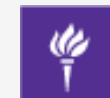
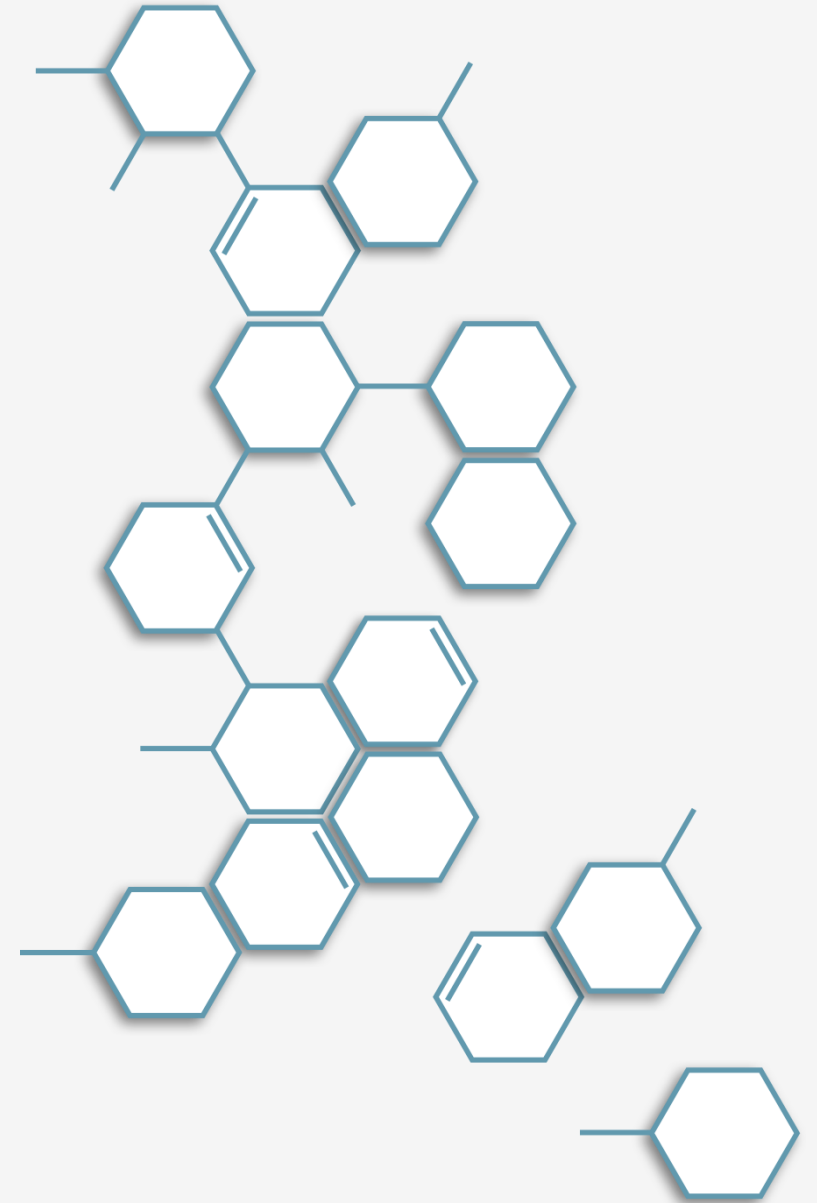


# Nurses Improving Care for Healthsystem Elders (NICHE) Long-Term Care (LTC)

Jennifer Pettis, MS, RN, CNE, WCC  
Associate Director



**NYU**

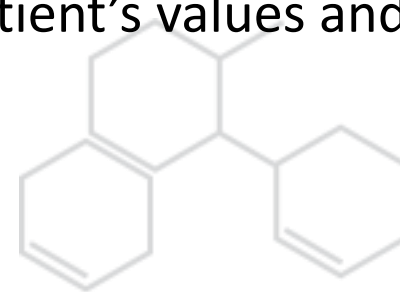
**RORY MEYERS  
COLLEGE OF NURSING**

# NICHE-LTC: Developing Nursing Staff to Ensure Age-Friendly Care in Nursing Homes



## Evidence-based nursing care:

- Promotes patient safety
- Improves quality outcomes
- Centers around the resident/patient and their family/caregiver
- Incorporates:
  - The best available evidence
  - Clinical expertise
  - The resident's/patient's values and goals



# NICHE-LTC Program

- A nursing education and consultation program designed to improve geriatric care in healthcare organizations through education and mentorship
- Provides resources for nursing and interdisciplinary teams to achieve organizational goals for the care of older adults
- Promotes the use of evidence-based clinical interventions
- Establishes nurses as leaders to bring about changes in the quality of care delivered to older adults

# Leadership Training Program (LTP)

An online, blended course during which nurse managers and clinical leaders learn the principles of our proven practice model and create an organizational action plan

Participants complete a mentored, year-long clinical change quality improvement project

# The Hallmarks of NICHE



Geriatric Resource  
Nurse (GRN)



Geriatric Certified  
Nursing Assistant  
(GCNA)

# Nurse Specialization in the Care of Older Adults

- Recognizes that all nursing staff strive to deliver high-quality care and serve as leaders within their scope of practice
- Continuing education courses on geriatric nursing for registered nurses, licensed practical nurses and certified nursing assistants
  - All courses provide American Nurse Credentialing Center (ANCC) accredited continuing education contact hours
  - CNAs receive certificates of completion
- Evidence-based nursing practice models, clinical guidelines and quality improvement resources

# Achieve CMS Five-Star Quality Rating System Requirements with NICHE

Quality Measure	Evidence-Based Practice Resources
Moderate to severe pain	Age-related changes in health, comfort needs, frailty, pain management, function, palliative care, person-center care
Re-hospitalizations, emergency department visits	Decision making, delirium, function, medicines, pain
Falls with major injury	Delirium, falls, frailty, function
Antipsychotic medications	Comfort needs, delirium, dementia, medication management and reconciliation, person-centered care

*Note: This list is not exhaustive*



# Program Resources and Member Benefits

24/7 access to online courses and materials to support specialty practice and professional certification

*Need to Knows* resident and family education materials

Clinical practice guidelines and assessment tools

Member-led webinars featuring successful quality improvement projects and lessons

Program implementation support to advance age-friendly care

Clinical nursing consultations with NYU Meyers faculty

National network of members dedicated to improving care for older adults

Subscription to *Geriatric Nursing* journal



# Member Recognition Program



## Track

progress with  
achieving clinical  
improvement goals



## Complete

the Staff Training  
Assessment (STA)  
to establish  
baseline data on  
clinical practice  
strengths and  
opportunities for  
improvement



## Submit

program-level data  
at the end of the  
first program year  
and at varying  
intervals over time  
to gauge program  
implementation



## Receive

a benchmarking  
report with  
individual nursing  
home and cohort  
level data



## Promote

membership in the  
NICHE program to  
key stakeholders  
with a digital  
marketing kit and  
member  
recognition  
certificate



# NICHE Benefits: Quality Outcomes on NICHE Units

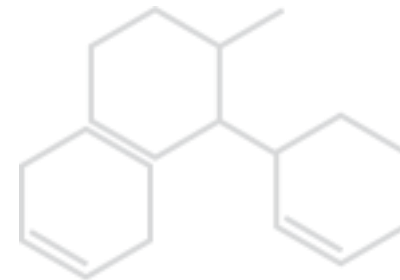
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## Decreased:

- Physical restraint use
- Length of hospital stays
- Pain
- Hospital readmissions
- Urinary incontinence
- Falls
- Delirium

## Increased:

- Mobility
- Function





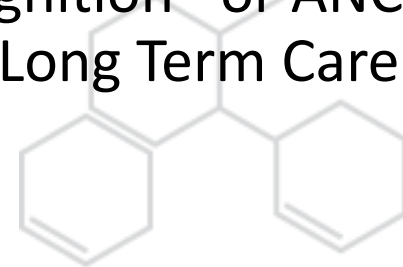


# NICHE Benefits: Organizational Outcomes

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NICHE sites have demonstrated improved organizational outcomes with GRNs in the following areas:

- Decreased length of stay by up to one day
- Reduced costs of care
- Improved staff job satisfaction
- Enhanced designation initiatives, such as Magnet Recognition® or ANCC Pathway to Excellence in Long Term Care®



**NICHE**<sup>™</sup>  
NURSES IMPROVING CARE FOR HEALTHSYSTEM ELDERS



# NICHE Outcomes: Nurses' Role Satisfaction

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Studies reported improvements in nurses' knowledge, confidence, attitudes, and satisfaction with care following implementation of the GRN model

- "The GRN model has changed the way I nurse"
- "I use SPICES as a guide to assess my older patients"
- "I'm more persistent and don't back down because I have the knowledge"
- "It's nice when coworkers come up to you and say, 'I have a patient that is difficult, what do you think?'"
- "I feel more like a leader."

St. Pierre, J., Twibell, R., (2012). Developing nurses' geriatric expertise through the Geriatric Resource Nurse model. *Geriatric Nursing*, 33(2), 140-149.



# Questions and Contact Information

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**Questions  
Answers**