2020 with an estimated shortage of 800,000 nurses by 2010. Nurses are the largest critical component of the health care workforce. West Virginia's demand for nurses continues to grow as nurses age and retire and fewer students are drawn to the profession.

The focus of this project is to show middle school students the exciting opportunities and rewards that nursing has to offer and to help establish an educational path that will lead to a professional career in nursing. Reaching out to students before high school gives them the knowledge required to select the correct, preparatory high school classes. It also provides the incentive and psychological support young students need to stay focused and excel. Learning about the vast array of options that a nursing career holds in addition to getting information about nursing specialties and mobility can maintain the spark that will lead to a bright future. Students need to understand that it takes dedicated perseverance to be accepted into a nursing program and then much more talent and commitment to complete the education.

Participating in a Junior Nursing Academy can increase self esteem and confidence while building positive bright outlooks for future nursing leaders. Helping middle school students gain a clear understanding of just what nursing is all about can assure that West Virginia has a shining fleet of dedicated, well-trained nurses in the future.

West Virginia Junior Nursing Academy Model

Getting Started

Organizations that might consider holding a Junior Nursing Academy at their facility could include hospitals, long term care or other health care agencies, managed-care agencies, nursing schools and county public school districts. Any organization interested in conducting a West Virginia Junior Nursing Academy should contact the *West Virginia Center for Nursing* to receive a packet. The organization should explore the community for potential co-sponsors and partners who are interested in supplying anticipated financial and educational support. Individuals from all supporting agencies should meet to begin the planning and support of the Academy. An Academy Director should be appointed to oversee all features of the Academy.

The Academy Director Role

The appointed Academy Director will utilize the *West Virginia Center for Nursing - Junior Nursing Academy Model* to plan and oversee the implementation of the Academy. The components and activities of the *Model* should be generally adhered to, (with minor adjustments) in order to assure basic uniformity in all Academies that take place in West Virginia. However, an organization may supplement activities and extend the three day Academy agenda to include various nursing related experiences as long as the original mission stated within this *Model* is maintained.

The Director will identify and enlist the participation of health care agencies, departments and other appropriate community resources to assure that students have a robust opportunity to engage in nursing related hands-on experiences and become inspired to pursue a professional career in nursing. The weekly task list of the Academy Director should be initiated near the fourth week of April in order for students to participate during the summer when school is not in session. Tasks should include but not be limited to the following:

Academy Director Task List

Week One

- Contact the *West Virginia Center for Nursing (WVCN)* regarding initiative
- Broadcast an “In-house” announcement that plans for a Junior Nursing Academy have begun, inviting employees who are willing and able to assist
- Identify and develop a contact list of departments, nurses, physicians and essential leaders who are willing to shadow, mentor or assist with other activities of the Academy
- Resolve issues of liability, privacy and safety related to student presence and activities within the facility or other areas of activity
- Determine dates for the Academy (approximately 8 weeks from Week One)
- Determine number of students who could be accommodated (model=10)
- Locate and reserve meeting rooms or space for each agenda activity
- Identify sponsors to pay for scrubs, ID lanyards and journals
- Identify a sponsor to pay for snacks and lunches
- Identify a sponsor to pay for Safety/First Aid equipment/supplies
- Identify/schedule First Aid Instructor
- Identify/schedule a CPR instructor
- Order “*West Virginia Center for Nursing Career Handbooks*”
- Create a review team to review student applications and select student participants
- Identify a Journaling Leader
- Identify nurses to teach Infection Control/Hand washing
- Identify nurses to teach Vital Signs
- Identify a Mentor Leader to organize the Mentor Group and introduce the students to the mentoring concept
- Identify nurses experienced in EKG who will be available to assist students in EKG monitoring of each other
- Identify nurses or others who will participate in a career counseling session
- Identify nurse faculty who will talk to students about nursing curriculum
- Identify 2 employees who will take students on a general tour of the facility
- Meet with Administration to review plans for the Academy
- Request and schedule Administration participation in Graduation Ceremony and Certificate distribution (on Day Three)

Week Two

- Contact the *West Virginia Center for Nursing (WVCN)* to provide progress update
- Modify *Model* announcement with specific information
- Identify & call contacts for local middle schools to discuss the Academy
- Send Academy announcements and applications to local middle school contacts for distribution to students
- Meet with shadowing nurses to discuss activities and what students may and may not do
- Meet with Mentor group to discuss roles and responsibilities
- Meet with Journaling Leader to discuss roles and responsibilities and plan assignments
- Contact First Aid Instructor to determine equipment and supply needs
- Gather First Aid training equipment/supplies

Week Three

- Contact the *West Virginia Center for Nursing (WVCN)* to provide progress update
- Modify *Model* Schedule to reflect specific activities planned
- Identify Food Planner who will be responsible for planning & ordering food for lunches & snacks
- Contact CPR instructor to determine equipment needs

Week Four

- Contact the *West Virginia Center for Nursing (WVCN)* to provide progress update
- Meet with selection review team to create final roster of participants
- Notify school contacts of participant selections
- Modify *Model* notification letter to students/parents
- Mail out notification letters to students/parents (Response due in one week)

Week Five

- Contact the *West Virginia Center for Nursing (WVCN)* to provide progress update
- Meet with Mentor Leader to discuss format, equipment and outline

Week Six

- Contact the *West Virginia Center for Nursing (WVCN)* to provide progress update
- Review student/parent responses to determine final roster of participants

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- Order scrubs for student participants (see application for appropriate sizes)
- Mail out Academy Rules, and information sheet to student participants/parents

Week Seven

- Contact the *West Virginia Center for Nursing (WVCN)* to provide progress update
- Distribute scrubs and any final information sheets to student participants
- Consult with Administration regarding legalities and plans for press coverage of Academy (during Week Eight)
- Contact media to inform of Academy and arrange for press coverage of Academy activities during Week Eight

Week Eight

- Oversee all activities of the Junior Nursing Academy

Week Nine

- Contact the *West Virginia Center for Nursing (WVCN)* to provide progress update
- Review student satisfaction surveys and share result with WVCN
- Review parent surveys and share results with WVCN
- Review submitted journaling excerpts with Journaling Leader
- Meet with shadowing nurses for lessons learned
- Meet with Mentor group for lessons learned and planning continued contact and activities
- Thank and obtain feedback from all other groups or agencies involved
- Report to sponsoring and collaborating agencies regarding success of the Academy, lessons learned and future plans