



**WAIANAЕ COAST  
COMPREHENSIVE  
HEALTH CENTER**

Healing • Learning • Innovation

# Waianae Coast Comprehensive Health Center Na Lei Kukui Nurse Practitioner Residency Program

**Katy Page, APRN, FNP-C**  
**Jessica Horstmann, APRN, FNP-C**

# Waianae Coast Comprehensive Health Center



- **1949:** Waianae Sugar Mill closed. Waianae residents left without medical care.
- **1968:** Concerned residents identified a “comprehensive” health center as a priority
- **1972:** Waianae Coast Comprehensive Health Center established as a nonprofit organization

Serving West O'ahu since 1972 through our 12 clinic sites.  
WITH OVER **150 PROVIDERS**, WE ARE  
THE HEALTHCARE HOME TO **38,000 PATIENTS**





# Na Lei Kukui (Lei of Enlightenment) Nurse Practitioner Residency Program



*Ua ao Hawai`i ke`ōlino nei mālamalama.*

*Hawai`i is enlightened, for the brightness of day is here.  
Hawai`i is in an era of education.*

- **2015:** NP Residency started by Pat McKenzie, APRN
- **2019:** Katy, Page, APRN takes over Residency Director role
- **2020:** NNPRFTC Accreditation
- **2022:** Transition to Jessica Horstmann, APRN, as Residency Director

# Learning Objectives



- Compare internal vs external **recruitment** and **selection** of a new director
- Explain how to effectively **prepare** the incoming director for success



# Mahalo Nui Loa



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# Mentorship by Program Directors from the Perspective of a Mentee

Sarah Prosak, MSN, PMHNP-BC

Nationwide Childrens Hospital

# Objectives

- Define mentorship
- Discuss how a Program Director can mentor staff formally and informally
- Review benefits of Mentorship by a Program Director



Nationwide Childrens Hospital  
Big Lots Behavioral Health Pavilion



*The mission of the Psychiatric Nurse Practitioner post-graduate training program is to transform the delivery of pediatric mental health care in Ohio and contiguous states through the expansion and development of expert Psychiatric Nurse Practitioners to meet the complex needs and improve the outcomes of the acute and chronically ill child and adolescent mental health population.*

## Barbara Trueman Child and Adolescent Psychiatric Nurse Practitioner Post-Graduate Fellowship

# Overview

- One-year fellowship
- Current cohort of two fellows
- Average ten to twelve applicants yearly from throughout the United States
- Clinical rotations both inpatient and outpatient
- Experience in specialty rotations
- Fellows complete an evidence-based project

# History

- Opened in 2018 by our first Program Director, Nancy Noyes, RN, MS, PPCNP-BC, PMHCNS-BC
- Initially accredited in 2019
- Had our 3-year reaccreditation visit in June 2022
- Vonda Keels-Lowe, RN, MSN, CPN, PMHNP-BC became our new Program Director in July, 2022

# Mentorship

“A reciprocal and collaborative learning relationship between two individuals with mutual goals and shared accountability for the success of the relationship. The mentor is the guide, expert, and role model who helps develop a new or less experienced mentee” – APNA<sup>1</sup>

<sup>1</sup>American Psychiatric Nurses Association. (2022, April). APNA Guidance Regarding Precepting and Mentorship. [APNA Guidance Regarding Precepting and Mentorship | APNA](#)



## Important Experiences

- Hired in 2018 at NCH as a novice PMHNP
  - Had a 5 year goal to incorporate teaching into my career
- In 2019, I became a formal mentor for a fellow
- In 2020, I became a preceptor
- In 2021, I joined our Fellowship Faculty

# Important Experiences Continued

- Fellowship Faculty Professional Development Series
  - Assertiveness
  - Effective Feedback
  - Conflict Resolution
  - Coaching
  - Influencing as a Leader
  - Effective Leadership Styles
- Additional sessions to expand on trainings
  - Based on my annual review

# Focused Mentoring

## **Regular 1:1 meetings over the last year**

- Development of professional goals
- Goals for the fellowship
- Administrative tasks
- Self-Study for Reaccreditation
- Coaching to lead an evaluation session



## Personal Benefits

- **Increased Confidence**
- Increased job satisfaction
- Significant progression in professional development
- Identified Personal Goals



## Program Benefits

- Increased faculty commitment to continuing education
- Increased faculty commitment to our Fellowship
- Increased job satisfaction
- Increased support for our new program director
- Continued positive outcomes from our Fellowship Program