

# NURSE

**REGULATION EDUCATION PRACTICE**



## **Nation's First LPNs Certified in Gerontology**

*with DC Councilmember David Catania (At Large)*

★ ★ ★ Government of the  
District of Columbia  
Vincent C. Gray, Mayor



LPN Licensure Renewal (page 7)

Criminal Background Check Requirement (page 10)





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# DISTRICT of COLUMBIA NURSE

Edition 29

**DIRECTOR, DEPARTMENT OF HEALTH**  
MOHAMMAD N. AKHTER, MD, MPH

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DC BON Mission Statement: "The mission of the Board of Nursing is to safeguard the public's health and well being by assuring safe quality care in the District of Columbia. This is achieved through the regulation of nursing practice and education programs; and by the licensure, registration, and continuing education of nursing personnel."

Circulation includes over 22,000 licensed nurses, nursing home administrators, and nurse staffing agencies in the District of Columbia.

Feel free to e-mail your "Letters to the Editor" for our quarterly column: IN THE KNOW: Your opinion on the issues, and our answers to your questions. E-mail your letters to [hpla.doh@dc.gov](mailto:hpla.doh@dc.gov). (Lengthy letters may be excerpted.)



## Happy National Nurses Week!

On May 6, 2011, the DC Board of Nursing is joining the American Nurses Association in celebrating National Nurses Week, held May 6-12 every year. This year's theme, "Nurses Trusted to Care", highlights the purpose of the week-long celebration—to raise awareness of the value of nursing and help educate the public about the role nurses play in meeting the health care needs of the American people.

### Being a Nurse

By Melodie Chenevert, RN, MN, MA

#### Being a nurse means...

You will never be bored,  
You will always be frustrated.  
You will be surrounded by challenges.  
So much to do and so little time.  
You will carry immense responsibility  
And very little authority.  
You will step into people's lives  
And you will make a difference.  
Some will bless you.  
Some will curse you.  
You will see people at their worst...  
And at their best.  
You will never cease to be amazed  
At people's capacity for  
Love, courage, and endurance.  
You will see life begin...and end.  
You will experience resounding triumphs  
And devastating failures.  
You will cry a lot.  
You will laugh a lot.  
You will know what it is to be human  
And to be humane.

### Update From Our Japanese Nurse Friends

The Board is happy to inform our readers that we have received word from the nurses featured on the cover of DC NURSE in November 2010. Here is a brief excerpt from an email from our interpreter (in red jacket on the cover of our November 2011 issue):

"Your warm thought[s] and note are deeply appreciated. I am doing very well. I came back to the US 10 days before that terrible quake... My sister and her husband are in Hokkaido; [there was] no damage in these islands... One of my friends, [a] Japanese doctor (he was at NIH), built a big nursing home by the beach of Iwaki-City, 10 miles away from the Fukushima NUKE PLANT. His nursing home had water up the third floor. Within 30 minutes before Tsunami, 240 residents were moved to the 4th floor, but two employees were taken away by the Tsunami. [The] Japanese People whom you met in October are fine. They are living in Tokyo. However, even in Tokyo they can feel uneasy because the ground is still shaking often. (I do not like it.) And often power failures. Many hospitals are scraping butteries for small medical equipments."

There are several topics of importance that I want to bring to your attention as we leap into Spring 2011:

## **ASSISTIVE PERSONNEL**

Over the past year, the BON has been working with the community on new regulations for Nursing Assistive Personnel (NAPs). We have been able to finalize draft regulations for Home Health Aides (HHAs), Dialysis Technicians, and Certified Medication Assistants (the former category was Trained Medication Employees). We continue to work on regulations for Direct Care workers, Certified Nurses Aides and Patient Care Technicians, and will be asking for your valuable input as we proceed. See Page\_ for more on NAPs.

## **CONTINUE YOUR EDUCATION**

There have been several CEU offerings for nurses in the District in the last year and the Board will continue to offer education to nurses throughout 2011, which we feel will improve care to residents in the District. See page 14 for upcoming continuing education programs.

## **CRIMINAL BACKGROUND CHECK**

In the last month, the process for Criminal Background Checks of all health care providers has

been implemented. This new regulation will affect renewal of LPN licenses this year. *The procedure is explained on page 10 of this issue of DC NURSE.* I ask that you plan ahead, and not wait until June to start the renewal process, as it may delay your licensing. The renewal period will open in April, so get a head start so you won't be without a license in your hand on July 1st.

## **NATIONAL NURSES WEEK**

The theme of National Nurses Week this year is "Nurses Trusted to Care." To me, this means we are:

- trusted to continue to educate ourselves and our clients
- trusted to regulate our practice to maintain the best standards of care and
- trusted to be committed to the well-being and safety of each and every client.

## **THANK YOU FOR YOUR DEDICATION**

The Board of Nursing would like to take this opportunity to thank the Nurses of the District of Columbia for their dedication to nursing and their strong commitment to client safety. Nurses in the District have been a large part of the Board's ability to move forward with its agenda



E. Rachael Mitzner, BSN, MS, RN

of nursing excellence and patient safety through education and regulation. Many have shown their commitment to the nursing profession by participating in Board meetings and attending the educational programs initiated by the Board aimed at improving understanding of regulations and promoting better patient care. Your participation as professionals with the Board has enabled the Board to have an excellent rapport with the health Care community to the benefit of DC residents.

Thank You and Happy Nurses Week!

E. Rachael Mitzner, BSN, MS, RN  
Chairperson  
DC Board of Nursing

## Board of Nursing Update November, December, January



Stakeholders attending meeting on NAP Regulations.

### Discipline Priorities

The Members of the Board have revised their Discipline Priorities to be consistent with recent revisions to the Health Occupations Revision Act. As the Board reviewed their disciplinary options, they felt it appropriate to look at the concept of “Just Culture”. Just Culture embraces the concept (see below) of not punishing nurses for mistakes or omissions which are not willful or egregious, but offering nurses the option of signing a Consent Order with the Board that may require them to complete training modules and, if needed, require a period of supervised practice. Punitive discipline would be reserved for those who are unsafe practitioners and those who demonstrate willful disregard for their patients.

### JUST CULTURE Discussion

The Board had a lively discussion during Open Session of the Board meeting regarding the concept of Just Culture. The Board viewed a video presentation on Just Culture. This video is available online at <http://www.justculture.org/Misc.aspx>

*Traditionally, health care’s culture has held individuals accountable for all errors or mishaps that befall patients under their care. By contrast, a just culture recognizes that individual practitioners should not be held accountable for system failings over which they have no control. A just culture also recognizes many individual or “active” errors represent predictable interactions between human operators and the systems in which they work. However, in contrast to a culture that touts “no blame” as its governing principle, a just culture does not tolerate conscious disregard of clear risks to patients or gross misconduct (e.g., falsifying a record, performing professional duties while intoxicated).*

*In summary, a just culture recognizes that competent professionals make mistakes and acknowledges that even competent professionals will develop unhealthy norms (shortcuts, “routine rule violations”), but has zero tolerance for reckless behavior.*

Source: *Patient Safety and the “Just Culture”: A Primer for Health Care Executives* by David Marx, JD, David Marx Consulting in support of Columbia University. Available online at: [http://www.mers-tm.org/support/Marx\\_Primer.pdf](http://www.mers-tm.org/support/Marx_Primer.pdf).

*People make errors, which lead to accidents. Accidents lead to deaths. The standard solution is to blame the people involved. If we find out who made the errors and punish them, we solve the problem, right? Wrong. The problem is seldom the fault of an individual; it is the fault of the system. Change the people without changing the system and the problems will continue.*

Source: Donald A. Norman, author of *The Design of Everyday Things*

### Nursing Assistive Personnel (NAPs)

The Board of Nursing continues to work with stakeholders as it develops Nursing Assistive Personnel Regulations. One notable recommendation is that Nursing Assistive Personnel will be required to complete a Core Curriculum, which will be the foundation for all NAPs. The core curriculum will be supplemented by additional curriculum content relevant to the role of the Certified Nursing Assistant, Home Health Aide, Dialysis Technician or Medication Aide. Proposed regulations place the approval of all NAP training programs under the auspices of the Board.

Another notable change will be that NAPs will be required to pass a Board approved certification examination and have CPR/AED Certification prior to receiving certification as a NAP.

Persons trained and working as Home Health Aides, TMEs, Dialysis Technicians, CNAs will be “grandfathered” into those positions, and will be allowed to continue to work using their title without having to meet additional requirements, as long as they continue to meet the regulatory requirements.

### Medication Aide Regulations

The Board began drafting Medication Aide Regulations. The proposed regulations will incorporate the role of the Trained Medication Employees and enhance their skill set by increasing the educational content provided in their training program. Persons currently working as TMEs will be able to continue to do so.

The proposed regulations will expand to not only include persons administering medications to persons in community setting and assisted living facilities but also allow home health aides and persons administering medications in school settings to be certified as MA-Cs.

# LPN Renewal

Renew your LPN license beginning  
April 1, 2011

Your license will expire on  
JUNE 30, 2011

To renew, go to the HPLA website at  
[www.hpla.doh.dc.gov](http://www.hpla.doh.dc.gov):

- Click on Online License Renewal.
- Enter your Social Security Number and Last Name; then, on the next screen, enter a new User ID and Password.
- Once in the renewal section of the Web site, the screen will display your address

and other personal information. Follow the step-by-step instructions.

- To pay fee, enter the credit card information for your Visa or MasterCard number.
- Printout the confirmation screen (to use until your license arrives in the mail).
- After 24 hours, verify renewal at: [www.hpla.doh.dc.gov/weblookup](http://www.hpla.doh.dc.gov/weblookup).

#### Continuing Education:

- LPNs must complete 18 CEs in the

applicant's current area of practice.

- Please note—only CEs obtained in the two (2) years immediately preceding the application date will be accepted.
- Do not send in CE documents to the Board unless asked to do so by the Board.
- First time renewal applicants: Continuing education is not required for those who are first-time renewal applicants.

## Temporary Practice While Awaiting Licensure

Persons with a current, active license in another jurisdiction applying for licensure by endorsement or reinstatement will be placed in Temporary Licensure Status once the following information is received:

- Completed application and licensure fee.
- Verification of licensure via NURSYS or verification sent in sealed envelope by jurisdiction in which the licensee has an active license [a copy of a license will not meet this requirement].
- Once evidence of a completed CBC Live-Scan (by MPD or State Police) is received the applicant is placed in Temporary Licensure Status.
- Temporary licensure status can be verified on "**Online Professional License Search**" at [www.hpla.doh.dc.gov](http://www.hpla.doh.dc.gov). The issuance of Temporary Practice Letters will no longer be required. Temporary licensure status will not exceed 90 days.

## MARYMOUNT UNIVERSITY

Arlington, Virginia

### Nursing Programs Information Session Wednesday, April 13, 7 p.m.

MU's Main Campus, 2807 N. Glebe Road, Arlington  
RSVP: 703-284-5902 or [marymount.edu/infosession](http://marymount.edu/infosession)

#### Bachelor of Science in Nursing

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#### Master of Science in Nursing

Family Nurse Practitioner; Nursing Education

#### Doctor of Nursing Practice

*Nursing scholarships available*



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# TME Update

## Trained Medication Employee (TME) Recertification

**TRAINED MEDICATION EMPLOYEES (TME) please be reminded that your TME registration expires **October 30, 2011** and renewal begins **August 1, 2011.****

### Requirements for Recertification:

- **Criminal Background Checks will be required for this renewal period.**
- Completed application signed by the TME.
- Application fee of \$59.00. Applicants submitted after October 31, 2011, will be assessed a \$20.00 late fee.
- Supervisory registered nurse's verification of the trained medication

employee's continued adequacy of performance.

- Documentation verifying successful completion of twelve (12) hours of board approved in-service training.

The Board will recertify an applicant upon receiving a completed recertification application, the appropriate registration fee and affirmation of continued competence.

## Trained Medication Employee (TME) Examination to be Offered Online!

The Board of Nursing is working with PSI Services, LLC testing service to offer the TME examination on-line. The planned starting date is **Monday, APRIL 25, 2011**. Eligibility for examination will be determined by the Board of Nursing (BON).

### The application process will be as follows:

Submit completed application and pay \$59.00 registration fee Complete CBC (see page 10)

**PLEASE NOTE:** Criminal Background Check results will be required prior to registration as a TME but not required for eligibility to sit for examination. (See page 10 for CBC information.)

### Examination Registration & Scheduling Procedures

Upon Board approval of eligibility

to test, applicants will receive an approval to test letter from the Board containing instructions for scheduling an appointment to take the examination.

Eligibility is valid for a period of 6 months from the date that the Board approves the application.

**Examination Fee: \$70.00**

**Re-Examination Fee: \$70.00**

- Applicants will have 3 attempts to pass the examination within 6 months.
- If they fail the third time, the application with the Board becomes void and the applicant must retake the TME course.
- Applicants will be informed whether or not they have passed the test immediately after completing testing.

- If necessary, examination re-takes can be scheduled immediately.

### PLEASE NOTE:

**The fee for testing is a separate fee from the BON fee for registration and is payable to PSI.**

**Applicants will be able to register for examination by Internet, Telephone, Fax or Mail.**

**The Testing Center Located at:  
1100 4<sup>th</sup> Street, SW; Suite E 500  
Washington, DC 20024  
Metro: Waterside; Green Line**

**Testing can be scheduled Monday – Friday, from 9:00 a.m. – 4:00 p.m.**



# Criminal Background Check Meeting with Stakeholders

The Board of Nursing invited stakeholders to attend an HPLA information session on the newly implemented requirements for each licensure applicant to obtain State and FBI Criminal Background Checks (CBCs). Staff from District healthcare facilities, staffing agencies and others asked questions to Board staff, Board attorneys and HPLA Senior Deputy Director Feseha Woldu regarding the CBC requirement.

## Pilot Program

Initially, in late 2010, CBCs were only required for Addiction Counselors, who served as the pilot group. Shortly thereafter, the requirement was made mandatory for all new licensure applicants; and finally, now in 2011, CBCs are required as well for licensees renewing their license. *Instructions on obtaining the CBCs are on pages 10-13 of this publication.*

## FBI Report

HPLA Attorney Van Brathwaite told attendees that for individuals' whose record indicates an arrest, "we send [the licensure or renewal candidate] a certified letter, requesting court documentation showing disposition of the cases within the last 7 years." The licensure applicant is responsible for sending HPLA the court records relevant to the case. He noted that for individuals on the Sexual Abuse Registry there is no 7-year time limit.

## Multiple CBCs?

Regulations require facilities to conduct CBCs on employees also, so attendees at the meeting questioned



HPLA Deputy Director, Dr. Feseha Woldu, speaks to meeting attendees.

the necessity for multiple CBCs. Will people have to have more than one CBC? Facilities will need to determine whether or not they want to continue to require CBCs for purposes of employment. Eventually, all employees at District healthcare facilities will be required to get an HPLA CBC (including staff such as environmental services personnel).

## Change in Role

Some attendees asked if the CBC process would have to be undertaken a second time if an employee assumed another position within the facility: "What if a licensee gains additional



education and shifts from one scope of licensure to another? What if an NAP becomes an LPN?" Once a licensee is scanned into the system, they will not need to gain another CBC simply because their licensure and scope of practice has changed. Attendees also asked about the CBC process for an employee from a foreign country. Such employees will be subject to the same process as all other applicants. HPLA will need to know of any arrests since their entry into the US.

HPLA received a federal grant for the purpose of implementing the CBC requirement, Dr. Woldu said. (*See notice on page 15.*)

# CBCs for Licensure Renewal

## State and FBI Criminal Background Checks are Required

RENEW YOUR LICENSE ONLINE at [www.hpla.doh.dc.gov](http://www.hpla.doh.dc.gov).

Pay renewal fee online with VISA or MASTERCARD.

A CRIMINAL BACKGROUND CHECK IS REQUIRED FOR THIS RENEWAL

### CBC INSIDE DC

#### CBC by DC Metropolitan Police Department (DC MPD):

When you log-on [www.hpla.doh.dc.gov](http://www.hpla.doh.dc.gov) to renew your license, you can schedule an appointment to go get your Live-Scan Fingerprinting done by DC MPD. You will receive an email notification from the CBC Unit scheduling your appointment. Once we receive confirmation from the DC MPD that you have completed your Live-Scan Fingerprinting, your license will be renewed. The renewal fee is \$145.00, and the CBC fee is \$50 (total \$195).

### CBC OUTSIDE DC

#### CBC for Applicants Outside of the District of Columbia Metropolitan Area:

- Go to your local law enforcement agency and request a State Police Clearance and to be fingerprinted on a FBI Applicant Fingerprint card (FD-258).
- In the "Reason Fingerprinted" block of the FD-258, write in "License, certification or registration, Health Regulation and Licensing Administration, Department of Health, 899 North Capitol Street, NE, Washington, DC 20002."
- Mail the Fingerprint card (FD-258) to the FBI along with a money order or cashier's check for \$18.00 made payable to the Treasury of the United States to: FBI CJIS Division – Record Request; 1000 Custer Hollow Road; Clarksburg, WV 26306
- Send confirmation of your state clearance by email, fax or mail to HPLA. Your license will not be renewed until your State Police Clearance is received.
- The FBI will mail the results of the background check to you, the applicant.
- Submit the results of your background check in a sealed envelope to our office at the following address:

CBC Unit/HPLA: 899 North Capitol Street, NE  
Washington, DC 20002  
Phone/Fax: Phone (202) 727-9855 | Fax (202) 724-8677

FBI INFO: For more information regarding the criminal background check from the FBI, visit the FBI website at:  
[http://www.fbi.gov/about-us/cjis/background-checks/background\\_checks](http://www.fbi.gov/about-us/cjis/background-checks/background_checks)

#### If we receive a positive CBC result from the FBI, you will be asked to provide court papers.

- Late Renewal: Applications submitted after June 30th must include \$85.00 late fee.
- CE Requirement: LPNs must complete eighteen (18) contact hours of continuing education.

#### HEALTH PROFESSIONAL LICENSING ADMINISTRATION, DC DEPARTMENT OF HEALTH:

HPLA/Board of Nursing, 899 North Capitol Street, NE; 1<sup>ST</sup> Floor, Washington, DC 20002

Phone: 1-877-672-2174 \* Fax: 202-727-8471

Website: [www.hpla.doh.dc.gov](http://www.hpla.doh.dc.gov)

HPLA CBC Issues contact: [doh.cbcu@dc.gov](mailto:doh.cbcu@dc.gov)

# CBCs for New Applicants

## *Licenses Will Not Be Issued Prior To Receipt of Completed Criminal Background Check*

### **CBC “At A Glance”**

**(see article below for detailed instructions)**

1. Submit your renewal application and fee to Board.
2. Go to your local police station and ask for a Police Clearance and to be fingerprinted on the FBI card (FD-258). Persons completing their CBC in DC will be required to submit a Live-Scan Appointment Request Form to schedule appointment At DC MPD.
3. When the Board receives confirmation that you have completed your Police Clearance your license may be placed in temporary licensure status—online.
4. Once the Board receives the background reports from the FBI and your local police department, you will receive your license.
5. If you have an arrest record, the Board will contact you to request more information.

Each applicant applying for Board of Nursing licensure/certification shall obtain a criminal background check (CBC). The CBC requirement is mandated for all health care professionals by the District’s “Criminal Background Check Amendment Act of 2006.”

An applicant for licensure/certification by endorsement, reinstatement, reactivation, or examination shall not be issued a license/certification until the background check has been completed. A CBC shall be conducted in accordance with Metropolitan Police Department’s (MPD)/State Police and Federal Bureau of Investigation’s (FBI) policies and procedures and in a FBI-approved environment, by means of fingerprint and National Criminal Information Center checks and procedures.

If the MPD/State Police or FBI check reveals any adverse information, that information will be sent to the Board of Nursing (BON). The BON will ask the applicant to submit additional documentation regarding information revealed by the check. Please be advised that an adverse criminal background report does not automatically disqualify the applicant from obtaining license, registration or certification. The Board will make a decision on each application on a case-by-case basis.

### **Applicants for Licensure by Exam**

**NCLEX Applicants:** Must submit their application, pay NCLEX for ATT and complete CBC. **NO LICENSE WILL BE ISSUED UNTIL THE CBC HAS BEEN RECEIVED AND REVIEWED.**

**Endorsement/Reinstatement/Reactivation Applicants:** Must submit their application and complete CBC. **NO LICENSE WILL BE ISSUED UNTIL THE CBC HAS BEEN RECEIVED AND REVIEWED.**

### **Applicants for Licensure by Endorsement, Reinstatement, Reactivation of Licensure**

#### **Applicants Completing CBC in the District of Columbia Metropolitan Area**

1. Submit the following information in person to the HPLA Customer Service or by mail:
  - a. Completed application and application fee payable to the DC Treasurer.
  - b. \$50.00 fee payable to the DC Treasurer (check or money order only) to conduct a criminal background check through the DC MPD (not included in licensure fee. May add to payment of application fee).
  - c. Live-Scan Fingerprint Appointment Request Form to schedule an appointment with the

***Continued on page 12***

Continued from page 11

DC MPD. Go to <http://hpla.doh.dc.gov/hpla/cwp/view,a,1194,q,501826.asp> to download the Live-Scan Fingerprint Appointment Request Form.

- d. Once evidence of a completed CBC scan is received, the applicant's licensure status will be placed in Temporary Licensure Status until CBC result is received.

#### DC METROPOLITAN POLICE:

300 Indiana Ave, NW  
Washington, DC 20001  
Metro: Redline- Judiciary Square

#### Applicants Completing CBC Outside of the District of Columbia Metropolitan Area

1. To complete the CBC, go to any law enforcement agency and:

- a. Ask for a State Police Clearance and to be fingerprinted on an FBI Applicant Fingerprint card (FD-258).
  - b. There is a \$18.00 fee for the FBI CBC
2. You must then mail the Fingerprint card (FD-258) to the FBI. In the "Reason Fingerprinted" block of the card, write in "License or certification, HRLA – Board of Nursing, Department of Health, 899 North Capitol Street, NE, Washington, DC 20002."
  3. Applicants' licensure status will be placed in "temporary status" once evidence of a CBC scan is received.

**FBI INFO:** For more information regarding the criminal background check from the FBI, visit the FBI website at:

<http://www.fbi.gov/about-us/cjis/background-checks>



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4. The FBI will mail the results of the background check to you the applicant.
5. Once the results from the FBI are received, THEY SHOULD NOT BE OPENED BY THE APPLICANT. The FBI CBC results must be mailed in its sealed envelope to our CBC Unit at the address below.
6. The applicant is responsible for making sure that the CBC results are delivered to the Criminal Background Check Unit at the address below.

**HPLA ADDRESS (Note new address):**

HPLA/Board of Nursing  
899 North Capitol Street, NE  
Washington, DC 20002

**NEAREST METRO:** Red Line - Union Station

**HPLA PHONE:** 1-877-672-2174

**FAX NUMBER:** 202-727-8471

**EMAIL ADDRESS:** cbcu@dc.gov

**WALK-IN HOURS:**

8:15 am – 4:45 pm Monday-Friday. HPLA Customer Service (processing department) is located on the 1<sup>st</sup> Floor.

**Temporary Practice While Awaiting Licensure**

In lieu of Temporary Practice Letters, **Temporary licensure status** can be verified using the link: "Online Professional License Search " at [www.hpla.doh.dc.gov](http://www.hpla.doh.dc.gov). Temporary licensure status will not exceed 90 days.

**Board Review**

Positive backgrounds (CBCs indicating arrests or convictions) will be reviewed by the Board prior to issuing a license. If the background check indicates arrests and/or convictions, the applicant will be contacted and asked to provide court documents regarding those arrests/convictions, if not previously submitted. Board staff will review all information and will forward a report to the Board for a decision. The Board may: deny licensure/certification of an applicant; license/certify the applicant with or without probation; or issue charges against the applicant.

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# COIN CONSULT

## Culture of Responsibility

by Kate Malliarakis, RN, CNP, MAC, Chair, Committee on Impaired Nurses

As I thought about topics for our COIN Consult column, I reflected on the need for nurses to be responsible to prevent drug diversion. The National Institute on Drug Abuse notes that an estimated 48 million people (ages 12 and older) have used prescription drugs for nonmedical reasons in their lifetimes. This represents approximately 20 percent of the U.S. population. One of the key factors in prescription drug abuse is access, and that presents a challenge for nurses.

When nurse participants come to COIN, they recount how they began their diversion habit. Often the nurse talks about working a very busy shift with little time taken to account for narcotics at the time they are being dispensed. Nurses find themselves with an extra sedative in their pockets and rather than destroy it, the idea of using that medication to get a good night's sleep becomes appealing. The rationalization continues with thoughts such as this: "I deserve it. I worked four twelve-hour shifts back-to-back and I am exhausted." Some nurses begin with this "benign neglect" and move to deliberate diversion for themselves or others.

Dr. Ray Vrabel (2010) maintains that drug diversion can occur in all clinical areas, including: falsification of medication administration documentation,

Nurses need to pay attention not only to their own practices, but the practices of their colleagues as well.

replacement of a vial of a controlled drug (e.g., morphine) with saline, excessive wastage (without actual witnessing), shorting doses of patient medications, substitution of non-controlled drugs, discrepancies between actual vs. system medication counts and intentional miscounts (both restocking on the floors and the central pharmacy and activities within stores and the vault).

Nurses need to pay attention not only to their own practices, but the practices of their colleagues as well.

### The profile of nurses who divert includes those who:

- show up on days off
- prefer high narcotic floors (ICUs and EDs)
- sign out more narcotics than their peers
- have nursing notes that do not coincide with drugs given
- frequently document wasting without witnessing.

When diversion occurs on a unit, often more than one nurse is involved.

The need for nurses to be accountable for medications cannot be over-emphasized. If you are unsure of your facility's protocol, ask for a written copy. Reach out to the hospital pharmacist to provide inservice education on prevention of diversion. Review your own dispensing report to make sure that no one is falsely using your identification. Be vigilant and be honest. To paraphrase a quote by old Smokey the Bear, "Remember, only you can prevent medication diversion!"

National Institute on Drug Abuse. (2005). *NIDA Research Reports: Prescription drugs abuse and addiction*. Retrieved from: <http://www.drugabuse.gov/ResearchReports/Prescription/Prescription.html>

Vrabel, R. (2010). Identifying and dealing with drug diversion. *Health Management Technology*. Retrieved from: <http://www.healthmgttech.com/index>.

Contact COIN and an information package will be sent to you.  
Phone: 202-724-8870  
202-724-8818  
Email: [hpla.doh@dc.gov](mailto:hpla.doh@dc.gov)

## Vacancies on the Board

Would you like to serve on the Board?

If you are a resident of the District of Columbia, have been practicing 3 years and are in good standing with the Board, you may apply to fill one of the vacancies on the Board of Nursing. There are currently RN and LPN positions that need to be filled. To apply, go online at [www.obc.dc.gov](http://www.obc.dc.gov) and download an application, or call the Office of Boards and Commissions at (202) 727-1372.

## CMS Funds CBC Program for All Prospective Employees of Long Term Care Facilities

The Department of Health was awarded a \$2.7 million grant by the Centers for Medicare and Medicaid Services (CMS) to participate in the National Background Check Program for prospective employees in Long-Term Care (LTC) facilities. This move is aimed at combating abuse and neglect in the nation's LTC facilities. LTC care providers covered under the program include skilled nursing facilities/nursing facilities, LTC hospitals/hospitals with swing beds, intermediate care facilities for persons with mental retardation (ICFs/MR), home health agencies, home-and-community-based service (HBCS), group homes over 8 beds, personal care agencies – Medicaid State Plan. Since the Omnibus Budget Reconciliation Act passed in 1987, LTC patient abuse, neglect and misappropriation of funds have been identified as a widespread problem for millions of Americans receiving LTC services. The grant funds CBC program for prospective employees who have access, or are likely to have access, to the patient.

*Members of the public are invited to attend...*

## BOARD OF NURSING MEETINGS

**Date:** First Wednesday of the month

**New Time:** 9:30 a.m. - 11:30 a.m.

**Note New Location:**

**899 North Capitol St NE  
Second Floor  
Washington, D.C. 20002**

**Transportation: Closest Metro station is Union Station.**

*To confirm meeting date and time, call (202) 724-8800.*

**May 4, 2011**

**June 1, 2011**

**July 6, 2011**

**No August meeting**

A member of Nurses Service Organization (NSO\*\*)  
\*\*NSO may cover most of your attorney fees.

**Izu I. Ahaghotu, RN, JD**  
ATTORNEY AT LAW

If you or a colleague is in need of an Attorney to represent you before the D.C. Board of Nursing or FOR ANY OTHER LEGAL MATTER, Call a Nurse Attorney for a confidential consultation.

Please contact Izu I. Ahaghotu, RN, Esquire directly:  
**Office: 202.726.4171 DIRECT 202.361.6909**

**www.IZUAHAGHOTU.com**  
**Email: ucheizu@msn.com**  
7211 Georgia Avenue, NW  
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# IN THE KNOW

*The Board of Nursing has established this “In The Know” column in response to the many phone calls and e-mails we receive. The Board often receives multiple inquiries regarding the same issue. Please share this column with your colleagues or urge them to read this column. The more nurses are aware of the answers to these frequently asked questions, the less our resources will have to be used to address duplicate questions.*

### NAP/CNA Questions

**Q** How long may a certificate be expired before the applicant has to retake courses to regain certification?

**A** They do not have to retake courses if it has been less than 24 months since their certificate expired.

**Q** I was looking at the DC government’s website, searching for what a CNA should do after their certification has expired for more than two years. Where can I find, in writing, what the CNA should do in that case?

**A** They have to be re-trained and sit for an examination. Info can be found at [www.hppla.doh.dc.gov](http://www.hppla.doh.dc.gov).

**Q** With respect to their title, is Nurse’s Aide the same thing as CNA? Are these titles used interchangeably?

**A** In DC, the title is CNA. In other jurisdictions, they may be titled CNAs or GNAs (gerontology nursing assistants). The title may vary, but certification requirements are the same.

**Q** If not, where are the Municipal Regs for the Certified Nursing Assistant on the DC Government website?

**A** The current regulations are available online at [www.hppla.doh.dc.gov](http://www.hppla.doh.dc.gov). We will be revising them to comply with the HORA requirements placing CNAs under the authority of the Board.

**Q** Is there an expert in your office who I can write to with other questions, about CNAs, as they arise?

**A** You can access additional information at <http://www.hppla.doh.dc.gov/hppla/cwp/view,A,1195,Q,498340.asp>.

If you click on Application Package at this site, you will find the DC Nurse Aide Handbook, which will address a number of your questions or send an email to [karen.skinner@dc.gov](mailto:karen.skinner@dc.gov).

### Medical Assistants

**Q** We have a physicians group that has an off-campus office. They are writing a job description for a medical or office assistant which includes skills such as “shots, vitals, EKGs, UAs, etc.” I haven’t seen the job description yet, but it sounds similar to a patient care technician (PCT). Thus, I have a couple of concerns and wanted to pass them by someone at DOH.

I didn’t think giving “shots” was within the scope of practice for an office assistant/PCT—is that true? Also, is there a requirement for someone performing clinical-type skills (vital signs, phlebotomy, EKG, specimen collection, etc.) that they have appropriate supervision—i.e., a nurse, or is it sufficient for them to do these skills under the ‘supervision’ of the physician whose office they work in?

I am one of the instructors responsible for orientation and the physicians group employees will be coming through orientation. I want to have a clear idea of what they can do or not do under the DOH regulations. I also have a concern that once they finish orientation there is no one knowledgeable about clinical skill performance to ensure that they are doing the skills correctly and consistently.

**A** From DC Board of Nursing: Physicians may delegate the tasks you have listed to staff in their office. But the delegating physician is responsible for supervision, not the nurse.

**A** From DC Board of Medicine: The Board of Medicine does not regulate medical/office assistants. Anyone in a doctor’s office performing duties that are considered within the scope of practice of a professional requiring a license, are doing so without a license, and the doctor is thus accountable for any adverse actions.

### CRNAs

**Q** I am a Peer Assistance Advisor with the American Association of Nurse Anesthetists. I am trying to find out more regarding individual state policies and nursing/ CRNA reentry; in particular, pharmacotherapeutics. Can you please tell me if DC allows nurses & CRNAs to reenter while on buprenorphine (Subutex or Suboxone)?

**A** The CRNA would be referred by the Board of Nursing to the Committee on Impaired Nurses (COIN) and ask that they evaluate the needs of the nurse. To date, we have not had a request from a nurse to return to work while on buprenorphine. COIN would not rule out the use of buprenorphine for a nurse if deemed clinically appropriate.

### Thanks

“Thanks” from a Professor of Nursing: Just a note to say Thank You to the Board of Nursing for letting my student sit in on the BON meeting. It was informative and you all were very helpful in discussing the topics with the audience.

*You’re Welcome!*

*We always enjoy having students attend our meetings. Our meetings are very interactive. Please feel free to come again.*



# Education

## Scholarships Available

The Capital Health Careers (CHC) project is funded by a \$4.9 million grant from the US Department of Labor, Employment and Training Administration and the American Reinvestment and Recovery Act.

The scholarship opportunities that are available are:

- Disabilities Service Professional (DSP)
- Community Health Worker (CHW)
- Home Health Aide (HHA)
- Certified Nursing Assistant (CNA)
- Licensed Practical Nurse (LPN)
- Gerontology Certification of LPN (G-LPN)
- Registered Nurse at the Associates or Bachelor level (A-RN, BSN)
- Health Information Technology Competency Development (HITCD)
- Health Information Technology Certification (HIT-C), and the
- Bachelor of Arts in Information Technology (BAIT).

The DSP, CHW, HHA, CNA and LPN programs are through Community College of the District of Columbia (CCDC); the A-RN and BSN programs are through University of the District of Columbia (UDC). The G-LPN is through Providence Hospital (PH), and the HITCD, HIT-C and BAIT programs are through Catholic University of America (CUA).

The scholarship for the certification training programs; DSP, CHW, HHA, CNA, LPN, HIT-C, and HITCD will cover 100% of the tuition. The scholarship for the degreed programs (A-RN, BSN, BAIT) will cover 75% of the tuition, and the participant is responsible for the remaining 25% (financial aid is available). All participants will have their books, training supplies, and uniforms (if needed) covered by their scholarship.

**An applicant must have at least a high school diploma or GED.** The applicant can be unemployed or an incumbent worker of DC (they can be a resident of MD or VA, but work in DC). The CHC project addresses dual needs in the District of Columbia for alleviating unemployment and filling healthcare workforce deficits. Once an applicant receives the scholarship and begins to participate in the program, that participant has supportive services available to them through United Planning Organization (UPO).

**How to apply:** After completing an Interest Inquiry form, UPO will submit it to the appropriate partner (UDC, PH, CUA, or CCDC). That partner will contact you within 2 weeks regarding the application process as it differs according to the discipline. Applicants can also go to CCDC (the old Bertie Backus School),

located at 5171 S. Dakota Ave NE, Suite #110, WDC 20017, or UDC located at 801 North Captiol St NE, Rm #311, WDC 20002 to pick up an application. (HIT programs can download applications online at <http://metro.cua.edu/HIT>)

**Pre Assessment Exams:** Every applicant will have to take the CASAS Exam (free). PR Harris Learning Center 4600 Livingston Rd, SE, WDC 20032 offers the exam every Tuesday and Thursday at 1pm. For other times and dates, the applicant can schedule their CASAS exam via Quinn Flowers (*see contact information below*).

**For LPN program ONLY:** LPN applicants will take the LPN assessment (there is a \$68.00 fee). Please contact Mr. Eba at 202-274-6399, or send an email to [aeba@udc.edu](mailto:aeba@udc.edu) to schedule the LPN assessment.

If you have any questions or concerns, please feel free to contact:

**Quinn Flowers, LGSW, Case Manager**  
Community Services Division,  
Capital Health Careers Project,  
United Planning Organization,  
301 Rhode Island Avenue, NW,  
Washington, DC 20001  
Phone: (202) 238- 4713 Direct  
Fax: (202) 319-3230  
Email: [qflowers@upo.org](mailto:qflowers@upo.org)  
Website: [www.upo.org](http://www.upo.org)

## The Board of Nursing has Moved!

THE HEALTH PROFESSIONAL LICENSING ADMINISTRATION'S NEW LOCATION:

District Of Columbia Department Of Health  
Health Professional Licensing Administration  
899 North Capitol Street NE

(formerly 825 North Capitol St NE), Washington, DC 20002

Website: [www.hpla.doh.dc.gov](http://www.hpla.doh.dc.gov)

Phone: (202) 724-4900 / (202) 724-8800 / (877) 672-2174

Hours: 8:15 am to 4:45 pm,  
Monday through Friday

# PROGRAM STATUS: Annual NCLEX Performance

## Practical Nursing Programs & Registered Nursing Programs Annual NCLEX Performance for October 1, 2009 – September 30, 2010

Practical Nursing Programs		Approval Status
Capital Health Institute	76.15	Conditional
Comprehensive Health Academy	88	Full
Radians College	95.74	Full
Community College of District of Columbia	73.53	Conditional*
VMT	61.87	Conditional
Registered Nursing Programs		
Catholic University of America	79.52	Conditional
Georgetown University	99.15	Full
Howard University	76.92	Conditional
Radians College	77.27	Conditional
Community College of District of Columbia	53.57	Conditional*

\* change in status

Program status is determined by the Board of Nursing and is based on the performance of the graduates of nursing programs on their first attempt taking the NCLEX as set forth in the regulatory requirements in “17 DCMR Chapter 56”.



5603.3 *The Board may grant full accreditation to a program after the graduation of its first class if:*

- (a) *The percentage of the program's first time NCLEX test takers passing the exam is not more than five percent (5%) below the national norm. The passing percentage shall be based on the cumulative results of the first two (2) quarters following graduation of the first class; and*
- (b) *The program has demonstrated continued ability to meet the standards and requirements of this chapter.*

5603.7 In order to maintain full accreditation status, a program with full accreditation shall maintain:

- (a) All the standards and requirements of this chapter, as they may be amended or republished from time to time;
- (b) A minimum pass rate, for first time test takers on the NCLEX, or not more than five percent (5%) below the national norm, based on the cumulative results of the four (4) quarters in each year

5605.1 The Board may place a nursing program that has failed to meet or maintain the requirements and standards of this chapter on conditional accreditation status  
5605.2 Conditional accreditation status denotes that certain conditions must be met within a designated time period for the program to be granted or restored to full accreditation.

**DEPARTMENT OF MENTAL HEALTH**

*Be a part of history...  
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Saint Elizabeths Hospital has provided quality health care to patients since 1855. With the move to a new 450,000 square foot, state-of-the-art facility completed in early May 2010, the Hospital will continue to provide high-quality inpatient care for people with acute, long-term mental health needs for years to come!

**Nursing Opportunities:** We are seeking graduates from accredited schools of nursing who are licensed (or can become licensed in the District of Columbia) with appropriate experience for Psychiatric Nurse (RN) positions at all levels. We have full and part-time positions and offer flexible schedules for part-time positions. We offer competitive salaries, a great benefits package, and stable employment with opportunities to grow. We are also seeking Nurse Practitioners to provide independent general medical care and treatment to Saint Elizabeths Hospital consumers. For a complete list of current vacancies and individual job announcements, visit [www.dmh.dc.gov](http://www.dmh.dc.gov) and click on Submit Job Applications or send your resume to:

Elizabeth Falodun, Human Resources Specialist,  
Department of Mental Health, Human Resources Division,  
St. Elizabeths Hospital,  
1100 Alabama Ave, S.E.  
Washington, D.C. 20032  
e-mail: [elizabeth.falodun@dc.gov](mailto:elizabeth.falodun@dc.gov)  
office: 202-299-5207

# Practical Nursing Programs

## Year to Date (12/31/2010) Licensure Exam Results and Approval Status

PROGRAM	CURRENT QUARTER		YEAR TO DATE		APPROVAL STATUS
	10/01/2010 - 12/31/2010		01/01/2010 - 12/31/2010		
	#Sitting	% Passing	# Sitting	% Passing	
Capital Health Institute	27	88.89	109	79.82	Conditional
Comprehensive Health Academy	25	92.00	108	87.04	Full
JC Inc.	2	0.00	15	0.00	Withdrawn
Radians College (formerly HMI)	11	100.00	45	97.78	Full
University of the District of Columbia	11	90.91	91	74.73	Conditional*
VMT Academy of Practical Nursing	42	61.90	163	60.74	Conditional

# Professional Nursing Schools

## Year to Date (12/31/2010) Licensure Exam Results and Approval Status

SCHOOL	CURRENT QUARTER		YEAR TO DATE		APPROVAL STATUS
	10/01/2010 - 12/31/2010		01/01/2010 - 12/31/2010		
	# Sitting	% Passing	# Sitting	% Passing	
Catholic University of America	2	50.00	81	81.48	Conditional
Georgetown University	0	0.00	117	99.15	Full
Howard University	2	100.00	26	76.92	Conditional
Radians College	2	100.00	56	75.00	Conditional
Trinity University	-	-	-	-	Initial
University of the District of Columbia	1	0.00	27	51.85	Conditional*

Source of NCLEX® Scores: NCSBN Jurisdiction Program Summary of All First Time Candidates Educated in District of Columbia  
\* Change in status.

### PROFESSIONAL NURSING SCHOOLS

Patricia McMullen, PhD, JD, CNS, CRNP, Dean  
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1025 Vermont Avenue, NW; Suite 200  
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imedley@radianscollege.com  
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FAX: (202) 884-9308

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Community College of the District of Columbia  
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801 North Capitol Street NE  
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India M. Medley, MSN, RN, CPNP, Dean of  
School of Nursing  
Radians College

### PRACTICAL NURSE PROGRAMS

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psimon9@msn.com  
PH: (202) 722-8830  
FAX: (202) 722-722-8831

Comprehensive Health Academy  
School of Practice Nursing  
1106 Bladensburg Road, N.E.  
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MAdedokun@comcast.net  
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LPattammady@vmtltc.com  
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PH: (202) 282-3016  
FAX: (202) 282-0012

# Free CE Program Gains Board Approval

The Board of Nursing has approved a new 25-hour continuing education course for nurses to combat rising HIV, HPV and other Sexually Transmitted Infection rates in the District. The free course entitled: “The Nurse’s Role in Preventing, Diagnosing and Treating HIV, HPV and other Sexually Transmitted Infections (STIs)”, is part of a larger health promotion campaign to reduce the growing number of people who are contracting STIs in spite of federal, state and local efforts to promote HIV prevention strategies. In fact, the District has the highest rates of preventable diseases such as HIV/AIDS, gonorrhea and syphilis in the nation.

Our health promotion campaign organizers understand and value the influence nurses have in clinical and community settings. Therefore, we want to ensure nurses are equipped with the knowledge needed to increase testing while educating and influencing the behaviors of persons most at risk, such as unsuspecting women and youth. The CDC has found that women are more likely to be diagnosed with STIs by their private practitioners. Men, on the other hand, are usually treated for STIs in clinic settings. Many of the youth in the District are receiving their care through school-based clinics. Consequently, it is important that providers in all settings create a safe place where their patients can seek the counsel and care they need.

To facilitate participation of nurses from all disciplines, over the next few months, classes for this CEU-based program will be held weekly and on Saturdays throughout the District. Area nurses can attend courses at any designated location. Hospitals who have not signed up to bring the program directly to their nursing staff are encouraged to take advantage of this unique opportunity as well. For information on specific training dates and locations, access the PAMAAETC web site at:

<http://www.pamaaetc.org/events.asp?site=DCL>

Or call (202) 806-0222.

*The Campaign is being spearheaded by the federally-funded Pennsylvania Mid-Atlantic AIDS Education and Training Center (PAMAAETC) Local Performance Site at Howard University, the National Public Health Forum, DC’s HIV/AIDS, Hepatitis, STD, and TB Administration (HAHSTA), Howard University and Howard University Hospital, Providence Hospital, United Medical Center and the DC Board of Nursing. Organizations wishing to lend their resources to this important initiative are encouraged to do so.*

## “The Nurse’s Role in Preventing, Diagnosing and Treating HIV/AIDS, HPV and other Sexually Transmitted Infections”

Free Three-part 25-Hour Continuing Education Certification Program.

Co-Sponsor: The Pennsylvania/MidAtlantic AIDS Education and Training Center

Register at: <http://www.pamaaetc.org/events.asp?site=DCL>.

You may attend any one of these programs, or attend all three, and earn 8 CEUs per session.

Time: 8:00 am to 4:30 pm

Place: Howard University College of Medicine - 3rd Floor Auditorium, 500 W Street NW

Dates:

### April 2

- Overview of Sexually Transmitted Infections in the United States
- Basic Science/Epidemiology
- Clinical Manifestation of HIV, HPV & other STIs
- Drug Therapy: Options, Adherence & Resistance

### April 16

- Oral Manifestation
- Co-Morbidities
- Co-Occurrence of Hepatitis or TB
- Co-Occurrence of Mental Illness and Substance Abuse
- Effective Case Management
- Addressing the Special Needs of International Populations (Merged with World View)

### April 30

- Testing & Counseling: Teachable Moments for Providers & Patients
- Understanding the Special Needs of Women
- Understanding the Special Needs of Children & Youth
- Understanding Sexual and Prostate Health Concerns in Men
- Issues Facing MSM and Transgendered Patients
- Aging and Sexual Health
- Transferring Knowledge in Clinical & Non-Clinical Settings

## Board Welcomes New Nurse Specialist/Education

The District of Columbia Board of Nursing welcomes new staff member Bonita E. Jenkins EdD, RN, CNE. Dr. Jenkins has been the nurse specialist for nursing education for the Board since January 2011. Dr. Jenkins has an earned Doctor of Education from Teachers College, Columbia University, in the Nurse Executive program; earned Master of Science from the University of Maryland Baltimore, with a specialty in nursing education. Dr. Jenkins has over 25 years of experience in nursing. She began her nursing career as a medical-surgical nurse. For most of her nursing career she has been working in nursing education. She has experience with pre-professional programs, pre-licensure nursing programs and graduate nursing programs.

You may reach Dr. Bonita Jenkins by phone at (202) 724-8846, or by email at [bonita.jenkins@dc.gov](mailto:bonita.jenkins@dc.gov).

### Upcoming Board Of Nursing Continuing Education Opportunities

#### The Nurse's Role in Preventing Diagnosing & Treating HIV, HPV, & Other STDs

April 2, 16 & 30

8:00 am to 4:30 pm

Howard University College of Medicine

3rd Floor Auditorium, 500 W Street NW

CEUs: 25

Co-Sponsor: The Pennsylvania/MidAtlantic AIDS Education and Training Center

Register at: <http://www.pamaaetc.org/events.asp?site=DCL>

#### Wound Care Update 2011

April 29

8:30 am to 5:00 pm

Washington Center for Aging Services  
CEUs: 7

Co-Sponsor: National Alliance of Wound Care

How to register Use this link: <http://www.surveymonkey.com/s/PPTK6MC>

#### Ethics for the Health Professional

April 30, 2011

9:30 am - 11:30 am

Presenter: JoAnn Joyner, PhD, RN, PMHCNS-BC

Howard University - Blackburn Center, 2397 6th Street NW

CEUs: 2

Sponsor: Maine Avenue Ministries  
To inquire about participating in this program, please contact Chastity Johnson at [chastity@starpower.net](mailto:chastity@starpower.net).

#### Diabetes Update 2011

September 16, 2011

Howard University Hospital - Basement Auditorium

CEUs: 7

Register at: <http://www.surveymonkey.com/s/ZS7YPDP>

## NCLEX Registration Reminder for Graduating Seniors

Follow these steps to ensure proper registration for the NCLEX examinations:

1. Submit an application for licensure to the board of nursing where you wish to be licensed. Then, verify that you meet all of the board of nursing's eligibility requirements to take the NCLEX examination.
2. Register for the NCLEX with Pearson VUE via the Internet, telephone or by mailing in a registration form obtained from your board of nursing (photocopies of the registration form are not accepted).
3. Receive an acknowledgement of receipt of registration from Pearson VUE.
4. Receive an Authorization to Test (ATT) letter from Pearson VUE once eligibility is granted by the board of nursing.
5. Schedule to take the exam.
6. You will receive your results approximately one month after taking the examination. Please note, some boards of nursing allow candidates to access their unofficial results 48 hours after the examination via the Quick Results Service for a fee. Contact your board of nursing for more information about this service.

Additional important information for candidates taking the NCLEX examination is available by visiting [www.ncsbn](http://www.ncsbn).



Photos by Adrian Smith

Left to right: Charnette Brown, Lavada Brown, Rosamma Chacko, Kareema Dyce, Dorothy Egbufoama, Prince Ejindu, Akunna Elegalam, Youlodeh Howard, Mariamma Jayaprakash, Ranjana Mall, and Ikechukwu Udoka.

## Nation's First LPNs Certified in Gerontology

In November 2010, Carroll Manor Nursing and Rehabilitation Center honored eleven LPNs, the first-ever graduates of a gerontology certification program. The rigorous program, certified by the National Federation of Licensed Practical Nurses (NFLPN) and taught by Ottamissiah "Missy" Moore, NFLPN president and a member of the DC Board of Nursing, utilized academic study, educational videos, role-playing, and group discussion. Ten LPNs passed the certification exam, and they are the first LPNs nationwide to earn this certification.



DC Councilmember Harry Thomas (Ward 5)

### Councilmembers Congratulate

The ceremony was attended by DC Councilmember David A. Catania (At Large) and Councilmember Harry Thomas (Ward 5). Councilmember Catania congratulated the graduates and posed for a photo after the ceremony (on our cover). Councilmember Thomas spoke eloquently during the ceremony about the invaluable care that LPNs provide in the Long-Term Care setting: "On behalf of residents of Ward 5, thank you and bless you," Thomas said. "I am very pleased to be here. As our population is aging, our care is in your

*Continued on page 24*

# LPN Gerontology Course Outline

## I. Foundations of Gerontology

- A. Theories of Gerontology
- B. Nursing Process
- C. Physical and Psychological Changes/Adjustments
- D. Legal and Ethical Considerations
- E. Influence on Health and Illness

## II. Promoting Health and Wellness

- A. Nutrition
- B. Exercise and Rest
- C. Safety
- D. Sexuality
- E. Mental Health
- F. Facilitating Self-Care

## III. Nursing Care of the Elderly with Physical and Psychological Disorders

- A. Circulatory
- B. Respiratory
- C. Endocrine
- D. Gastrointestinal
- E. Genitourinary
- F. Neurological
- G. Integumentary
- H. Sensory
- I. Musculoskeletal
- J. Mental Health Problems

## IV. Special Gerontology Care Issues

- A. Special Settings
- B. Rehab and Restorative Care
- C. Pharmacology
- D. Lab and Diagnostic
- E. Pain and Chronic Illness
- F. Emergencies
- G. Death and Dying
- H. Infection
- I. Cancer
- J. Substance Abuse

**BON Member and course instructor Ottamissiah “Missy” Moore, speaking with LPNs who took the course:**

Charnette Brown  
Lavada Brown  
Rosamma Chacko  
Kareema Dyce  
Dorothy Egbufoama  
Prince Ejindu  
Akunna Elegalam  
Youlodeh Howard  
Mariamma Jayaprakash  
Ranjana Mall  
Ikechukwu Udoka



***LPNs interested in taking this gerontology course should contact: Captial Health Careers Project Program Manager Linda Holland, MSW, at phone number (202) 238-4731 or via fax (202) 319-3230.***



Left to right: Carroll Manor Nurse Educator Crystal Scott RN, MSN; Kareema Dyce, LPN; Director of Nursing Janice M. Johnson, RN, BSN.



Youlodeh Howard, LPN

### Continued from page 23

hands. People come to you when they are in the most vulnerable point in their lives." He noted that he was pleased to see them furthering their career and expanding their professional skills.

Carroll Manor Director of Nursing Janice Johnson, RN, BSN, introduced the keynote speakers and thanked those who had made the gerontology certification possible. Carroll Manor Vice President & Administrator Tina Sandri recognized the hard work the LPNs had done to achieve this certification and told the audience that she was excited that so many were in attendance at the ceremony "to share



Dorothy Egbufoama, LPN



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- Education / Certification: Graduate of an accredited school of nursing or National League of Nursing (NLN)

#### Qualifications

- Current license to practice as a registered nurse in the District of Columbia
- Three (3) years of progressive nursing experience. One year of Home Health experience preferred. At least two (2) years of experience supervising the activities of health care aides.

### Licensed Practical Nurse

#### General Description

Licensed Practical Nurse will be responsible to provide skilled nursing including patient assessment and patient education. Ensure coordination with other members of the health care team to provide quality and safe patient care services in a home and community-based environment. The Licensed Practical Nurse will report directly to the Registered Nurse and the Director of Nursing

#### Qualifications

- Education/Certification: Graduate of an accredited school of nursing or National League of Nursing (NLN Successful completion of an accredited Home Health Aide Program.

#### Experience / Knowledge Required

- Current license to practice as a registered nurse in the District of Columbia in accor-

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Sister Jeanne Filor

in an historic moment in DC.” She thanked Capital Health Careers.

### Empowering LPNs

“We want all of our nurses to be competent in the care of the elderly,” says Crystal Scott RN, MSN, who serves as the Nurse Educator at Carroll Manor. “By 2030, the numbers of Americans 65 years or older will more than double from 35



Assistant Director of Nursing Jacqueline Batcha, RN, MPH, ADON

million to 71.5 million and will represent 20% of the US population. Currently 85% of older adults are nursing home residents. Therefore, at Carroll Manor Nursing and Rehabilitation Center we sought to empower our LPNs. Through

Continued on page 26



Left to right: Matt Lukasiak, VP Mission Integration/Interim CHRO; Cheryl Sadro, SVP and CFO; Councilmember David Catania; Tina Sandri, VP/Administrator.

## Case Managers



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- Efficient and effective care coordination and discharge planning
- Family centered communication to ensure family agreement with discharge goals and plans
- Facilitation of patients with complicated medical conditions

You must possess BSN or Master’s degree (depending on level), RN DC licensure, and previous utilization review and case management experience. Working ability with Microsoft software applications is also required.



Continued from page 25

the partnership between Providence Hospital, Capital Health Careers and our team here at Carroll Manor and with the support of the \$4.9 million grant from the Department of Labor it brought the benefits of training and educating the LPNs in gerontology and addressing the

deficit in healthcare workforce. Finally, certification brings competence, career advancement opportunities, increased knowledge and skills, and improves the quality of care. We know that this will impact the workplace environment and enhance patient outcomes. We are dedicated to clinical



Victoria Moore, Unit Secretary; Jeanne Mansell, Medical Records Manager; Carole Pollara, RN, Assistant Administrator.

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##### DNP: Nurse Executive

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Post Masters Entry with MS, MSN or MPH and RN licensure  
DNP application deadline September 15th for January 2012 admission

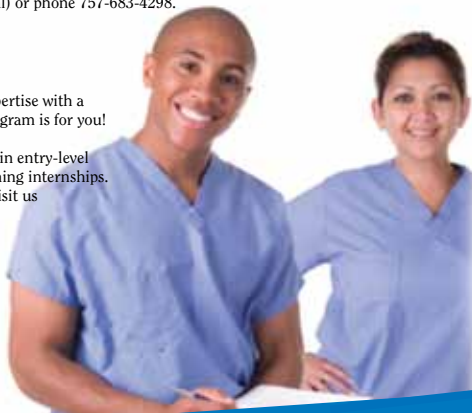
Programs offer online coursework and mentored administrative and executive internships.

For answers to your questions about these leadership programs visit us online ([http://hs.odu.edu/nursing/academics/nurse\\_admin/nurse\\_admin.shtml](http://hs.odu.edu/nursing/academics/nurse_admin/nurse_admin.shtml)) or phone 757-683-4298.

#### Nurse Educator MSN Program

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The 36-credit, online program prepares nurses to assume faculty roles in entry-level nursing programs, and includes mentored classroom and clinical teaching internships. For more information about the ODU Nurse Educator MSN Program visit us online ([http://hs.odu.edu/nursing/academics/nurse\\_educator/nurse\\_educator.shtml](http://hs.odu.edu/nursing/academics/nurse_educator/nurse_educator.shtml)) or phone 757-683-4298. MSN application deadline May 1st for fall 2011 admission.



*Application  
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2011 admission is  
May 1st.*

  
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excellence." Oversight of the gerontology certification program is facilitated by Ms. Scott.

Many of the LPNs celebrated were touched by the kind words, and truly valued the experience of developing their knowledge of gerontology and gaining certification. "I was thrilled and proud to be a part of the LPN Gerontology Certification course—the first ever of its kind offered in the United States," newly-certified LPN Mariamma Jayaprakash told DC NURSE. "It not only helped to refresh my skills as an LPN, it also helped me understand and care for my patients better."

The LPNs who participated attended four 4-hour class sessions (on Saturdays). "I had a wonderful group of devoted, engaged students who worked really hard and really cared about the residents they take care of," Missy Moore says. "It was a pleasure to work with them."



Akunna Elegalam, LPN



Mariamma Jayaprakash, LPN; Ranjana Mall, LPN

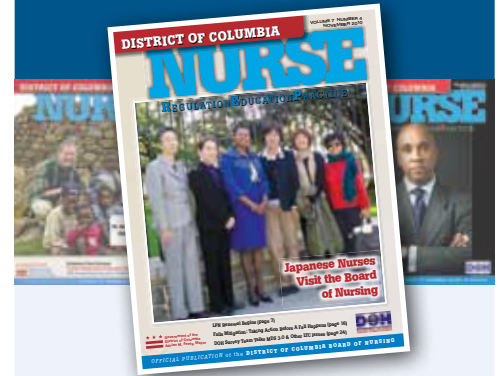
**Integrity, Respect, Dignity**

Vocalist Charita Jones sang “You Raise Me Up,” and prayers were offered by Sister Jeanne Filor, and also by Assistant Director of Nursing Jacqueline Batcha, RN, MPH, who shared “A Nurse’s Prayer.”

The program booklet handed out to guests and family members was inscribed with the center’s vision to nursing at Carroll Manor: “The Vision of the Nursing Department at Carroll Manor Nursing and Rehabilitation Center is to

*Continued on page 28*

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*Continued from page 27*

integrate care through trusting relationships, unity, integrity, respect, dignity, and cultural diversity for all; to serve all with Godliness and dedication to clinical excellence by doing the right thing the first time.”

Board of Nursing Executive Director Karen Skinner congratulated the graduates and reminded all in attendance of the importance of promoting best practices and the heavy financial and emotional toll paid when we as a society fail to provide quality care for the elderly population: “Every year we spend



*CNAs Irene Williams and Nicole Proctor*



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- Critical Care RNs – Capitol Hill
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millions of dollars dealing with wound care. It takes a toll on patients and on caregivers. Wound care is a challenge, and dealing with improper wound care is also.” She urged the LPNs to share their knowledge with their colleagues. Like other speakers, she noted the dedication demonstrated by the LPNs. “In order to take this course and pass this exam, you had to take time away from your personal life. This course was not easy. Missy is a hard taskmaster!”



*Activities Assistant Charita Jones*

# Kudos!

Congratulations to **Sharon Bostic, BSN, RN**, Director Surgical Nursing at Children's National Medical Center, who has been selected as a member to participate on an NCSBN NNAAP test development workshop.

Congratulations to **Karon V. Jones, RN, PMHNP**, who has been selected to serve on the Committee on

Impaired Nurses (COIN), the Board of Nursing's alternative to discipline, for nurses impaired by substance abuse or mental health issues. Ms. Jones is Board Certified as an Adult Psychiatric Nurse Practitioner. In addition to 22 years of service in the US Military, Ms. Jones possesses over 24 years of nursing experience, including as an operating room nurse, psychiatric nurse, department head and clinical manager for a child/adolescent and adult psychiatric clinic, clinical psychiatric nurse practitioner.

Congratulations to **Nellie C.**

**Robinson, MS, RN**, Executive Vice President of Patient Care Services, Chief Nursing Officer for Children's National Medical Center, who was inducted as a Fellow into the American Academy of Nursing at the organization's 37<sup>th</sup> Annual Meeting & Conference last November. Congratulations to **Catherine B. Hoffman, ScD, MN**, and **Catherine Rick, MSN, RN, NEA-BC, FACHE**, who were also inducted as Fellows into the American Academy of Nursing. Selection criteria include evidence of significant contributions to nursing and health care.

Additional congratulations to **Ms. Nellie C. Robinson**, for being selected to serve as a model (and role model) in JONES NEW YORK's "Empower Your Confidence" advertising campaign. Ms. Robinson, along with four other empowered women of metropolitan DC—Dee Dee Myers, Sheila Brooks, Katherine Kallinis, and Sophie LaMontagne—appear in ads for the company (source: *Washington Post*).

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# Board Disciplinary Actions

NAME	LICENSE #	ACTION
Michele Mba	RN1013158	Summary Suspension
Nancy K. David	RN1004757	Suspension
Anthony C. Igwe	RN1015386	Suspension

Names and license numbers are published as a means of protecting the public safety, health and welfare. Only Final Decisions are published. Final Orders and the CNA Abuse Registry can be assessed by going to [www.hpla.doh.gov](http://www.hpla.doh.gov).

## Non-Public Disciplinary Actions:

Notice of Intent to Discipline	14
Referrals to COIN:	0
Consent Orders:	4
Request to Withdraw Application	1
Request to Surrender License	0
Letters of Concern:	1

## Public vs. Non-Public Discipline

**Public Discipline:** Disciplinary actions that are reported to Nursys, National Practitioner's Data Bank and viewed in DC NURSE and at <http://app.hpla.doh.dc.gov/weblookup/>.

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Chamberlain College of Nursing is accredited by The Higher Learning Commission (HLC) and is a member of the North Central Association of Colleges and Schools, ncahlc.org. HLC is one of the six regional agencies that accredit U.S. colleges and universities at the institutional level. The Bachelor of Science in Nursing degree program and the Master of Science in Nursing degree program are accredited by the Commission on Collegiate Nursing Education (CCNE, One Dupont Circle, NW, Suite 530, Washington, DC 20036, 202.887.6791). The Bachelor of Science in Nursing degree program at the St. Louis and Columbus campuses and the Associate Degree in Nursing program are accredited by the National League for Nursing Accrediting Commission (NLNAC). The Bachelor of Science in Nursing degree programs at the Phoenix and the Addison campuses are candidates for accreditation by NLNAC. Candidacy is the first step toward NLNAC accreditation. (NLNAC, 3343 Peachtree Road NE, Suite 850, Atlanta, Georgia 30326, 404.975.5000). Accreditation provides assurance to the public and to prospective students that standards of quality have been met. *Program availability varies by location.* Chamberlain reserves the right to update information as it becomes available. Information is current at the time of printing. For the most updated accreditation information, visit [chamberlain.edu/accreditation](http://chamberlain.edu/accreditation). ©2011 Chamberlain College of Nursing, LLC. All rights reserved.

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