

CARDIOLOGY
2025 

Nursing Futures in Pediatric and Congenital Cardiovascular Disease

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HOPE. HEAL. LEARN.



DISCLOSURE

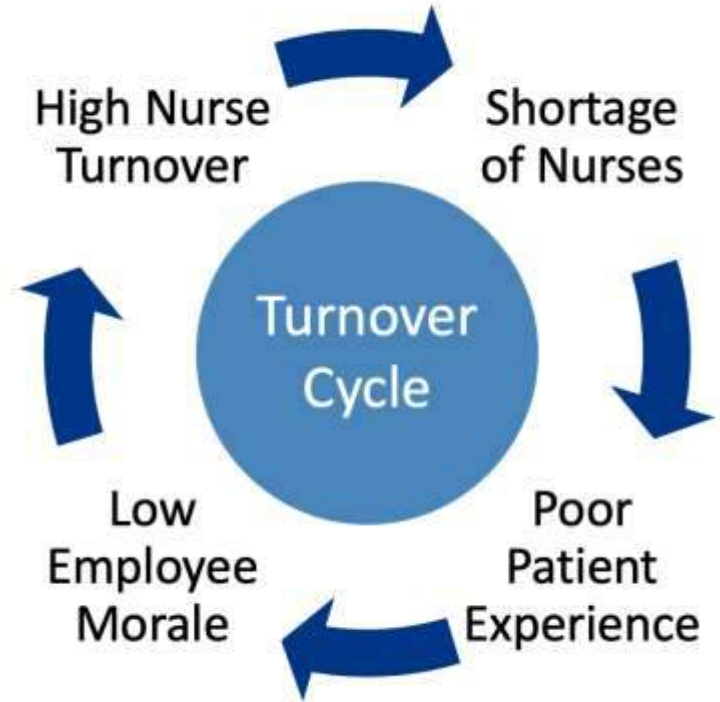
- I have no conflicts to disclose

Cardiac Nursing



Current State of Nursing

- Cycle of Nursing Turnover: Each of these conditions work in a cyclical fashion and compound one another
- The RN vacancy rate remains critical and is 9.9% nationally
- In 2023, average cost of turnover for a bedside RN was \$56,300 (7.5% increase)
- Average hospital loses between \$3.9m – \$5.8m annually
- Retention is key!



(Lewis Communications, 2023)
(NSI, 2024)

Future Ideas and Visions for Nursing

Integrating Artificial
Intelligence, Advanced
Technology and Telemedicine

Expanding the Scope of Holistic,
Family-Centered Care

Strengthening Education and
Specialization Pathways

Advocacy for Policy Change

Enhancing Mental Health and
Well-Being Support

Integrating Artificial Intelligence, Advanced Technology and Telemedicine

- Telemedicine And Remote Monitoring
- Empower Nurses to Make Faster More Informed Decisions
- Virtual Assessments, Family Education
- Staffing and Scheduling Complexities
- Staff Retention and Patient Flow
- Privacy, Accountability and Security



Integrating Artificial Intelligence, Advanced Technology and Telemedicine

- AI is not a Nurse or a Physician, it is a Tool
- AI Will Help Accelerate Innovation
- AI Can't and Will Never Replace The Human Touch And Holistic Approach That Nurses Bring To Caring...
- Humanity, Empathy, Compassion...
- Skills Needed To Better Care And Manage...



Expanding the Scope of Holistic, Family-Centered Care

Principles of Person and Family-Centred Care

- Family Integration
 - Families are not just visitors but active participants in the care process
- Equitable, Inclusive and Culturally Sensitive Care
 - Continuous education and self-reflection on our biases
- Long-Term Developmental Focus
 - Coordinate care with developmental specialists
 - Ensure children thrive beyond their cardiac health



Strengthening Education and Specialization Pathways

- Advanced Certification Programs
 - Expand subspecialty certifications in pediatric cardiac nursing
 - Encourage pathways like the Pediatric Cardiac Intensive Care Nurse Certification (PCICU-C)
- Creative Orientation and Continuing Education Models
- Mentorship and Fellowship Programs
 - Faculty models for new graduates to complement preceptorships



Advocacy for Policy Change

Nursing Involvement in Policy Advocacy

- Advocate for funding in congenital heart disease (CHD) research
- Ensuring equitable access to specialized care

Leadership Locally, Nationally and Globally

- Encouraging nurses to step into leadership roles
- Ensure frontline voices shape hospital protocols

Teamwork and Collaboration

- Nurses will serve as care coordinators and bridge communication

Enhancing Mental Health and Well-Being Support

Burnout is a System Problem

- Rigorous, multimodal support for employee well-being
- Pediatric cardiac nursing is emotionally demanding
- Burnout is a real threat. Institutions must invest in resilience training, peer support programs, and accessible counseling services

Emotional Resilience

- Creative strategies to ensure professional satisfaction and work/life balance

Long-Term Emotional Health for Patients

- Children with complex heart conditions often experience anxiety or PTSD due to repeated hospitalizations
- Nurses can advocate for trauma-informed care approaches that address these psychological scars.

Call to Action: Blueprint for Change in Acute and Critical Care Nursing

- Calls for a major change in how nursing is measured in hospitals
- Describes 9 domains of practice and the core elements of hospital environments that support nurses' capacity to provide optimal care
- Proposes “new” precision-based metrics that call attention to the presence, not the absence, of nursing
- ...the outcomes derived from stellar bedside practice, making it visible to all, will benefit patients and families.



*Work towards articulating
patient and family's
perception of being
“well-cared-for”*



Nine Domains of Acute and Critical Care Practice - What Nurses Do



We Will...

Harness technology to
extend our reach and fuel
innovation

We Will...

Champion family-centered
care, ensuring every child and
parent feels empowered

We Will...

Pursue advanced education
and certification to meet
the growing complexity of
our patients

We Will...

LISTEN to the voice of nursing
Lead and influence at every level of the
organization to shape policies and
practices locally, nationally and globally

We Will...

Safeguard mental health
and well-being both for
those we serve and for
ourselves

History shows that transformative change often comes from new institutions rather than incremental reforms to existing ones.



