



NURSING ANNUAL REPORT

Baptist Health Paducah



2025 ANNUAL REPORT

A Message from the Chief Nursing Officer

Dear Colleagues,

As we close out another remarkable year, I want to take a moment to express my deepest gratitude for each of you—our nurses, nurse leaders, and nursing support staff. Your unwavering commitment to excellence, compassion, and patient safety continues to inspire me every day.

Thanks to your hard work and dedication, we have achieved significant milestones in our journey to reduce harm and improve outcomes for those in our care. Together, we've reduced hospital-acquired infections by **62%**, hospital-acquired pressure injuries by **58%**, and blood culture contamination by **1.6%**. These accomplishments are a direct reflection of your vigilance, skill, and relentless pursuit of quality care.

Patient safety remains our top priority, and this year, we've made meaningful strides in creating a safer environment for our patients. Your efforts have not only improved clinical outcomes but have also strengthened the trust our community places in us.

We've also continued to invest in the future of nursing through enhanced recruitment and retention initiatives. The launch of our **Student Nurse Extern Program** and the continued success of the **Transition to Practice Program** have provided invaluable support to our novice nurses, helping them grow into confident, capable professionals. Our **Designated Education Unit (DEU)** partnership with Murray State remains a vital pipeline for nursing talent and offers enriching professional development opportunities for our bedside nurses.

As your Chief Nursing Officer, I am honored to lead such an extraordinary team. Your resilience, compassion, and professionalism are the heartbeat of our organization.

Thank you for everything you do—for your patients, for each other, and for the future of nursing.

As we look ahead to 2026, we will continue to focus on nursing excellence, quality, safety, and best practice.

Marilyn Riley, DNP, PhD, MBA, FNP, APRN-BC, NE-BC, CPXP
Vice President/Chief Nursing Officer
Baptist Health Paducah



“Voices from BHP Nursing”

This is more than a job—it’s caring for friends, neighbors, and family.
Allison Garrett

Leadership listens to bedside nurses, and that matters.

I’m encouraged to grow, ask question, and continuously improve my practice.

Rayne Copeland (Nurse Extern)

I’m proud to work somewhere that puts people first, not just processes.
Elizabeth Bolton

We take care of our patients, but we also take care of each other



MISSION

Baptist Health demonstrates the love of Christ by providing and coordinating care and improving health in our communities.

VISION

Baptist Health will lead in clinical excellence, compassionate care and growth to meet the needs of our patients.

FAITH-BASED VALUES

Integrity, Respect, Compassion, Excellence, Collaboration and Joy.

COMMITMENT TO PATIENT SAFETY

Continuously improve patient outcomes through a culture of safety and clinical excellence.

NURSING MISSION

Provide exceptional patient/family focused care.

NURSING VISION

Provide patient/family centered care directed at optimizing the health and dignity of the whole person with a nursing practice that is empowered, innovative, evidence-based and collaborative, building on our tradition of excellence.

NURSING VALUES

In addition to the organizational values, Nursing has established the following values as central to our practice: Accountability, Compassion, Professionalism, Advocacy.



Nursing Professional Practice Model



Nursing Strategic Map



Nursing Vision for 2026

The nursing vision for 2026 is centered on achieving a sustainable, highly skilled, and compassionate workforce that upholds our system's goal of achieving 100% trust and zero patient harm. Our focus is on four key priorities that will guide the advancement of nursing practice, leadership support, and nursing culture of excellence across our healthcare system. By focusing on these key priorities, we can move nursing forward at Baptist Health Paducah and across the system:

Recruitment and Retention: To ensure a steady supply of qualified nursing professionals, we are enhancing our recruitment strategies and retention programs.

This includes strengthening partnerships with local schools of nursing and leveraging initiatives like our successful grant with Murray State for the Designated Education Unit (DEU), which has proven to be an effective pathway for nurturing future nursing talent. The Student Nurse Extern Program: Expands the nursing pipeline by providing hands-on clinical experience and mentorship to nursing students, supporting early skill development and improving post-graduation recruitment and retention.

Standardized Clinical Practice: We are committed to creating consistent, evidence-based clinical practices across the organization. Standardizing care delivery ensures that all patients receive high-quality, safe care and reduces variability, leading to better patient outcomes and an improved experience for both patients and staff. Focused standardization of high-risk processes including 3-way Foley insertion, urine specimen collection, wound photography, Braden-based support surface use, and interventions for patients at high risk for falls with injury.

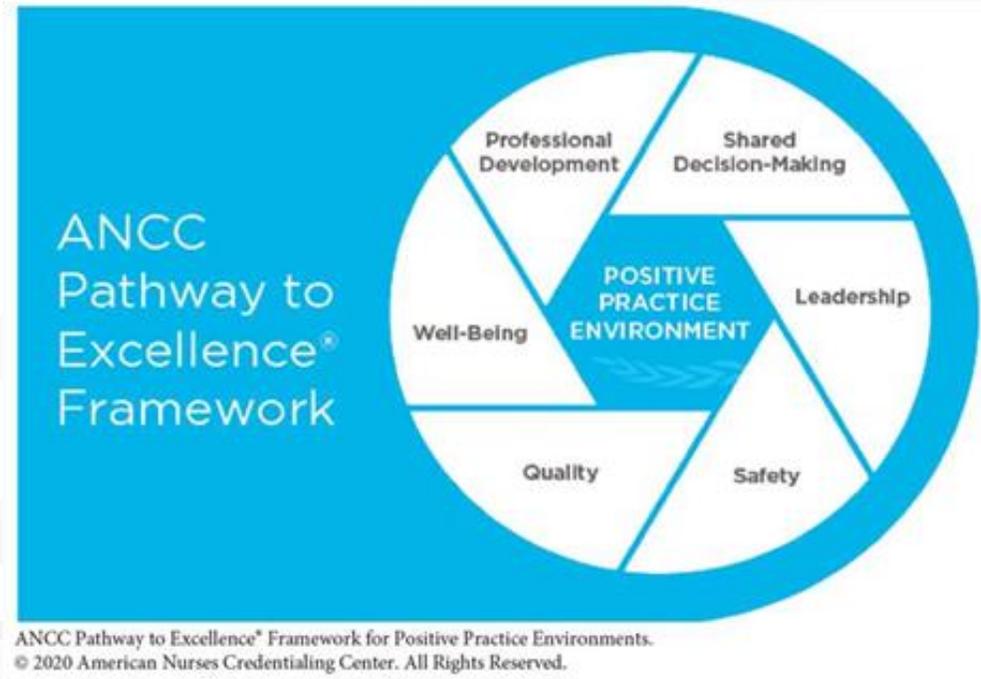
Leadership, Workforce Support, and Development: We recognize that strong leadership is essential to sustaining a high-performing nursing workforce. Focused efforts on leadership development, mentorship programs, and ongoing professional education will foster a resilient and engaged nursing team. Workforce support will be prioritized through mental health and well-being programs to maintain a healthy work environment. We are forming a Nurse Leader Development Committee, focused on emerging leaders and mentorship. Advancing leadership growth by increasing PNDP recipients, expanding Leadership Academy access, and investing in structured charge nurse and preceptor development, including a dedicated retreat.

Nursing Culture of Excellence: Our goal is to foster a culture that embraces continuous learning, innovation, and excellence in nursing practice. This includes supporting nurses in pursuing certifications, advanced education, and leadership roles, as well as creating an environment where all staff feel valued, empowered, and part of a team striving for excellence. These priorities, coupled with our commitment to strengthening the nursing pipeline through collaboration with educational institutions, will ensure that we not only meet, but exceed the expectations of our patients and the communities we serve. Together, we are building a future where nursing leadership, clinical expertise, and a culture of excellence drive us toward achieving 100% trust and zero patient harm.

CONTINUING OUR PATHWAY to EXCELLENCE JOURNEY

We continue to maintain our Pathway to Excellence Designation. Pathway to Excellence (PTE) designation by the American Nurses Credentialing Center (ANCC), a branch of the American Nurses Association, is the premier designation for healthy work environments – recognizes health care organizations that demonstrate a commitment to establishing the foundation of a healthy workplace for staff. The ANCC Pathway to Excellence Framework depicts the six standards that are essential elements in developing a positive practice environment for nursing across healthcare settings. Those standards are; Shared Decision-Making, Leadership, Safety, Quality, Well-Being, and Professional Development.

Pathway Standards impact a range of factors that influence bottom-line results, such as employee turnover, job satisfaction and engagement, productivity and teamwork, nursing-sensitive quality indicators, errors and safety events, and patient satisfaction. We remain as committed as ever to nursing excellence in a practice arena where nurse autonomy is encouraged, evidence-based practice is desired, and professional development and growth is nurtured.





Awards and Recognitions

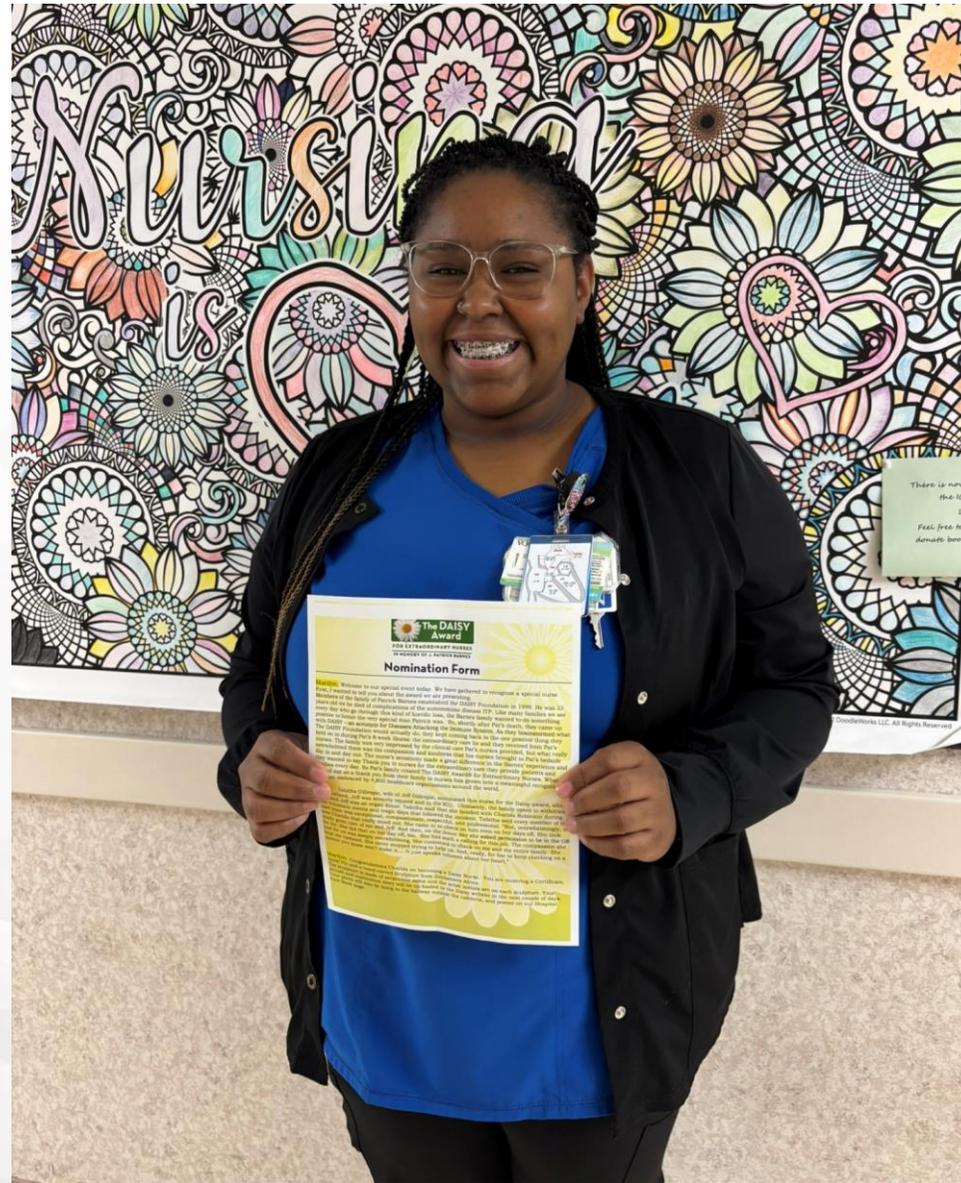
Daisy Nurses

Award recipient. Charida Robinson is a nurse in the Intensive Care unit. The DAISY Award is an international program that rewards and celebrates the extraordinary clinical skills and compassionate care given by nurses every day.

Tabitha Gillespie, wife of Jeff Gillespie, nominated Charida for the Daisy Award after her husband, Jeff, was severely injured and in the ICU. Ultimately, the family opted to withdraw care, and Jeff was an organ donor. Tabitha said she bonded with Charida during the traumatic events and tragic days that followed the incident. Tabitha said every member of the care team was exceptional, compassionate, respectful and professional.

Below is the nomination submitted in Charida's honor:

“Overwhelmingly, it was Charida who really stood out. She came in to check on him even on her days off. She took really great care of me and Jeff. And then, on the donor day she asked permission to be in the OR for me. She did that on her day off, too. She has such a calling for this job. The compassion she had for us was simply overwhelming. She continued to check on me and my entire family. She kept me updated. She never stopped trying to help us. And, really, for her to keep checking on a patient you know won't make it ... It just speaks volumes about her heart.”



Daisy Nurses

Kaylynn Smith, RN, in the float pool has been named our most recent DAISY Award recipient.

The DAISY Award is an international program that rewards and celebrates the extraordinary clinical skills and compassionate care given by nurses every day.

Kaylynn's nomination letter written by her coworker, Lauren Wren, RN:

“I took over care of a patient from Nurse Kaylynn. During the report Kaylynn told me that she walked in the patient's room at one point over night and found the patient crying. Kaylynn talked with the patient and found out what was wrong. The patient told her that she and her spouse relied on getting their food from the food bank two Thursdays a month. The patient stated that she was so worried that she wasn't going to be able to make it to the food bank this week due to being sick and all the snow on the ground. This would leave her and her husband without food for the next two weeks. Kaylynn consulted social work so that they could give the patient a list of resources for the area. Upon discharging the patient that day, we were talking, she said that Kaylynn told her that she had connections to a different food bank in the area. That very day that the patient was discharging, Kaylynn had a box of food from the food bank delivered straight to the patients front door. The patient was very grateful for all the care that she received, but Nurse Kaylynn went above and beyond for this patient. Not only did she have the food delivered, but she also took away the patient's anxiety and grief over not being able to feed her and her husband for the next two weeks.”



Daisy Nurses

Diana Mills, RN, in the labor & delivery department has been named Baptist Health Paducah's most recent DAISY Award recipient.

The DAISY Award is an international program that rewards and celebrates the extraordinary clinical skills and compassionate care given by nurses every day.

“My daughter had spent several nights in LDR, Diana was her nurse and made her feel so calm, connected with her, and explained things in a way that comforted her.

A few days later when she needed an emergency C-section, Diana was there again to reassure her but also take quick action.

As a parent, it is hard to watch your child go through tough situations. It makes it so much easier when nurses, like Diana, provide care that is second to none.

She is an outstanding nurse, and I am forever grateful to her.”



Daisy Nurses

Taylor Hughes, RN, in our Critical Care unit is now a DAISY Honoree!

The DAISY Award is an international program that rewards and celebrates the extraordinary clinical skills and compassionate care given by nurses every day.

Congratulations, Taylor, on this remarkable recognition and thank you for the compassionate care you provide each patient and family you serve.

The patient's family wrote, "It was refreshing to speak with Taylor, RN, who was caring for my mother, Ruby Egner, in room 447, on May 29, 2025. Taylor took the time to explain her observations about my mother's condition, test results, and lab values. She explained progress, options, and expected outcomes. I found her to be kind, compassionate, knowledgeable, and proactive.

I understand how busy all staff must be working on an entire medical floor. Still, Taylor took the time to patiently and skillfully explain results and options, as well as help to formulate a plan of action going forward.

In my opinion, Taylor is the epitome of what Daisy Awards are intended for!"



Daisy Nurses

Mackenzie “Mack” Sipes, resource float pool nurse was on 3C caring for a patient who was being discharged and had already removed her lines. His co-worker wrote: “Due to this nurse’s knowledge and experience though his assessments, he found that the patient had dissected in their mesenteric artery. He quickly cared for the patient, and they went to the unit. Once arrival to the unit she had 8 units of blood then was rushed to surgery where she was given additional blood. I came back to work today, and the patient is extubated and doing well. I fully believe that if it was not for Mack's catching this, the patient would have ultimately died.” Congratulations Mack on your award and quick assessment of the patient. You are a life saver!



Core Value Award

Melissa Brandon, RN, received the Core Value award for Compassion.

The patient wrote, "Melissa was exceptional. She was compassionate, attentive, and proactive in every aspect of care, going far beyond what we have experienced with other nurses. She not only made sure my needs were met, but also showed genuine concern for my husband, who is diabetic, and ensured he was cared for as well. Her dedication and kindness made a lasting impression, and Baptist is fortunate to have her on the team."

Thank you, Melissa for providing compassionate care to our patients.



Core Value Award

Phillip Mckee, RN, received the Core Value Spotlight for compassion.

The patient wrote, "I only stayed overnight, but I will never forget the attention, kindness, and genuine concern shown by the young man, Phillip. I was feeling very sick, but he always conducted himself in a professional manner and truly made me feel cared for."

Thank you, Phillip for providing a compassionate experience.



Core Value Award

Brittany Cornwell, RN, received the Core Value Spotlight for compassion.

The patient wrote, "Brittany C. on the 3rd floor was an exceptional nurse. She not only provided outstanding care for our father, but she also showed remarkable compassion, patience, and kindness to our entire family during such a difficult time. Her empathy and support will never be forgotten."

Thank you, Brittany for providing a compassionate experience.



Core Value Award

Caitlyn Guess, RN, received the Core Value Spotlight for excellence.

The patient wrote, "My nurse, Caitlyn Guess, RN, was caring for me for three nights and she was absolutely amazing. Caitlyn is a tremendous asset to Baptist Health Hospital. She carried out her duties with the utmost care, compassion, and professionalism. Her dedication to her patients truly stands out and made a meaningful difference during my stay."

Thank you, Caitlyn, for providing an excellent experience.



Core Value Award

Allee Noles, RN, received the Core Value Spotlight for compassion.

The patient wrote, "We will forever remember the comfort you provided, and we want to acknowledge how much your efforts mean to us. Nursing is an immensely important and fulfilling profession, and we are so grateful for the way you make a difference in the lives of your patients. Thank you again for making our time in your care a positive one during such difficult circumstances."

Thank you, Allee for providing a compassionate experience.



Core Value Award

Sarah Stokes, RN, received the Core Value award for Excellence.

The patient wrote, “I would like to thank my nurse on 3A, Sarah Stokes, for the exceptional care she provided. She was so kind and patient, taking time to explain everything clearly even when I had to ask the same questions more than once. Her compassion and understanding made me feel truly cared for. Sarah went above and beyond, and I’m so grateful for the comfort and reassurance she gave me during my stay.”

Thank you, Sarah, for providing excellent care to our patients.



Professional Nurse Development Recipients

Ronnica Adams
LaDonna Atkins
Rachel Antonites
Hannah Barton
Alyssa Barton
Craig Bagby
Ali Beasley
Elizabeth Bolton
Destiny Brazell
Wanda Carnes
Peyton Cadwell
Karon Curtis
Rhonda Draper
Shelby Fisher
Olivia Floyd
Shaylon Freeman
Deanna French
Seth English

Professional Nurse Development Recipients

Larissa Ellis
Allison Garrett
Bailey Goatley
Cori Hack
Daniel Harrison
Krista Hines
Abby Holland
Kassie Hughes
Kattie Johnson
Emily Johnson
Mindy Joiner
Lisa Kidd
Leslie Knight
Kelly Leonard
Sarah Lipe
Amanda Lynch

Professional Nurse Development Recipients

Amy Manley
Tammy Manea
Autumn Martin
Dana McReynolds
Kent McReynolds
Dawn Mitchell
Monica Mitchell
Sarah Morrow
Carla Oliver
Amy Osbron
Mackenzie Pierce
Teresa Pritchett
JoAshley Ross
Thomas Savage
Kristy Schwetman

Professional Nurse Development Recipients

Carrie Sims
Karen Smith
Lisa Smith
Sarah Stokes
Taylen Stonecipher
Gloria Tarver
Kristan Underwood
Marcella Willis
Andrea Williams
Kaylee Williams
Joyce Woods
Heather Wright
Lindsey Wurth
Ashton Wentworth
Martha Veatch

Nurse Week Celebration

Planned and led by the Shared Governance Council, Nurse Week activities celebrated nurses across Baptist Health Paducah and recognized their vital role in delivering high-quality, compassionate care, supported by over 150 donated gifts from community partners.



BAPTIST HEALTH[®]
PADUCAH

Developing the Future Nursing Workforce

Strengthening the Nursing and Healthcare Pipeline Investing in the Future Workforce

Providing student experiences in many departments:

- Increased overall hospital clinical rotations by 37%
- Increase in hospital shadow students by 17%
- Increase in BHMG students by 14%

Investing in the future of healthcare is vital for continued growth. The Student Nurse Extern (SNE) Program was launched in Spring 2025, with 12 SNE. This program is competitive and allows nursing students with a faculty recommendation to apply to the program. The program has three levels, with each level allowing the student to perform more complex nursing procedures and tasks.

Nursing Culture of Excellence was demonstrated in 2025 in many ways. Nurses were highlighted with Daisy Awards for outstanding care and compassion. Nurses participated in the Professional Nurse Development Program. In addition, we also had several nurses who demonstrated clinical excellence through degree completions, certifications, and promotions. Looking toward the future, we had many recruitment events to engage new to practice nurses.

Nursing Students hired as patient care assistants while in school:

The Student Nurse Extern Program has grown to 14 Nurse Externs. During the inaugural year, one graduating cohort of six students completed the program, with five transitioning into employment at Baptist Health.

983 STUDENTS

849 Hospital clinical rotations

90 Hospital shadow students

44 BHMG students

Nursing Recruitment Events

Nursing Leaders participated in several recruitment events across the Commonwealth.



Designated Education Unit Collaboration with Murray State University

Primary program objectives for students:

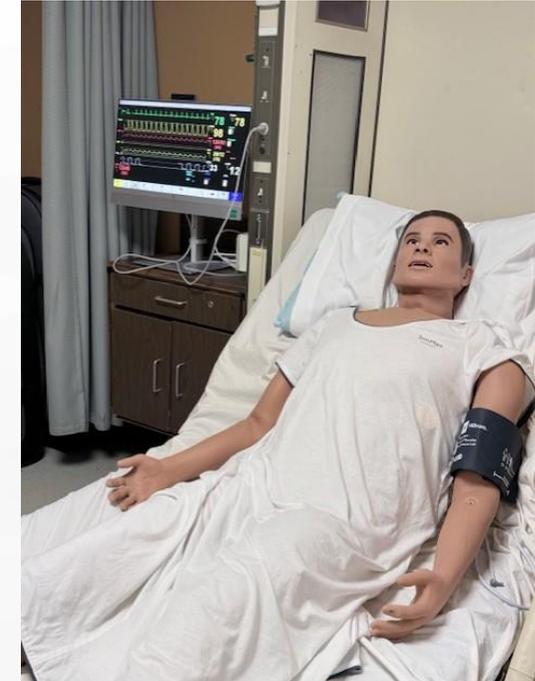
- Students use Baptist Health Paducah and Murray State University (MSU) policies and procedures while synthesizing knowledge from physical, behavioral, and humanities when performing nursing skills and providing care to clients.
- Students will model professionalism, collaborate and communicate with members of the health care team, patients, and family members while providing all aspects of nursing care to two patients on each clinical day.
- The program is designed to recruit and retain nursing students from rural and underserved populations. The goal is to continue to develop and implement a sustainability plan for ongoing clinical experiences for student nurses from MSU.
- This collaboration supports the nursing pipeline and has been very successful. A total of **80 students** participated in the DEU with **eight different preceptors** for a total of **3,840 student hours**.
- Seven DEU nurse graduates were hired in June and eight were hired in December. This represents a 100% increase in nurse graduates hired from Murray State!

Designated Education Unit Collaboration with Murray State University

Murray State University (MSU), in partnership with Baptist Health Paducah, received a three-year grant to develop a Designated Education Unit (DEU). The grant goal was to create experiential learning opportunities through an academic clinical partnership. The DEU paired MSU nursing students with a BHP RN mentor for their clinical rotation.

For the Spring 2025 semester, eight registered nurses were selected to serve as preceptors for 34 students. During the Fall 2025 semester, ten registered nurses served as preceptors for 46 students rotating through Baptist Health Paducah in cohorts of 8-10 for four, 12-hour shifts with their assigned mentor. Each mentor supported two students at a time, and all mentors received a stipend through Murray State University.

MSU provided a high-fidelity simulation manikin and virtual reality technology to support student and staff training, resulting in 87 hours of simulation that advanced clinical education, interdisciplinary learning, and specialty programming while addressing critical skill gaps to improve patient outcomes.



Nursing Recruitment Event



New Nurse Graduates: May 2025

D'Aria Barbee – 3C
Isabella Batts – ICU
Alexis Bartolo – 4B
Mariah Boyd – 4C
Jimena Calderon-Vieyra – CCU
Ellie Carter – CCU
Elle Covington – 3A
Allison Crider – OR
Jaelyn Duncan – 4B
Kacie Easley – LDR
Attalia Garrett – 4C
Olivia Glassco – OR
Natasha Hall – 4C
Ariel Jones – 3A
Maiah Lambert – 4C
Kat McCollum – 4B

New Nurse Graduates: May 2025

Hannah McManus – 3C
Ellie Miller – 3C
Macy Mohon – OR
Alisa Patel – 3A
Jezik Presley – 4C
Ben Roberts II – ICU
Jenny Settles – CCU
Erin Smith – LDR
Gina Thompson – 4B
Hannah Todd – 4B
Holly Tremblay – ICU
Davis Wagner – 4C
Stephaine Willimason – 4C
Vernita Wooridge – OR
Sara York – OR
Amber Zimmerman – 3C

New Nurse Graduates: December 2025

Courtney Allen-4B
Kirsten Barks-NICU
Dianna Bowman-4B
Ashley Butler-LDR
Bennett Combs-4B
Rhi Cooper-3A
Carley Dowdy-CCU
Morgan Green-2A
Avery Greer-ICU
Valerie Hays-3C
Ethan Hopkins-ICU
Isabella Jatropulus-NICU
Ellie Martin-ED
Jessica Martin-LDR
Drake May-NICU

New Nurse Graduates: December 2025

Tess Moore-ICU
Lauren Owen-4B
Elizabeth Persha-4B
Lilly Reynolds-4B
Mackenzie Shrum-4B
Idalia Simmons-2A
Nicole Tabor-LDR
Bailey Thompson-4B
Keela Thweatt-4B
Holly Tyler-ED
Kennadi Tune (Fike)-3A
Courtney Varvel-CCU
Kayla Westfall-4C
Makenzie Williams-NICU

Strengthening the Current Nursing Workforce

Transition to Practice: Nurse Residency Program

The Nurse Residency Program at Baptist Health Paducah is designed to transition new graduates from student, to competent professional nurses with tools and skills needed to provide safe, quality care. The program provides support and education from experienced mentors in the field and enables participants to grow their knowledge, confidence, leadership and critical-thinking skills.

Since its launch, the Nurse Residency Program has supported multiple cohorts with an overall retention rate of approximately 86%, demonstrating strong outcomes in early-career nurse development and workforce stability.



EDUCATION AND CERTIFICATION RATES

In 2025, many of our nurses continued to work toward continuing education, achieving higher degrees and certifications, despite the daily challenges in health care. Their commitment to gaining knowledge toward being a better clinician is applauded. We ended the year with an **overall rate of 58% BSN or higher RN staff and a certification rate of 19%**.

Abundant data shows that certified nurses positively contribute to improved patient outcomes. Increasing the number of certified nurses at Baptist Health Paducah is a consistent goal on every nursing strategic plan. Toward this goal, we continuously look for ways to empower and encourage nurses to seek and achieve certification in their practice setting. With the ongoing support and funding from the hospital for the “Success Pays” Program, the goal is to provide financial support to those nurses who want to pursue or renew a certification – all free of charge to staff.

Additionally, in support of our bedside nurses, Baptist Health Paducah has the Professional Nurse Development Program to recognize nurses who achieve points for participating in or leading initiatives within and outside the hospital. Congratulations to all the nurses who participated and achieved this notable award. In 2025, we also had several nurses who continued their education and received support through the tuition reimbursement program offered by Baptist Health Paducah. Our remarkable nurses continued to achieve and maintain specialty certification despite the daily challenges. In 2025, we had ten nurses accomplish their goal for a national certification. This is a testimony to the value our nurses place on being their very best.

2025 EDUCATION AND CERTIFICATION RATES



YEAR-END BSN OR HIGHER RATE:
2025 = 58%

YEAR-END CERTIFICATION RATE:
2025 = 19%

Nursing Certifications and Continuing Nursing Education

- **Charles Bagby, CNOR** (Certified Nurse OR)
- **Shaylon Freeman, CNOR** (Certified Nurse OR)
- **Seth Enoch, CSC** (Cardiac Surgery Certification)
- **Cori Hack, CCRN** (Critical Care RN)
- **Colton Sensing, CCRN** (Critical Care RN)
- **Kassie Hughes, BC-MS** (Medical Surgical Certification)
- **LaDonna Atkins, NPD** (Nursing Professional Development)
- **Heather Huddle, PCCN** (Progressive Care Certified Nurse)
- **Caylee Zimmer, IBCLC** (Lactation Consultant)
- **Kelly Croft, IBCLC** (Lactation Consultant)
- **Kelcey Badgley, RNC-NIC** (Neonatal Intensive)
- **Kristie Schwetman, SANE** (Sexual Assault Nurse Examiner)

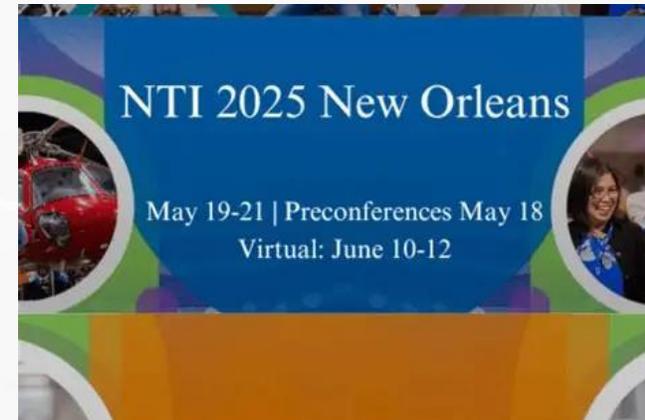
- **Emily Honey, SANE** (Sexual Assault Nurse Examiner)
- **Kristy Schwetman, CEN** (Certified Emergency Nurse)
- **Amy Manley, HACP-CMS** (HACP)
- **Allison Bauer, C-EFM (Fetal Monitoring)**
- **Hopkins, Mikaela, NCC (Obstetrical Emergencies)**
- **Allison Jones, NCC (Obstetrical Emergencies)**
- **Diana Mills, RNC-OB (Obstetrics)**
- **Diana Mills, NCC (Obstetrical Emergencies)**
- **Annie Renee Owen, BSN**
- **Kassie Hughes, BSN**
- **Marcy Johnson, BSN**
- **Allison Garrett, BSN**
- **Sarah Morrow, BSN**

Baptist Health Foundation Supported

Our very generous donors provided funds to support nursing excellence.

- Provided conference fees to the Heart Rhythm Society Conference
- Provided funding for the Charge Nurse Retreat- Development day. Wellness Fair for the hospital employees.
- Provided conference fees, room and travel expenses for two nurses to attend the National Teaching Institute and Critical Care Exposition
- Provided funding to purchase three Vascular Ultrasound Phantom- 4-Vein devices for education and training for new Vascular Access nurses

AMERICAN
ASSOCIATION
of CRITICAL-CARE
NURSES



Charge Nurse Retreat - Spring

The Charge Nurse Retreat provided dedicated time for charge nurses to focus on leadership development, team support, and professional growth in a collaborative, reflective environment.



FOUNDATION FUNDED

Employee Wellness Fair

The Well-Being Sub-Council hosted an Employee Wellness Fair with over **30 vendors** and **400+ employees** in attendance, supporting staff well-being, engagement, and Pathway to Excellence® standards.



FOUNDATION FUNDED

Preceptor Workshop

The Preceptor Workshop provided structured education and support for nurse preceptors, focusing on effective teaching strategies, communication, and role expectations to ensure consistent onboarding and professional development for new nurses and students.



Quality, Safety and Patient Experience

Quality and Safety Improvements

It is with immense pride and gratitude that we celebrate our hospital's remarkable achievements in improving key quality metrics. Thanks to the unwavering dedication and collaboration across all departments, we have made significant reductions in hospital-acquired infections (HAIs)—specifically, central line-associated bloodstream infections (CLABSI) and catheter-associated urinary tract infections (CAUTI). Additionally, our efforts have led to lower rates of hospital-acquired pressure injuries (HAPI) and blood culture contamination. These outcomes are a testament to our shared commitment to patient safety and excellence in care.

85% reduction in CLABSI

50% reduction in CAUTI

58% reduction in HAPI

Blood Culture Contamination rate reduced from 3.66% to 2%

50% reduction in MRSA Bacteremia



Reduction in Hospital Acquired Infections



Reductions in Hospital Acquired Pressure Injuries



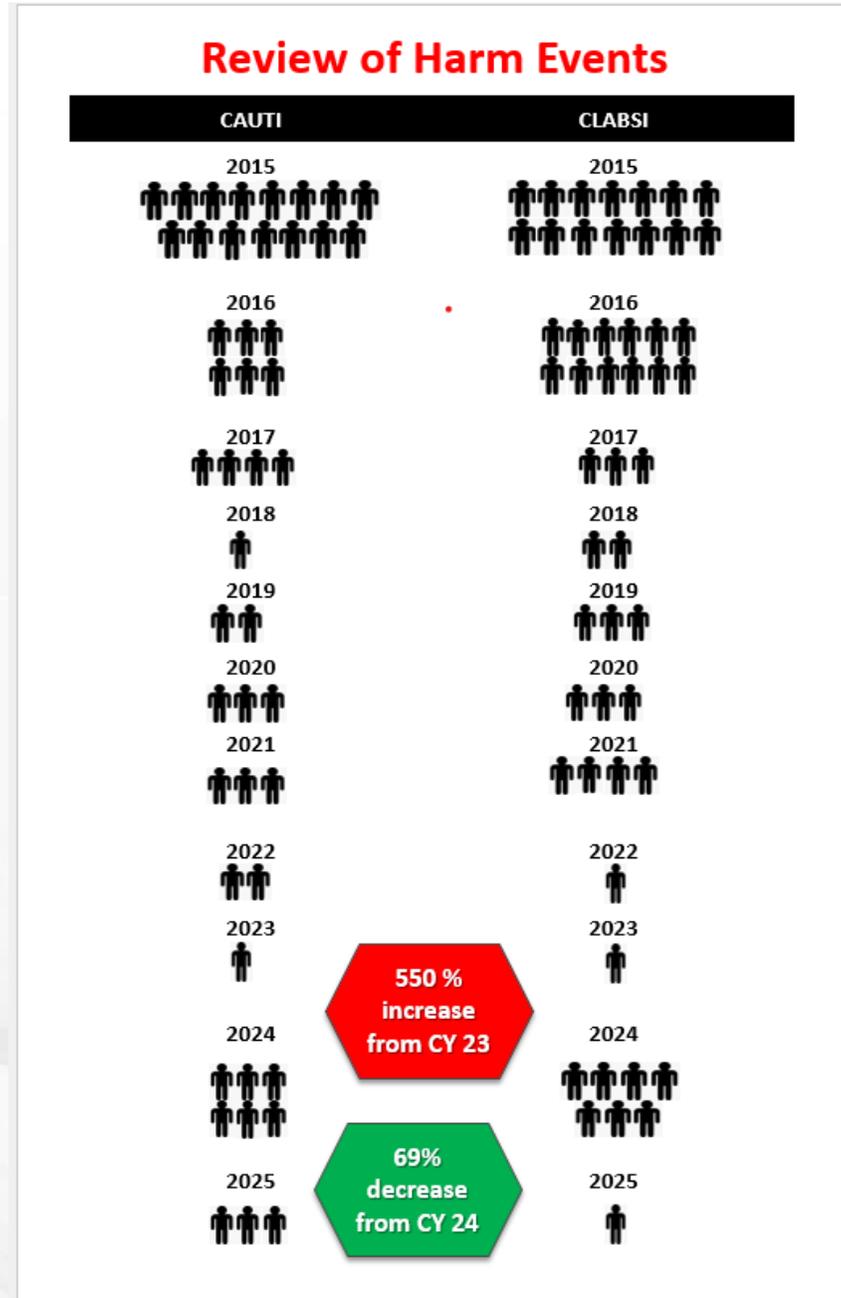
Reductions in Blood Culture Contamination



Reductions in MRSA Bacteremia

Decrease in Harm Events

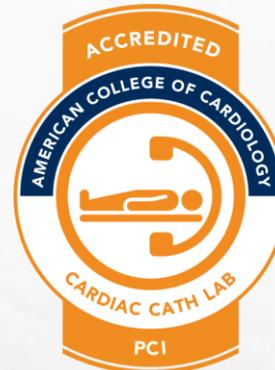
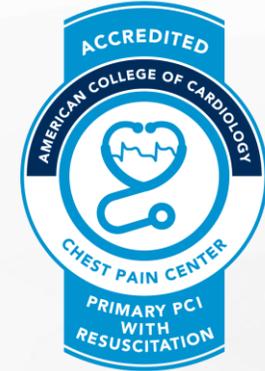
In 2025, due to your commitment and effort, we effectively reduced the incidence of hospital-acquired infections, including Central Line Associated Blood Stream Infections (CLABSI) and Catheter Associated Urinary Tract Infections (CAUTI). Every infection prevented means a patient safeguarded. The graph on the right illustrates our progress from 2015 onward as we continue to pursue excellence and aim for zero harm events.



QUALITY, SAFETY AND PATIENT EXPERIENCE ACHIEVEMENTS

Baptist Health Paducah again maintained or achieved numerous certifications, designations, awards, and accolades for the high quality of care provided. Some of these included:

- National Distinction of Excellence – HeartCARE Center by the ACC
- ANCC Pathway to Excellence
- Platinum Performance Achievement Award for Chest Pain MI registry
- Chest Pain Center with Primary PCI and Resuscitation
- Heart Failure with Outpatient Services
- Resuscitation Gold Get with the Guidelines
- Target Survival Get with the Guidelines (new award)
- Primary Stroke Center Certification by The Joint Commission
- Center of Excellence for Robotic Surgery
- CMS 5 STAR rating
- NCDR Chest Pain – MI Registry





1st Clover Award

Kristy Schwetman, ED RN

- A peer nominated award honoring 9-month-old Clover Annabel Harrold, who lost her life at 9 months old to sepsis.
- The award is meant to honor healthcare workers who have taken life-saving actions to identify and treat sepsis early. Not limited to Providers & Nurses.

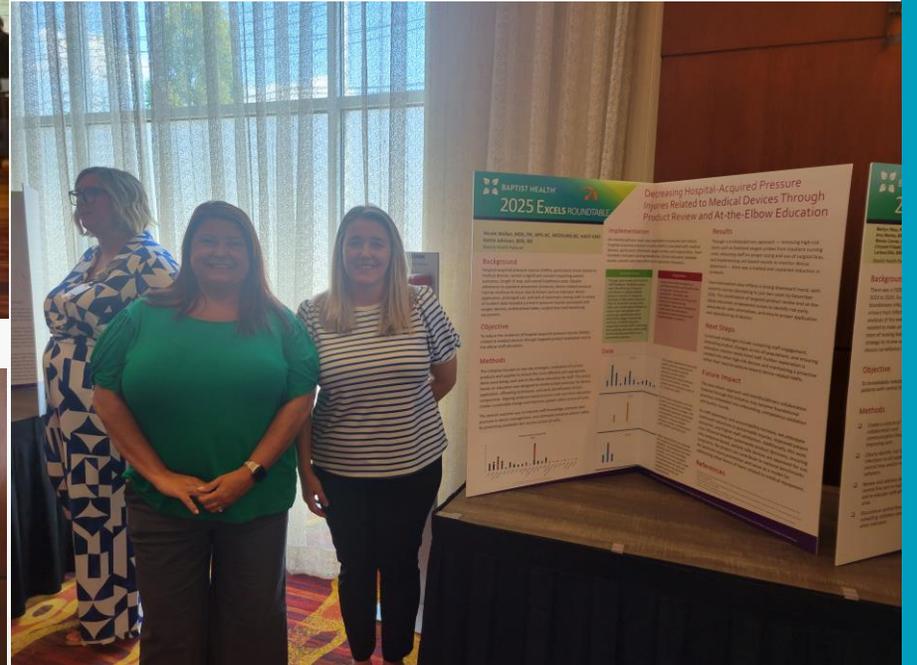


Kristy Schwetman was chosen by her peers because she not only displays clinical excellence in sepsis care, but also the courage to speak up, the heart to comfort, and the persistence to make sure no step is delayed. Patients may never know how many hurdles Kristy clears for them—but we do!

Baptist Health Excels Roundtable

August 2025

Baptist Health Paducah was well represented at the annual Baptist Health Excels RoundTable Event. Held in Louisville in August 2025. BHP Had seven presentations including podium and poster presenters. This event is hosted by our Safety, Quality and Patient Experience colleagues across the system, where best practices are shared.



Sepsis Awareness Event

October 2025

We hosted our first-ever Sepsis Awareness Event — “Time is Life”, uniting nurses, providers, and staff from across departments to highlight the critical importance of timely, coordinated care in treating sepsis.



Sepsis Escape Room

October 2025

The escape room was a hands-on activity and part of Specialty Series for new staff nurses and helped staff better understand the Sepsis Bundle in an engaging, scenario-based format.

One participant shared, “The sepsis lecture and presentation helped me better understand the different stages of sepsis better than school ever did.”

Remember: Sepsis =
Temperature, Infection, Mental
Decline, Extremely Ill!



Sepsis Superhero Award

Caring for a patient with suspected sepsis is a challenging nursing role. Early recognition and appropriate management of a patient with sepsis saves lives. Nurses play a fundamental role in detecting changes in that could indicate the onset of sepsis. Nurse familiarity with ‘red flag’ criteria for sepsis and thorough completion of early warning scores facilitate earlier recognition and time critical intervention.

Melissa Brandon screened 100% of her patients for sepsis in 2024 and she was recognized for her unwavering commitment to improving sepsis outcomes and her resilient efforts in addressing the challenges of early sepsis diagnosis, treatment and prevention.



Time Out!

Each year, on the second Wednesday in June, the Association of Perioperative Registered Nurses (AORN) leads a vital initiative to highlight the importance of taking a surgical "time out" before every procedure. The Time Out is often the final safety check before incision. It gives every member of the surgical team the opportunity to speak up, review key details, and voice concerns. This critical pause — usually lasting around two minutes — is time well spent to prevent events like wrong-site surgery.



Nursing Professional Governance Model

NURSING PROFESSIONAL GOVERNANCE

Professional Governance Council:

- Held the monthly Unit-Based Shared Governance Meetings
- Led the development of several practice alerts to educate staff on important changes such as Heparin protocol changes and Home Meds brought into facility.
- Participated in the quarterly Prevalence Study
- Led and coordinated unit-based product trials, including PureWick, AccuVein, Chest Tube Atrium, and Enteral feeding Pumps,

Nursing Practice Council:

- Kept staff up to date on various continual drug and product changes.
- Provided input and expertise to several clinical practice issues/changes such as IPASS, Meds to Bed and Sepsis OPA .
- Members received regular updates on key practice issues such as restraint and blood documentation changes, controlled substance return and waste
- Reviewed policies and procedures for evidence - based practice

Nursing Recognition & Advancement Sub Council:

- Help support the Pathway to Excellence Survey through Pathway Champions
- Received over 150 gifts for nurse's week drawing from community partners.
- Encouraged nurses to use the Success Pays Program to obtain a certification . Five candidates applied; one has completed certification, and four are in the testing phase.

Nursing Well-being Council:

- Led the Angels Among Us campaign that provided 15 families of BHP with Christmas.
- Wellbeing Fair with 27 vendors and over 400 employees that registered.
- Reviewed Daisy nominations and presented 5 awards
- Reviewed BEE award nominations and presented 6 awards



Nursing

Professionalism

Congratulations to Dr. Marilyn Riley, the hospital's chief nursing officer, on her 2025 election as a Board Member At-Large for the Kentucky Nurses Association (KNA). In this role, she advocates for 93,000 nurses across the Commonwealth. Being a member of the ANA and KNA she demonstrates advocacy for all nurses.





2025 Visits

Licensed Bed: 373
Total patients seen: 253,252
Inpatient Admissions: 9,360
Acute Inpatient Days: 43,680
ED Visits: 41,332
Surgical Procedures: 20,948 (includes inpatient and outpatient)
Open Heart Surgeries: 330
Cardiac Catheterizations: 1,958
Maternal Deliveries: 1,148
Babies cared for in the NICU: 199
Infusion Center treatments: 12,465
Radiation Oncology treatments: 10,282
NICU Transports: 27
Employees: 1,546
Nurses: 400