ASPIRE convention 2026

2026 ANPD Aspire Convention Schedule Guide

Schedule subject to change. View online schedule for most up-to-date session information.

Monday, March 23

8:30 a. m. – 5:30 p.m.

Certification Preparation Course Day 1*

Greg Durkin

This 2-day NPD Certification Preparation Course prepares participants for the American Nurses Credentialing Center's (ANCC) NPD exam. The course is beneficial for NPD practitioners preparing for the certification exam.

Tuesday, March 24

8:00 – 11:30 a.m.

Get Your Game On: Pedagogy of Gaming — From Theory to Practice*

Michele Deck

Learners today spend countless hours gaming for fun — so why not use that same passion to power learning? Discover how gaming can engage, motivate, and deepen understanding across all types of content. This interactive session explores both low-tech, hands-on games and digital approaches, adaptable to your teaching style and learner needs.

8:00 a.m. – 4:00 p.m.

From Inquiry to Impact: Evidence, Change, and Outcomes*

Cathleen Opperman

This interactive session empowers nursing professional development practitioners to move through the evidence-based practice (EBP) process to create meaningful, measurable change in practice. Using case examples and collaborative discussion, attendees will learn practical strategies to overcome barriers, engage impacted team members, and propel staff-driven and NPD practitioner-driven evidence-based initiatives.

8:30 a.m. – 1:30 p.m.

Certification Preparation Course Day 2*

Greg Durkin

This 2-day NPD Certification Preparation Course prepares participants for the American Nurses Credentialing Center's (ANCC) NPD exam. The course is beneficial for NPD practitioners preparing for the certification exam.

12:30 – 4:00 p.m.

Ultimate Workshop on Competency Assessment

Donna Wright

This workshop will explore the elements needed to create a successful competency program. You will learn a variety of creative strategies for the competency process, ways to operationalize and verify competencies in all departments, and how to ensure compliance. Join us for a humorous look at how to make all this happen and how to create a system that really works. You won't believe how easy it can be.

4:15 – 5:15 p.m.

Welcome Session - Everything You Need to Know About Aspire

Kedallyn White

5:30 – 6:45 p.m.

Opening Keynote: Breaking the Cycle: Empowering NPD Practitioners to Address Bullying and Incivility

Renee Thompson

In today's complex healthcare environment, nursing professional development (NPD) Practitioners play a critical role in shaping workplace culture, supporting leaders, and equipping nurses with the skills needed to work effectively and respectfully. Yet bullying and incivility continue to undermine psychological safety, learning, and retention across healthcare settings.

Research from the AONL Foundation, Joslin's 5th Longitudinal Study, and the Society for Human Resource Management (SHRM) highlights the widespread impact of these behaviors, with the majority of healthcare professionals reporting exposure to incivility and bullying often with significant cultural

and financial consequences. NPD practitioners are frequently called upon to address these issues through education, coaching, and professional practice initiatives, even when the root causes are deeply embedded in systems, norms, and leadership behaviors.

Drawing on national research and the work of the Healthy Workforce Institute, this keynote explores the unique and powerful role NPD practitioners play in disrupting the cycle of bullying and incivility. Participants will examine internal and external data, common patterns that perpetuate disruptive behaviors, and evidence-based strategies NPD practitioners can use to influence accountability, strengthen psychological safety, and support leaders and teams in creating healthier work environments. This timely and practical keynote equips NPD practitioners with actionable tools to move beyond awareness and toward sustainable culture change without taking on responsibility that doesn't belong to them.

7:00 – 9:00 p.m. **Opening Reception & Exhibit Showcase**

**Pre-Registration Required*

Wednesday, March 25

7:00 – 7:45 a.m. **Morning Wellness Activity**

7:00 a.m. – 5:00 p.m. **Poster Viewing**

7:30 – 8:30 a.m. **Sponsored Sunrise Seminars**
Pre-registration required.

9:00 – 10:00 a.m. **Concurrent Sessions I**

A Charge Nurse Workshop for our Current Environment
Kate Ulukaya; Ethan Spiewakowski (Boston Children's Hospital)

Post-pandemic challenges reveal new gaps in Charge Nurse preparation. An evidence-based, in-person workshop was redesigned around four domains—influencer, problem solver, communicator, leader—to build inclusive leadership, communication, and problem-solving skills. Outcomes showed improved confidence in managing complex interpersonal and operational challenges, supporting resilient frontline nursing leadership.

Creating Accessible Digital Media: Small Modifications Make a Big Impact
Kerri Crowley (Children's Hospital of Philadelphia); Carolyn Witt

Bring your laptop for this interactive session to discover how small, practical changes can make your digital media more inclusive. Explore accessibility best practices and Artificial Intelligence (AI) powered tools to help NPD practitioners design with empathy, comply with legal standards, and confidently lead accessibility improvements across diverse healthcare learning environments.

Enhancing Stroke Code Management: A Mock Code Training Initiative
Elizabeth Labossiere; Daniella Stephen; Tara L Roche

Discover how a collaborative mock stroke code training initiative can transform stroke care. Learn innovative techniques, including simulation and debriefing, that boosts staff confidence, competence, and reduces code-to-treatment time. Join us for insights on achieving outstanding results through systems thinking and continuous improvement.

Racing to Help New Graduate Nurses' Self-Confidence to Manage Deterioration
Heather Norris; Keri New

We implemented an educational program that included simulation and found thatregardless of competency performance, there was a statistically significant increase in self-confidence that was maintained over time.

Strengthening Nursing Excellence: Enhancing Orientation for Experienced Nurses

Stephanie Langhoff; Jenna Julson; Virginia Gilles

Following the closure of two hospitals, a Midwest health system hired many experienced RNs, prompting Nursing Professional Development practitioners to collaborate on onboarding efficiencies. Using the TSAM® framework, they introduced multi-unit Resource Time Retreats, reducing onboarding time and preceptor demand. The approach improved efficiency and satisfaction among learners and preceptors.

Strengthening the NP Transition to Practice: A Statewide Academic-Practice Collaboration
Sara Hubbell; Tina Lewis

This session will showcase an innovative webinar series developed through a partnership between schools of nursing and the state professional nursing organization, aimed at supporting new graduate Nurse Practitioners (NPs) as they transition into practice and addressing a key gap in NP education.

Structured Leadership Development for Aspiring Nurse Leaders through Immersive Education
Michelle Medina-Smuck; Gail Gagliano

Discover how a structured, competency-based immersion program is transforming bedside nurses into confident leaders. This session explores the Nurse Leader Immersion Program's design, implementation, and early outcomes. Participants will gain insights into curriculum development, mentorship integration, and lessons learned to support leadership readiness and succession planning in complex health systems.

10:00 – 11:00 a.m.

Exhibit Showcase

11:15 – 11:45 a.m.

Concurrent Sessions II

Bridging Academia and Practice Using a Co-Instructor Adjunct Model

Stephanie Zidek

Explore the transformative impact of the Co-Instructor Adjunct Model, an innovative collaboration between a health system and school of nursing. Discover how this approach addresses instructor shortages, integrates clinical expertise with academic education, and enhances nursing student preparation for real-world practice in both diverse and specialized clinical settings.

Cultivating Well-Being: A Wellness Curriculum to Improve New Nurse Retention
Danielle Valenzuela

Learn how a theory-driven wellness curriculum—integrating reflective journaling, peer support, and mindfulness practices—was implemented within a new graduate nurse residency program. This session explores its measurable impact on emotional resilience and retention, offering a replicable model for supporting novice nurse transition and advancing holistic professional development.

Escape to HAPI Hour: Game Changing Approach to Competency Validation
Kelsey Cao; Tiffany Pilliow

Explore how an escape room methodology significantly reduced hospital-acquired pressure injuries (HAPIs) by enhancing nursing staff's competency in prevention strategies and documentation. Learn about the design, implementation, and success of this innovative approach in improving patient safety and clinical practice while encouraging staff engagement in annual competency validation.

Increasing Accountability "Among Us:" Teaching Nurses Peer Accountability
Nicole (Felisha) Turner; Emily Frederick

Learn about engaging strategies to teach peer accountability through gamification and roleplay. This interactive activity provides learners with a psychologically safe environment to learn about the importance of speaking up when witnessing unsafe practices.

NPD Winner's Circle: Overcoming Imposter Syndrome in New Clinical Specialties
Leanna Ross

Have you ever experienced imposter syndrome after assuming responsibility for a specialty in which you lacked clinical expertise? In this session, you will learn evidence-based NPD strategies for efficient self-preparation so you can practice with confidence and minimize feelings of inadequacy.

Orientation360: Comprehensive Training for Nursing Success in Step-Down Units
Mini Boby; Monica Rembert

Orientation360 is a structured, comprehensive nursing orientation designed for step-down units. It integrates simulation, skills labs, clinical coaching, interdisciplinary shadowing experience, and unit-specific education to enhance readiness, confidence, and retention among new graduates.

Trauma-Informed Education for Little Patients and Big Care Teams
Dana Mullenbach; Jenna Savage

Discover how a leading pediatric hospital transformed trauma-informed care through a multidisciplinary curriculum. See how Nursing Professional Development teams closed training gaps, aligned with national standards, and empowered clinical and non-clinical staff to foster resilience, safety, and healing-centered care throughout the pediatric continuum of care.

12:45 – 1:45 p.m.

Sponsored Lunch Seminars

Pre-registration required.

3:00 – 4:00 p.m.

Concurrent Sessions III

Beyond Awareness: Embedding Standard 9 in NPD Practice
Susan Storto; Jennifer Myles-Clair; Crystal Gellin; Judith Cavanaugh

A Nursing Education Professional Development (NEPD) team, informed by survey data, integrated components of Standard 9

into orientation and onboarding, role development, and transition to practice programs. This session emphasizes a multi-modal approach that includes practice judgement inclusive strategies, and collaboration across a multi-state organization to achieve sustainable, measurable change.

Clinical Judgement at Full Gallop: The Power of Hospital-Based Simulation
Laura Janssen; Chelsea Rolain; Nichole Lauf; Lisa Resch

This session will enhance understanding regarding the importance of clinical judgment in nursing, the impact of different types of simulation, and the benefits of integrating simulation into new nurse transition. Participants will learn how the Lasater Clinical Judgement Rubric (LCJR) could be used to evaluate the new nurse's clinical judgement.

Driving Competency-Based Transformation Through Strategic NPDS Leadership
Giovanna Zito

Discover how an NPDS advanced workforce readiness through competency-based education and staff development. This session features a CMA pipeline program and regional competency standardization to align ambulatory practice with system goals. Attendees will explore scalable, learner-centered strategies that promote equity, clinical preparedness, and sustainable, outcomes-driven education.

Going Viral: Empowering Nurse “Influencers” for Medication Safety Education
Emily Crossen; Julie Murphy

This session will explore a reimagining of organization-wide education through a medication safety influencer initiative.

Participants will learn how to implement the influencer strategy to enhance learner engagement across practice settings. Innovative educational methods like gamification, virtual reality, and infographics to engage diverse learners will be shared.

How Microlearning as Helped Clean Up the M.E.S.S. of Competencies
Dawn Simmons

This session will describe how monthly microlearning topics replace annual competency and skills day sessions.

Improving Inpatient Door-to-Balloon Times: Interdisciplinary Code STEMI Education and Simulation
Adrienne Joseph; Andrea Collomp; Maroof Olanigan

Discover how a nursing professional development team and interdisciplinary team improved Code STEMI response and reduced door-to-balloon times through targeted education, simulation, and interdisciplinary collaboration. This session offers practical tools, evidence-based strategies, and insights to help you replicate a sustainable initiative that enhances cardiovascular outcomes and supports organizational excellence.

Level Up: A Gamification Toolkit to Improve Digital Education
John (Rob) Patton; Adam Benner

This session will give users a toolkit of gamification techniques such as interactivity, enhanced graphics and sound, animation, and reward strategies. Learners will leave with an understanding of strategies for gamification and serious games that can enhance gamified and traditional digital learning and communication.

Whodunit? Storytelling, Mystery, and Multimodal Design in Nurse Onboarding
Lillian Jensen; Kayla Sell; Tonya Pagor

Discover how immersive storytelling and tactile design transformed nurse onboarding into an engaging, scalable

experience. This session explores how blending mystery-driven narratives with physical puzzle play can tap into curiosity and boost retention in ways digital-only modules cannot. Come solve mini mysteries with us and enhance your virtual content skillset!

Wright the Future: Say YES to Modernizing Competency Management
Anuradha Pal

This session will equip NPD Practitioners with the tools and insights needed to transition to an innovative competency management system fostering a culture of continuous professional growth while aligning with the organization's strategic vision — the Pathway to Excellence.

You Do You: Creating and Maintaining a Personal NPD Brand
Greg Durkin

Using an overview of professional identity as a foundation, this presentation will review the principles of personal branding. Participants will develop a personal brand and explore a set of tools to maintain and enhance their professional role.

4:15 – 5:15 p.m.

Concurrent Sessions IV

AI Scenarios: Supercharge Your Nursing Leadership Skills
Amar Patel (St. Jude Children's Research Hospital - Memphis); Lindy Finch (St. Jude Children's Research Hospital - Memphis); Grace O'Leary; Jennifer Street

Experience an innovative NPD approach combining AI-voiced pediatric simulations and chatbot-based difficult dialogue drills. Rooted in thorough environmental scanning, this immersive model enhanced Relief Staff Leader competence, reduced rapid responses, and advanced succession planning—demonstrating a scalable, high-impact strategy for frontline leadership development across an inpatient healthcare setting.

Creating Impact: Using Stories to Connect, Teach, and Inspire
Lydia Butcher; Christine Chizek; Adeila Armstrong; Leonard Benavidez (Corpus Christi Medical Center)

Have you ever wondered how to deliver education that is memorable, meaningful, and truly motivating? This session will explore how the strategic use of storytelling can elevate your teaching, enhance learner engagement, and transform

ordinary training into impactful, reflective experiences that drive professional growth and support quality patient care.

Innovation to Impact: Role Development in a Virtual Nursing Model
Nicole Schmidt; Emily Dempsey (CommonSpirit)

Explore a fully virtual, scalable competency validation model for virtual nurses supporting acute care patients remotely, that blends evidence-based practice with interactive technology tools like escape rooms and live polls. Attendees will gain strategies to enhance learner engagement, streamline role development, and support confident practice in emerging virtual care specialties.

Internal Faculty Pools: Strengthening Rural Clinical Education and Nurse Recruitment
David Klimachefsky

Explore how a healthcare system serving a largely rural region partnered with regional colleges to overcome faculty shortages and expand clinical education access. This session highlights an innovative internal faculty pool model that supports student learning, nurse professional development, and recruitment—offering a replicable, cost-effective strategy rooted in academic-practice collaboration.

Synergizing NPD and Supply Chain for Healthcare Excellence
Lobel Lurie

Learn how integrating Nursing Professional Development into Supply Chain Value Analysis enhances product standardization, clinician readiness, and contract compliance. This session shares practical strategies to foster collaboration, improve frontline education, and drive system-wide improvements that align clinical practice with organizational goals for safer, more effective healthcare delivery.

Let's Get Pumped! NPD Practitioners' Role in Leading Change
Abby Krebbs; Maryann Windey; Rachel Porter; Sandra Simmons

Let's get pumped! Discover how innovation meets change management in this dynamic session. Learn how Nursing Professional Development Practitioners (NPDPs) drive successful change by combining education, leadership, and collaboration. Explore the NPDP's essential role in stakeholder engagement, barrier mitigation, and clear communication to ensure safe, effective practice during system-wide transformation.

Tech Impact: Bridging Gaps in Bedside Care Through NPD Research
Lilly Mathew; luciann sackett; Sarah Hayes

Attend and learn about the value of conducting NPD research measuring direct impact of new technology on nursing practices and develop evidenced-based and targeted intervention to improve nursing practices and patient safety.

5:30 – 7:30 p.m. — **Poster Reception & Exhibit Showcase**

Thursday, March 26

7:00 – 7:45 a.m. — **Morning Wellness Activity**

7:00 a.m. – 12:45 p.m. — **Poster Viewing**

7:30 – 8:30 a.m. — **Sponsored Sunrise Seminar**
Pre-registration required.

9:00 – 10:00 a.m. — **Concurrent Sessions V**

And They're Off: A Competency Documentation Team's Journey
Megan Suszek; Melissa Oberle

Get your horses to the gate! Our Competency Documentation Team will give you a run for your money as we highlight how our dark horse crossed the finish line of a successful competency documentation season.

Business Case 101: How to Advocate for Learning Investments
Rachael Frija

Learn how to build a compelling business case that secures stakeholder buy-in for education initiatives. This beginner friendly interactive session walks NPD practitioners through practical steps to define need, quantify ROI, and present persuasive proposals—empowering attendees to confidently advocate for strategic learning investments in any care setting.

Challenges with Transition to Practice Programs: A National Survey
Mary Harper; Kathy Casey, Nicole Weathers, Ryan MacDonald

This session describes a national study to identify the challenges with development, implementation, maintenance, and evaluation of transition to practice programs for newly licensed nurses and advanced practice nurses. Engage in discussions to learn how other NPD practitioners are managing these challenges.

Microlearning Session

- **Enhance Self-efficacy and Knowledge in Pediatric Emergency Care for Nurses;** *Tiffany Daniel*
- **Saddle Up: Critical Care Foundations Goes Hybrid;** *Cindy LoVerde; MaryKate Thomson; Natalie Jones; Brenda Lombardi*
- **Simplifying Submission, Amplifying Education: Leveraging Technology to Increase NCPD Activities;** *Amanda Thurman; Laura Sweatt*
- **Surviving to Thriving: Supporting Nurse Residency Through Well-Being Integration;** *Susan Hoover*

From Educator to Influencer: Finding Your Footing in NPD Leadership
Angie Webb; Kristan Black; Kim Small

You know how to teach. Now you're expected to lead. This session offers practical tools and real-world insight for NPD practitioners stepping into leadership. Learn how to build credibility, lead with clarity, and stay rooted in your educator strengths while growing into your new role with confidence.

Mentoring Momentum: Fueling the Future of NPD Practitioners
Linette Phillips; Alicia Alvarado

Explore a dynamic, evidence-based onboarding model that equips novice Clinical Nurse Educators for success in the NPD

role. Learn how looping sessions, mentorship, and structured learning pathways can boost competence, confidence, and retention—transforming orientation into a strategic investment in professional growth and practice excellence.

ROI Coaster: From Resistance to Routine in NPD
Percy Ribar (Advocate Health); Amy Bickett

It's time for a visit to the Return on Investment (ROI) amusement park, where each attraction represents a stage in the journey of integrating ROI into NPD decision-making. Come join us to learn how ROI can move from resistance to routine in NPD practice!

10:15 – 10:45 a.m.

Concurrent Sessions VI

Enhancing Rapid Response Outcomes Through Scenario-Based Micro Education
Jeanne Hill; Dawn Leukhardt ; Kristie DUtrow; Susan Bricker

Learners will explore an innovative micro education approach using real-time, scenario-based case studies to strengthen clinical decision-making during Rapid Response events. Attendees will gain practical strategies to implement flexible, high-impact education that improves early recognition of patient deterioration and reduces escalation to Code Blue events.

Harnessing Hackathon Insights for a Competency Management Process

Kimberly Ashe; Amadee Slattery; Dale Callicutt

Tired of checkbox competency validation? This session explores how NPD practitioners transformed a disengaging, one-size-fits-all process into a dynamic, nurse-driven model. Through an interdisciplinary Hackathon, bedside teams co-created a concept for a meaningful, unit-specific competency process, boosting relevance and accountability across the organization.

Harnessing Onboarding: A Million-Dollar Race to Efficiency and Satisfaction
Barbara Obot; Kristina Boyer

Explore how a division-wide NPD-led initiative "won the million-dollar race" by standardizing onboarding across 22 facilities and nine free standing Emergency Departments. Learn how this evidence-based redesign enhanced learner engagement, accelerated readiness, and achieved $1.3 million in savings — a true win for practice and system strategy.

A Journal Club Template to Motivate Engagement
Lori Van Wingerden; Frances Drone-Silvers

Are you looking for engaging & cost-effective ways to develop nurse advancement in clinical inquiry and evidence-based practice (EBP)? This session shares methods for leveraging basic communication and survey platforms to engage nurses in journal club activities that provide both continuing education credit and professional advancement points.

Modeling Confidence: Enhancing New Nurse Readiness with Simulation Pre-Briefing
Jessica Sennett

This presentation will explore the Nursing Professional Development (NPD) initiative of the new nurse graduate simulation program, highlighting how simulation-based training effectively enhances clinical competency and preceptor confidence while addressing anxiety in new nurse graduates. The session will present data-driven outcomes and practical strategies for integrating simulation into nursing practice.

NICULAND Buddy Program: Fostering Belonging, Retention and Psychological Safety
Melissa Wilson; Amberly Lake

This session will explore how a playful, milestone-based buddy program transforms NICU onboarding into a supportive, engaging journey that fosters retention, psychological safety, and team cohesion.

Supporting Neurodivergent Learners: Implementing the F.O.C.U.S Classroom Kit
Alicia Thompson

Discover how the F.O.C.U.S (Flexible Options to Cultivate Unique Success) Classroom Kit equips NPD Practitioners with essential tools to support neurodivergent learners, promoting inclusive, effective learning environment that enhance student engagement and success.

10:45 a.m. – 12:45 p.m. ## Exhibit Showcase

12:00 – 1:00 p.m. ## Sponsored Lunch Seminar
Pre-registration required.

1:00 – 2:15 p.m. ## Star Search

2:30 – 3:30 p.m. ## Concurrent Session VII

Gamified Approach to 15-Lead EKG Training for Unlicensed Staff
Katie Meyers; Tera Linde

This session explores how a pediatric academic hospital addressed care delays by realigning CNA scope and developing a 15-lead EKG training for CNAs using scaffolding, microlearning, and escape-room style engagement. Early results show increased confidence, role clarity, and organizational interest in expanding the model.

Innovation Classroom: Designing Education that Empowers NPD Practitioners
Lisa Fox; Joy Langton (Lee Health System); Paula Knight; Lance Dominguez

Does your NPD team struggle with creating innovative education? Are you constantly doing the same education over and over again? Learn how one organization developed an instructional design course to support NPD practitioners in creating fun and innovative education to engage clinical staff.

Less is More! Exploring a Two-to-One Preceptorship Model
Megan Hanson; Nicole Guyer

Nursing preceptor shortages significantly impact the onboarding process of newly licensed nurses. This session describes an innovative solution using a 2 orientee to 1 preceptor model. Join us to discover how this approach can alleviate strain on preceptor resources while enhancing learning experiences for the newly licensed nurse

Off to the Races: Competency Validation Reinvented
Leah Garza; Ashley Makara

This session highlights a hybrid competency validation model using online case studies, escape rooms, and in-person checkoffs. Attendees will gain strategies to improve efficiency, reduce costs, and enhance staff engagement and satisfaction—while maintaining high standards. Learn how to implement this flexible, resource-optimized approach in your own organization.

Resource Time Matters: Enhancing Consistency in Clinical Orientation
Ellen Joswiak; Sarah Gallagher (Hartford Hospital); Dawn Nelson; Jennifer Hehl

Discover how two healthcare organizations collaborated to assess and analyze outcomes of integrating resource time during clinical orientation to enhance preceptee confidence, clinical readiness, and support for transition in practice. Learn key strategies, sustainability planning, and ROI insights that NPD practitioners can apply to strengthen onboarding in their own organizations.

SMARTool: Multimedia Application of a Validated Mock Code Evaluation Tool
Mandi Walker; Deb Cook (UofLHealth)

Performance evaluation during a mock code or megacode event can be subjective. An objective evaluation tool was developed and validated using a multimedia approach. Development, validation and application of the tool, as well as the development of multimedia content for use in NPD practice will be discussed in this session.

Transforming Internationally Educated Nurse Orientation: Accelerated Integration Strategies for Success
Lisa McEathron; Wendy Williams-Gilbert; Rhonda Wellner; DesaRae Stearns

Discover how innovative onboarding strategies, and a tailored precepting model, have transformed the transition to practice experience for Internationally Educated Nurses (IENs). This session empowers NPDs with actionable tools to enhance readiness, boost integration, and build confidence- ensuring IENs thrive in US healthcare settings.

3:45 – 4:45 p.m.

Concurrent Sessions VIII

Microlearning Session

- **Bridging the Confidence Gap in New Graduate Nurse EBP;** *Kim McFarland*
- **Transforming an Organizational Culture for EBP Excellence;** *Stephanie Beres*
- **Mentorship, Immersion, and Shift Synchronicity: Creating Strong New CTICU Nurses;** *Christine Hughes*
- **Implementing a Fellowship Program for Nurses Transitioning to Ambulatory Care;** *Carin Resseguie*

Listening to Our Members: Results of the DEI Member Survey
Sandy Phan

From Floundering to Flourishing: Project Strategies Every NPD Needs
Lillian Jensen

Tired of projects that fizzle, flop, or drag on? This session gives NPD practitioners practical tools to boost project management skills, identify red flags early, and bring structure to chaos. Learn to apply essential planning principles that keep projects aligned, efficient, and successful.

Staying Ahead of the Pack: Starting Strong in Nursing Professional Development
Shana Freehill (OSF HealthCare); Samantha Monk; Candace Armstrong

This session will explore how a system NPD team provided support and education
opportunities to entity NPD practitioners.

Pathways to Preceptor Excellence: A Tiered, Accessible Journey
Maria Mobley; Susan Storto

Nursing Professional Development practitioners developed a unified, tiered preceptor curriculum grounded in evidence. Addressing accessibility and learning gaps, the program offers flexible learning pathways. Early results show improvement in preceptor confidence, new nurse experiences, and an increase in training completions, reinforcing the value of accessible, system-wide preceptor development.

Traumageddon: A Gamified, High-Pressure Simulation for Competency in Trauma Nursing
Sarah Hogan

Think fast. Move faster. In this high-pressure, escape-room-style simulation, nurses race to stabilize a trauma patient using critical thinking, teamwork, and clinical judgment. Join us to explore Traumageddon -- a gamified approach to trauma competency training that transforms skill validation into an adrenaline-charged learning experience you won't forget.

5:30 – 6:30 p.m.

ANPD Awards Reception

Friday, March 27

9:00 – 10:00 a.m.

Concurrent Sessions IX

Better Questions, Better Feedback: Rethinking Nurse Residency Evaluations
Cynthia Miles; Jennifer Drake; Claire Morrison ; Aurora Braman

Discover how intentional questioning can be used as a method to measure outcomes and transform education to engage learners. Presenters will explore the theory behind intentional questioning and apply this technique to evaluations - uncovering insights into new graduate transitions, presenter effectiveness, and baseline EBP knowledge.

Microlearning Session

- **Bridge the Gaps: Building a Systemwide Equipment Support Team;** *George Bechler*
- **From Chaos to Charge: A Workshop Series That Actually Works;** *Kate Campbell; Hannah Taylor; Sophia Ouellette*
- **Gamification: Elevating Content Expert Education Through Evidence-Based Strategies;** *Alicia Harrington*
- **Paving the Way: Empowering Nurses to Achieve Certification;** *Heather Brown; Ashley Bailey*

Lead Preceptor Role: Elevating Preceptor Quality and Increasing Nurse Retention
Anna Bunnell

This quality improvement project implemented a dedicated Lead Preceptor role to standardize precepting skills, enhance orientation experiences, and increase new graduate nurse retention. Piloted and expanded across high-turnover units, the role improved peer support, satisfaction, and retention, achieving 0% turnover at 24 months on the pilot unit.

ANPD's NPD Forecast Podcast: Live from Aspire! – Mentoring Magic
Naomi Fox; Stephanie Zidek

Racing Toward Retention: An Organizational Framework for Nurse Engagement
Nicole Weathers

In today's high-stakes healthcare environment, nurse retention is more than a finish line; it's a strategic race. This session introduces a holistic framework designed to meet nurses' evolving needs. Explore how competency, safety, belonging, and esteem, fueled by human, social, and psychological capital, can drive engagement.

Rinse and Repeat: How RCDP Style Simulation Improved Patient Outcomes
Kira Mackay; Akemi Reynolds; Sarah Minson; Brooke Hall

Discover how one perioperative team transformed onboarding and ongoing education through a structured, multimodal, and technology-enhanced professional development framework designed to boost efficiency, engagement, and clinical readiness.

TeamSync: Build Connections between Nurse Residents and Medical Residents
Pamela Gehrich; Delaney Postma

Presenters will share an interdisciplinary team's journey to advance interprofessional education. the planning and implementation process, tools developed, and lesson learned. Through collaboration, responsibility sharing, and problem solving, NGNs must be able to communicate and implement plan of care for their patients as a team member.

10:15 – 11:15 a.m.

Concurrent Sessions X

Aspire to Inspire: Elevating Communication and Feedback Skills
Lee Ann Harrison-Fyfe

From awkward feedback to tough conversations, this session equips Nursing Professional Development Practitioners and Preceptors with practical strategies to navigate challenging interactions with confidence, clarity, and professionalism.

Empowering Evidence-Based Practice Mentors Through Targeted Development
Meghan Doelger; Kristina Laurita; Katherine Lewin

Discover how one organization designed and launched a tailored, interactive Evidence-Based Practice Mentor development program. This session will include live demonstration of some engaging activities included in the program and will provide you with practical strategies to uplift and support mentors to tap into their own strengths and expertise!

Ladder Up: Climb Through the Clouds to Advance Nursing Practice
Julie Gettemeier; Shelley Perulfi; Sarah Sidwell; Leah Deaton (BJC)

This multi-state organization created a nursing clinical ladder program, improved nursing turnover, integrated individuality through adult learning principles, and utilized their cloud-based competency program model to create a pathway for nurses to grow their careers and advance the profession of nursing.

Leaving Paper Trails Behind: Transforming Competency Assessment Through Digital Documentation
Una Moore; Tatiana Henderson; Jennifer Lopez; Jessica Lennon Karolidis
This presentation will share lessons learned, implementation strategies, and sustainability practices that can guide organizations in their own digital transformation in competency management.

LLM-Based Pedagogical Agent for ICU Simulation Instructor Training: A RCT
Jingbang Liu; Lili Wu

In this session, we'll explore the gap in ICU simulation instructor training and how to build a LLM-based AI agent and bridge the gap. Attendees will learn actionable strategies for integrating generative AI into simulation design, enhancing teaching effectiveness, and fostering interdisciplinary collaboration in nursing education.

The Organizational Value of Leadership for NPDs
Chris Wilson

The NPD Leadership Academy is a 12-month long program designed to meet the professional development needs of the nursing professional development community. This session describes the value of knowledge gained in the Leadership Academy as four selected participants present their organization outcomes and sustainability plan.

11:30 a.m. – 1:00 p.m.

Closing Keynote: Turning Obstacles Into Opportunities

Hoan Do

Change, pressure, and competing demands are part of everyday life for nursing professional development leaders. This interactive keynote creates space to step back and examine those challenges through a new lens. Leaders are empowered to turn obstacles into opportunities that build resilience, renew purpose, and foster stronger collaboration while leading with confidence in today's evolving healthcare landscape.