



2025 Nursing Annual Report

Advancing care together

Mission, vision, values

We are Inova, Northern Virginia’s leading nonprofit healthcare provider. With expertise and compassion, we partner with our patients to stay healthy. Our expansive network of services, programs and convenient locations knit together to provide our patients with the very best clinical care and a seamless experience.



As we reflect on 2025, I want to extend my heartfelt gratitude to the remarkable nurses across Inova who continue to lead with compassion, professionalism and enduring commitment.

In a year defined by growing clinical, operational and digital complexity, our nurses remained steadfast in delivering safe, patient- and family-centered care while upholding the highest standards of nursing excellence.

Throughout the year, nursing played an essential role in advancing Inova’s enterprise priorities and strengthening alignment throughout our system. Professional nursing governance continued to serve as the foundation of our practice, empowering nurses at every level to influence care standards, guide policy alignment and shape exceptional patient outcomes. Through the governance framework, guided by the principle of shared decision making, we achieved greater collaboration and consistency across care sites and services. These efforts facilitated outstanding accomplishments, including Inova Loudoun Hospital’s first Magnet with Distinction® designation – the highest honor – and Inova Fairfax Hospital’s second Magnet® designation, which was recognized with nine exemplars.

Innovation, inquiry and strategic foresight defined 2025 for Inova nursing. Our nurses led the way in integrating technology into emerging care models and advancing evidence-based practice and research. This dedication to professional growth and knowledge sharing was reflected in five implementation science nursing publications, culminating in December in the American Journal of Nursing. This further highlights Inova nursing’s national influence and our collective commitment to advancing the body of nursing knowledge, and the profession.

It is a privilege to serve alongside such an extraordinary and accomplished nursing workforce. Looking ahead, Inova nursing will continue to elevate professional practice, driven by purpose and intentional planning, and grounded in Inova values that define who we are. Together, we will continue to shape the future of care delivery and make a lasting impact on the patients, families and communities we are privileged to serve.

Maureen E. Sintich

Maureen Sintich, DNP, MBA, RN, WHNP-BC, NEA-BC
Chief Nurse and APP Executive



Nursing professional practice model

This model reflects the foundation of our nursing practice and the shared commitments that guide how we care, lead and grow.



Inova at a glance

5

Hospitals

20+

Urgent care centers

4

HealthPlex locations

220+

Primary and specialty care practices

26,000+

Team members

9,000+

Registered nurses

1,840

Hospital beds

Inova Alexandria Hospital (IAH)

Ambulatory (AMB)

Inova Fair Oaks Hospital (IFOH)

Inova Fairfax Medical Campus (IFMC)

Inova Loudoun Hospital (ILH)

Inova Mount Vernon Hospital (IMVH)

Inova System Offices (ISO)

	Inova Health	IAH	AMB	IFOH	IFMC	ILH	IMVH	ISO
Nurse count	9,000+	886	576	803	4,755	1,135	615	844
Nurses in research	44	—	—	—	—	—	—	—
Nurses participating in ADVANCE	1,576	135	26	135	932	178	138	32
RN 2	923	84	14	86	518	110	87	24
RN 3	406	34	7	31	256	50	22	6
RN 4	186	15	4	12	118	13	23	1
RN 5	61	2	1	6	40	5	6	1
BSN+ in 2025	86%	81%	54%	93%	90%	94%	93%	97%
Nurses with board certification	35%	38%	19%	45%	34%	35%	38%	33%

DAISY Award® highlights

	Total nominations	Total recipients
DAISY Award®	1,571+	48
DAISY Leader Award®	49	14
DAISY Team Award®	7	3

*Totals include only sites tracking DAISY nominations; ILH and IFOH excluded.
*Data accurate as of December 2025.

Inova nursing strategic plan

Aspiring to be the most trusted nurses in the nation

Nursing shapes every part of the patient experience. When nurses are supported, empowered and given opportunities to grow, care becomes safer, teamwork becomes stronger, and patients and families feel the difference. Investing in nursing also helps Inova attract and retain exceptional talent, support innovation and build a stronger future for care.

The following summarizes how the nursing strategic plan aligns with and advances Inova system priorities.



Thriving team members

OUR PRIORITIES:

Cultivating a safe and inclusive environment where every team member is not only valued and recognized, but where their wellbeing is supported, and they feel a strong sense of purpose delivering Inova Care and advancing our mission.

OUR WORK:

- Reduce nurse turnover
- Professional development
- Leadership development
- Communication cascade
- Workplace safety
- Wellbeing

Building Inova Care

OUR PRIORITIES:

Consistently and universally offering a best-in-class seamless system of care.

OUR WORK:

- Patient experience
- Quality indicators – HAIs
- SDOH/What matters most
- Discharge pathways
- Internal flow

Financial stewardship

OUR PRIORITIES:

Optimizing Inova's collective resources – time, goods and money – in the most efficient and beneficial way to ensure Inova's vibrancy and financial sustainability.

OUR WORK:

- Increased ownership of financial stewardship
- Sustainability of resources

Growing Inova

OUR PRIORITIES:

Intentionally expanding Inova's organizational and clinical capabilities, market position and presence throughout Northern Virginia.

OUR WORK:

- Ambulatory network development
- Community engagement
- Digital – AI, virtual nursing, patient outreach, data-driven decision making
- Enabling execution – workflow, adoption, accountability

2 | 2025 Nursing Report



INOVA FAIR OAKS HOSPITAL

2025 National Magnet Nurse of the Year

Inova makes history with national innovation honor

For the first time, one of our own has earned one of nursing’s highest honors. Renee Bloom, MSN, RNC–NIC, RNC–LRN, NICU RN Unit Supervisor, received the 2025 National Magnet Nurse of the Year Award for New Knowledge, Innovations and Improvement from the American Nurses Credentialing Center (ANCC).

Recognized for advancing infant feeding practices in the NICU, Bloom led as principal investigator on a study examining the impact of Infant-Driven Feeding™ on breastfeeding and outcomes for premature infants, later published in Pediatric Nursing.

Her achievement demonstrates more than individual excellence. It shows how nursing-led research improves quality, strengthens safety and elevates the patient and family experience.

Bloom’s recognition is a proud milestone for Inova and a powerful example of how our One Team culture empowers nurses to lead innovation and advance care for our most vulnerable patients.

Defining moments

These highlights reflect the progress, purpose and patient-centered impact of our team.



“Renee represents the very best of Inova nursing. Her leadership, clinical expertise and unwavering dedication to improving care for our most vulnerable patients set an extraordinary example. We are incredibly proud and grateful for the impact she continues to make not only within Inova but on the future of neonatal care.

– Maureen Sintich,
Chief Nurse and APP Executive

INOVA HEALTH

Inova named Press Ganey's 2025 Health System of the Year

A national honor that recognizes excellence in safety, quality and patient experience

This award recognizes healthcare organizations that have demonstrated a consistent commitment to excellence in patient care, community health and innovation. For nurses, this award reflects the vital role they play in delivering compassionate, high-reliability care across every setting. It also reinforces the strength of a culture where clinical excellence and human connection go hand in hand.

Serving more than 2 million patients each year, Inova continues to set the standard through innovation, teamwork and an unwavering commitment to equitable, patient-centered care. This recognition speaks to the dedication of nurses and treatment teams who listen closely, act on insight and continuously improve how care is delivered. It reflects a system that invests in its people, supports professional growth and utilizes data into better outcomes and safe experiences for every patient. Inova's recognition is both a milestone and a promise to keep raising the bar.



PressGaney
HX25

“Inova’s success can be attributed to its commitment to patient-centered care, innovative medical practices and an engaged team who embodies their mission, vision and values. Integrating cutting-edge technology with dedicated care and a community focus positions Inova as a leader in healthcare. We are proud to be their partners.

- Patrick T. Ryan,
CEO and Chairman at Press Ganey

INOVA HEALTH

Virtual nursing, real impact

Featured in the Johnson & Johnson Caring with Courage video series*

When nurses have more time at the bedside, patients feel the difference. Inova’s virtual nursing pilot helps make that possible by shifting time-intensive tasks that don’t require in-room care to a virtual care platform staffed by experienced registered nurses.

Through camera technology, virtual nurses support admission assessments, discharge education, wound care and teaching. This gives bedside nurses more time to focus on hands-on care, deeper connection and clinical support. What began in 2023 across three units at Inova Fairfax Hospital and Inova Loudoun Hospital quickly became a powerful example of nursing-led innovation in action.

“When nurses have the power to innovate and make change, the sky’s the limit! Patients benefit, healthcare systems benefit and the nurse’s benefit.”

- Maureen Sintich, Chief Nurse and APP Executive

Using rapid-cycle testing through an Institute for Healthcare Improvement pilot supported by Johnson & Johnson, nurses and leaders built, tested and refined workflows in real time.



The results showed that virtual nurses saved 20 minutes or more per patient each day, putting that time back into direct patient care. Just as important, the model created added support for newer nurses, who benefit from the guidance of seasoned colleagues. It is a strong example of how empowering nurse-led innovation enhances patient care.



**View the
video episode**

“The virtual nurses are more experienced nurses; they have a lot of years under their belt. So, they’re definitely great advocates for newer nurses. We can ask them questions and I feel more supported.

- Artasia Wallace, RN,
Inova Fairfax Hospital

*The Johnson & Johnson Caring with Courage video series was produced as a collaboration between the International Nurses Council and BBC StoryWorks Commercial Productions.



Collaborative relationships



When teams come together around a common purpose, progress reaches further.

INOVA FAIRFAX HOSPITAL

Nourishing hope

Nurses at Inova Schar Cancer spearhead new food bank to support pediatric infusion families

A child's cancer diagnosis is emotionally devastating and often financially stressful. During treatment, parents may face reduced work hours, transportation barriers, and a lack of access to school and community resources. These stressors combine to amplify food insecurity for families of children with cancer. Two extraordinary Inova nurses, Alexandra DiGilio, BSN, RN, CPN, and Erica Colchao-Arnillas, BSN, RN, CPN, CPHON, took action to address this need, opening a food bank at Inova Schar Cancer's pediatric infusion clinic.

"In addition to the emotional devastation that comes with learning your child has cancer, a lesser known and equally devastating impact is the financial burden of treatment. Our hope is that the pantry can lessen or even remove the burden of putting food on the table for our food insecure patients."

— Erica Colchao-Arnillas, BSN, RN, CPN, CPHON

These two nurses secured Inova Foundation support to open the food bank. It provides weekly grocery bags filled with nutritious, nonperishable items tailored to the needs of pediatric oncology patients and their families. The grocery bags offer practical relief, reducing financial stress and helping families focus on their child's treatment rather than basic needs.

Their efforts addressed a critical gap that supports treatment tolerance, recovery and favorable outcomes. Patients at the pediatric infusion clinic are particularly vulnerable, not only because they



are children, but also because they do not have access to school-based resources healthy children would receive. "They cannot take advantage of free school lunches, as they are pulled from school during active cancer treatment," said DiGilio.

With compassion-driven leadership and an unwavering commitment to patient-centered care, DiGilio and Colchao-Arnillas exemplify the highest standard of oncology nursing advocacy.



The food bank served 55 pediatric patients and their families in its first three months, supporting 223 total household members.



Multidisciplinary team receives Nursing Excellence Award for collaboration

INOVA FAIRFAX HOSPITAL

Teamwork triumphs in boosting patient and nurse safety

Inova Fairfax Hospital frontline workers unite to elevate care

In a remarkable collaboration, a dedicated team of nurses, Advanced Surgical Technology and Education Center (ASTEC) members, Professional Practice team members, and anesthesiologists at Inova Fairfax Hospital came together to enhance safety for patients and providers alike. They developed a sturdier design for IV poles that could support up to 12 pumps with a more efficient ICU manifold holder. After more than six months of careful evaluation, the results showed a 100% reduction in IV-pole-related safety incidents.

Their hard work and ingenuity were celebrated with the Nursing Excellence Award for team collaboration, recognizing the power of teamwork in driving meaningful change. This project exemplifies Inova’s commitment to fostering an environment where frontline innovation thrives and truly improves care.

Team members:

- | | |
|---|--|
| Ronald Bank, MD, FASA | Melanie Hoeve, DNP, CNS, ACCNS-AG, CCRN |
| Myra Branch, CRNA | Christie Lee, BSN, RN |
| Stephanie Chamberlain, DNP, CNS, ACCNS-AG, CCRN | Sophia Pan, DNP, CNS, ACCNS-AG, CCRN-CSC (Team leader) |
| Kevin Dade, Lead Anesthesia Tech | Donna Thomas, MSN, RN, CCRN |
| Cindy DeHaan, MSN, RN, CCRN, NPD-BC, PCCN | Larry Walker, Senior Director, ASTEC |
| Katie Grose, MSN, RN, CCRN, TCRN | |

“It’s truly inspiring to work with an interdisciplinary group of like-minded, hard-working individuals to create innovative solutions for our frontline team members and reduce staff and patient harm.”

– Sophia Pan, DNP, CNS, ACCNS-AG, CCRN-CSC, Clinical Nurse Specialist, Inova Fairfax Hospital

INOVA FAIRFAX HOSPITAL

Perioperative Passport Program

Growing our future workforce through engaging career exploration

There are many career pathways in healthcare. One Inova nurse was inspired to create a program highlighting perioperative careers because of her experience as a parent.

“As a mother of a high school student who was exploring career choices, I was seeking an opportunity to help my daughter see what working in a perioperative career would look like,” said frontline clinical nurse Bridgette Parker, BSN, RN, CNOR.

After learning that other Inova team members wanted their high school children to get an inside look at perioperative careers, Parker wrote up her ideas for a program and brought it to surgical services leadership. They applauded Parker’s idea – and secured financial support from the Inova Foundation to make it a reality. In 2023, Inova held its first Perioperative Passport Program with high school students.

The all-day workshop included:

- A career panel presentation with representatives from all perioperative disciplines
- Hands-on workstations: sterile surgical scrub, gown and glove, laparoscopic and robotic surgical stations, sterile technique and surgical instrument setup, specialty surgical procedures, pre-op, and intubation
- A mock surgery
- Tours of sterile processing, pathology, pediatric pre-op, and the cardiovascular OR dome

The program has been hugely popular, and the team held their fifth annual Perioperative Passport Program day. The team plans to hold additional program sessions in the future.

INOVA FAIRFAX HOSPITAL

Restorative workshops for forensic nurses earn innovation award

How one nurse is transforming trauma care for her peers



Forensic nurse examiners routinely face deeply emotional and traumatic cases – experiences that can take a heavy toll on their wellbeing. Recognizing this, Inova forensic nurse Caitlin Yerkes, MPH, BSN, RN, SANE-A, SANE-P, developed a series of restorative workshops to help her colleagues care for themselves and bolster resilience. By combining horticultural therapy with narrative medicine, Yerkes’ innovative program addresses burnout, fosters healing and builds community among forensic nurses.

The program’s impact was honored with the Virginia Nurses Foundation Innovation Award. It will be offered across Virginia – providing nurses with essential tools for self-care, connection and renewal so they feel supported throughout their careers.



Shared transformational leadership



These recognitions celebrate leadership that strengthened teams, elevated care and moved nursing forward.



INOVA HEALTH

Nursing informatics fellowship celebrates banner year

Empowering nurses to lead and grow

Inova's nursing informatics fellowship had an exceptional year in 2024 – 2025. Cohort four selected seven fellows from 78 applications, and cohort five attracted an impressive 181 applicants and selected eight fellows. In 2025, the fellowship was recognized as an exemplar during Inova Fairfax Hospital's Magnet redesignation, reflecting its impact on professional practice and innovation.

Established in 2021, the fellowship's goal is to strengthen clinical practice by developing frontline nurses into informatics leaders who serve as resources for their units. The program provides:

- Protected time
- Expert mentorship from informatics nurse specialists
- Hands-on project experience to support clinical excellence, patient safety and system-wide innovation

Participants complete year-long scholarly projects aligned with organizational priorities. This year's projects focused on virtual care, automation, workflow optimization, and clinical communication initiatives to enhance efficiency and staff engagement.

Fellows also participate in monthly professional development sessions. This year's structured learning experiences focused on EHR optimization, data analytics, change management, workflow design, and leadership development. Graduates continue to transition into formal informatics roles after the program, strengthening the organization's internal talent pipeline.

Through its investment in frontline expertise, the nursing informatics fellowship is a vital, and growing, driver of innovative transformation and nursing leadership.

"The nursing informatics fellowship has been an awesome experience. ... With everything I've learned over this last year, I can be a resource to my team members."

– Megan Yoder, BSN, RN, Nursing Informatics Fellowship Cohort Four, Inova Alexandria Hospital



AMBULATORY

How one ambulatory nurse shows up for his team

Elevating care for patients and team members

Parker Kelley, BSN, RN, clinical manager for gastroenterology services, received the 2025 DAISY Nurse Leader Award, which honors nurses who go above and beyond to support and empower their teams and create environments where high-quality care thrives. He was recognized for his outstanding leadership, compassion, and steady support of both team members and patients.

A colleague nominated Kelley for leading with integrity, humility and empathy while building a culture of trust and teamwork. His approachable style and genuine demeanor have left a lasting mark on the ambulatory nursing community and set a strong example for others.

“Parker is an amazing nurse leader. It is kind of unfair that he is so smart, bold, and clinically minded while also being so new to the role! I was able to watch from the sidelines as he took a team that had no clinical

direction and created a much more unified team. He was not intimidated by needing to stand up for his clinical team members to physicians, APPs and leadership, but rather took the time to gather all pertinent information and make logical, intelligent requests on their behalf. He has now moved to a new nurse leader role, and I have no doubt he will create the change needed to take that specialty to the next level in giving excellent care to our patients. What a win for Inova to have him as part of our team.”

- Ashley Cottrell, MSN, RN-BC, Sr. Nurse Manager

INOVA FAIR OAKS HOSPITAL

Nursing excellence

21 years. Multiple roles. One career built on growth.

Over more than two decades and ten roles, Jennie Kim, MSN, RN, CCRN, CPAN, has built a career shaped by curiosity, mentorship and opportunity – growing from unit secretary to clinical educator. She says she learned something new in every role and was always encouraged to take the next step forward.

Jennie Kim’s Inova journey

- 2004** Unit Secretary & Clinical Technician, Clinical Care
- 2005** Patient Registration, Women’s Surgery
- 2006** Nurse Extern, Medical Surgical ICU
- 2007** RN, Intermediate Care
- 2009** RN, Cardiovascular ICU
- 2012** Charge Nurse, PACU
- 2021** RN Supervisor, PACU

2022 – Present:
Clinical Mentor & Educator of Peri Anesthesia



“What makes Inova a great place to work is its unwavering commitment to developing its people and supporting career growth at every stage.

- Jennie Kim, MSN, RN, CCRN, CPAN, Inova Fair Oaks Hospital



Meaningful recognition



These achievements reflect the resilience, talent and commitment of our nursing teams.

INOVA HEALTH

DAISY Lifetime Achievement Award

An international honor recognizing nurses with exceptional impact

The prestigious DAISY Lifetime Achievement Award recognizes nurses who have devoted their entire careers to the compassionate care of others. It celebrates individuals whose work has inspired, advanced the nursing profession and exemplified the highest standards of patient advocacy and mentorship.

Kathleen (Kathy) Russell-Babin, PhD, RN, NEA-BC, ACNS-BC, is the first Inova nursing leader to receive this distinguished award. Her visionary leadership shaped the future of nursing at Inova – raising standards and improving patient care through her dedication to educational excellence, evidence-based practice and shared decision-making.

By developing innovative professional development programs, guiding the organization to Magnet accreditation and championing implementation science initiatives, Dr. Russell-Babin has left an enduring mark on nursing practice across our health system.

At the time of the award, Dr. Russell-Babin was Vice President of Professional Practice at Inova. She now serves as a consultant, continuing her lifelong commitment to compassionate care, leadership and nursing advocacy.

Dr. Russell-Babin is a driving force for excellence and an inspiration for nursing.



Kathy Russell-Babin (left) received the DAISY Lifetime Achievement Award

“Kathy has left her influence on many. Her approach is rooted in a deep understanding of the science of nursing and the art of education and promotes a positive image of the professional nurse. Her expertise and lifelong commitment to nursing have had a significant impact on many, including our patients, teams and community.

- Maureen Sintich,
Chief Nurse and APP Executive



Inova Fairfax Hospital Intermediate Cardiac Care Unit team

INOVA HEALTH

Critical care that stands out

Five teams recognized among the nation’s best

In 2025, five Inova hospital units proudly earned Beacon Awards of Excellence from the American Association of Critical-Care Nurses, a national honor that recognizes exceptional patient care and healthy work environments. Each unit met strict criteria based on outcomes and workplace health standards.

Inova Fairfax Hospital

- Intermediate Cardiac Care Unit – Gold

Inova Fair Oaks Hospital

- ICU – Silver
- Medical – Silver
- Ortho Surgical – Silver
- Progressive Care – Bronze

“It means the world to our team to earn this and show the great work that we do every day. From a nursing perspective, the Beacon Award is very prestigious.”

- Stephanie Hancock, BSN, RN, CNLM, NE-BC,
Clinical Director, Intermediate Cardiac Care Unit,
Inova Fairfax Hospital



Inova Fair Oaks Hospital Ortho Surgical team



Inova Fair Oaks Hospital Ortho Surgical team



Inova Fair Oaks Hospital Ortho Surgical team

INOVA FAIRFAX HOSPITAL

Inova Fairfax Hospital earns Magnet® redesignation

Honored among the nation's top 10%

Inova Fairfax Hospital has continued its streak of continued recognition by the ANCC as a Magnet hospital. Magnet designation is considered the gold standard for nursing excellence and a hallmark of the highest quality delivery of patient care and clinical outcomes.

Fewer than 10% of hospitals in the United States have earned Magnet status, the most prestigious nursing designation a healthcare organization can receive. Inova remains the first and only health system in the Washington, DC, metropolitan area and the Commonwealth of Virginia to have all hospitals achieve Magnet status.

“Maintaining our Magnet status is not only a point of pride – it’s essential to fulfilling our mission to provide world-class healthcare to every patient in

each community we have the privilege to serve,” said Ashley Virts, MSN, RN, NEA-BC, CNO of Inova Fairfax Hospital.



INOVA LOUDOUN HOSPITAL

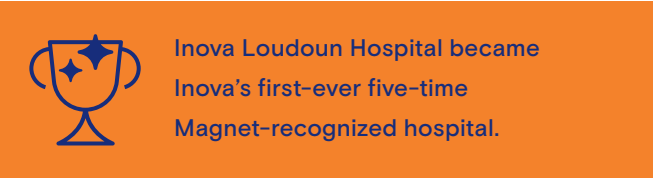
Inova Loudoun Hospital earns Magnet with Distinction®



Inova Loudoun Hospital is the first Inova hospital honored with ANCC’s highest designation

In 2025, Inova Loudoun Hospital team members across every clinical and nonclinical department celebrated an exciting milestone. The hospital earned the coveted Magnet with Distinction honor – the highest Magnet designation possible – from the American Nurses Credentialing Center. Inova Loudoun Hospital is the first Inova hospital to join the Magnet with Distinction list. Fewer than 50 hospitals nationwide earned Magnet with Distinction in 2025.

designation. This special distinction recognizes top-tier organizations that have achieved the highest level of nursing excellence, despite the dynamic and challenging nature of healthcare.



Magnet with Distinction celebrates hospitals and healthcare organizations with scores that are higher than the benchmark needed for Magnet

“Magnet with Distinction is truly an exceptional honor. Although it is a nursing-led designation, achieving Magnet with Distinction status is a true team sport. It signifies clinical, support services and provider team excellence across all areas of Inova Loudoun Hospital.”

– Debbie Stanger, MSN, RN, NEA-BC, NPD-BC, Magnet Program Director, Inova Loudoun Hospital

“*Inova Fairfax Hospital received nine exemplars. This achievement is a testament to the passion, expertise and excellence of our nursing teams and care providers across Inova Fairfax Hospital.*

– Nicole Ware, DNP, RN, CNL, Magnet Program Director, Inova Fairfax Hospital



Professional vision and value



A look at the strategies and opportunities that support professional growth and strengthen nursing practice.



INOVA ALEXANDRIA HOSPITAL

Escape from patient harm

Nursing team designs “escape room” to reinforce performance on nursing-sensitive indicators

Inova Alexandria Hospital’s professional development team created a fun and engaging way to prevent patient harm. The team designed a zombie-themed escape room that takes a proactive approach toward harm prevention, reinforcing principles of high-quality, safe care for patients at risk of developing central line-associated blood stream infections, catheter-associated urinary tract infections and pressure injuries.

In the escape room, team members worked through sets of clues that required them to use hospital-based policies and procedures to answer riddles, solve puzzles, and ultimately save their patient from harm.

Nearly 300 nurses went through the escape room, and post-activity surveys showed that it increased confidence and knowledge in applying interventions related to nursing-sensitive indicators.

Members of the team shared their work during a podium presentation at the 2025 ANCC National Magnet and Pathway to Excellence Conference® in Atlanta. During the presentation, Brittany Roberts, MSN, RN, CCRN, and Megan Dickey, BSN, RN, shared insights about their experience developing and executing the escape room as well as tips on how others could develop their own similar activities at their home hospitals.

“This project showed how taking a creative approach to a serious topic like patient harm prevention can help make the principles and procedures easier to remember. We all have a role to play in keeping patients safe.

– Brittany Roberts, MSN, RN, CCRN,
Clinical Nurse Educator

INOVA HEALTH FOUNDATION

Nurses gain oncology-specific expertise with philanthropic support

Thank you to the Diane Ray Brown Oncology Nursing Education Fund

Caring for cancer patients takes a special kind of person. Inova Schar Cancer is supporting nurses’ continued growth through a donor-supported partnership with the Oncology Nursing Society, a national professional community of nurses dedicated to improving the lives of patients with cancer.

Thanks to generous support from the Diane Ray Brown Oncology Nursing Education Fund, Inova nurses:

- Became Oncology Nursing Society members
- Attended the national Oncology Nursing Society Congress annual meeting
- Obtained oncology-specific certifications such as oncology certified nurse (OCN)

These opportunities connected nurses to evidence-based education, professional resources and national networks, strengthening specialized oncology knowledge and advancing patient care quality across Inova Schar Cancer.

About the Diane Ray Brown Oncology Nursing Education Fund

After a courageous two-year battle with breast cancer, Diane Ray Brown passed away in 2020. Her husband, Leonard, established this fund to honor Diane’s legacy – and to give back to the nurses who gave them so much – by providing oncology nursing support, with special emphasis on support for breast cancer nurses.



In 2025, with support from the Diane Ray Brown Oncology Nursing Education Fund:

- 12 nurses attended specialized oncology conferences
- 130 nurses received Oncology Nursing Society memberships and earned OCN certifications

“I have been an oncology nurse for seven years, and an OCN for four years. Being an OCN is a badge of honor in our field and shows dedication to continuing education and commitment to best practice for the cancer patients we serve. I use the skills and knowledge gained from being an OCN daily as a nurse educator at Inova Schar Cancer.”

– Jocelyn Faro, MSN, RN, OCN, Clinical Educator Nursing

AMBULATORY

Elevating care through expertise

In just four years, Kaila Morrow, BSN, RN, SCRNP, AMB-BC, has advanced her career – moving from RN team lead to nurse manager while earning multiple certifications and pursuing graduate education as a nurse practitioner. Her journey reflects the strong support Inova provides for professional growth, education and career advancement.

Kaila Morrow’s Inova journey

2022	Team Lead, Neurosurgery
2023	Earned AMB-BC certification
2024	Nurse Manager, Neurosciences
2025	Began Master of Science in Nursing, Family Nurse Practitioner

“Becoming certified has deepened my understanding of my specialty and improved the care I provide.”

– Kaila Morrow, BSN, RN, SCRNP, AMB-BC, Nurse Manager, Neurosciences



Care delivery system

 Moving care forward through innovation, coordination and compassion.



INOVA ALEXANDRIA HOSPITAL

Stronger teams, better outcomes

OR nurses recognized for specialized perioperative knowledge



In 2025, the operating room (OR) team at Inova Alexandria Hospital received the CNOR® Strong designation from the Competency & Credentialing Institute, which recognizes excellence in perioperative nursing. This honor is given when at least half of a department’s nurses are CNOR certified, emphasizing their dedication to patient safety and personal growth.

Achievements like these underscore Inova’s ongoing support of continuing education and professional development for every team member.

All Inova hospital ORs have received the CNOR® strong designation including:

- Inova Alexandria Hospital
- Inova Fairfax Hospital
- Inova Fair Oaks Hospital
- Inova Loudoun Hospital
- Inova Mount Vernon Hospital

“ *This recognition highlights our commitment to the highest standards in perioperative nursing.*

– Francine Barr, DNP, RN, NEA-BC,
Chief Nursing Officer, Inova Alexandria Hospital

INOVA MOUNT VERNON HOSPITAL

Virtual admission nursing

Inpatient rehab team launches innovative model

The acute inpatient rehabilitation team at Inova Mount Vernon Hospital is dedicated to providing world-class, patient-centered care with individualized attention. Yet too often, workflow challenges and burdensome documentation requirements made it difficult for bedside nurses to focus on what they do best: caring for patients.

To address these issues, the team implemented a virtual admission nurse model to improve admission efficiency and patient experience during peak hours – and saved an estimated 30 to 45 minutes per admission.

The team collaborated with nursing informatics and information technology to create a standardized workflow for virtual admission nurses using Inova’s existing telehealth infrastructure. The workflow focused on:

- Completing admission documentation in a timely manner
- Screening for social drivers of health
- Conducting medication reconciliation



30 to 45 minutes saved per admission.

The virtual admission nurse model delivered outstanding results:

- Improved documentation compliance
- Enhanced patient satisfaction
- Reduced workload burden for bedside nurses

As a result of these successes, Inova Mount Vernon Hospital’s inpatient rehabilitation team shared the initiative through a podium presentation at the Association of Rehabilitation Nurses’ national conference. Stacey Schaab, MBA, BSN, LNHA, CPHQ, NE-BC, GERO-BC, CJCP, Senior Director of Nursing, and D’Andra Fortune, BSN, RN, CRRN, Clinical Director of Acute Inpatient Rehabilitation, delivered the presentation.

“Implementing the virtual admission nurse model has helped improve compliance while reducing bedside workload. We are proud to highlight Inova’s virtual nursing innovation, sharing our success in the hope that other health systems can benefit from a similar approach.”

– Stacey Schaab, MBA, BSN, LNHA, CPHQ, NE-BC, GERO-BC, CJCP, Senior Director of Nursing, Inova Mount Vernon Hospital

INOVA FAIRFAX HOSPITAL

A life-changing care decision

Inova labor and delivery nurse’s commitment to family-centered care helps save a mother’s life

As a member of Inova Fairfax Hospital’s labor and delivery team, Ashleigh Holzworth, BSN, RN, understands the life-changing impact family-centered care can have. That’s why, when one of her patients became critically ill after delivering, Holzworth took action. The mom was in the intensive care unit (ICU), where she was intubated and sedated. The care team was worried, and her prognosis was poor.

Holzworth, however, didn’t give up. She had a simple idea: If the mother could have skin-to-skin contact with her newborn, who was in the neonatal ICU, it might help both mother and baby. Skin-to-skin contact is widely recognized to have benefits for both newborns and parents, reducing stress, improving recovery and boosting positive health outcomes. Holzworth set to work immediately to coordinate the newborn’s visit to mom.

She partnered with leaders of Inova’s women’s and children’s services lines, as well as physicians, the critical care team and infection prevention to facilitate the newborn’s visit to the ICU, enabling skin-to-skin contact between mother and baby. The following day, the mother was extubated, and she



ultimately recovered – an outcome the care team described as life changing.

Recognizing the importance of this connection, Holzworth collaborated with ICU partners to help standardize the practice to support similar mother–infant connections in future critical cases, fostering interprofessional collaboration and team engagement.

“Ashleigh’s clinical excellence, compassionate advocacy and unwavering commitment to patient safety and outcomes makes her a role model for Inova’s mission, culture and values.”

– Lauren Al Hashimi, BSN, RNC-MNN, Nurse Manager, Family-Centered Care Unit, Inova Fairfax Hospital



Evidence-based practice



Evidence-based practice helps strengthen clinical decision-making, improve outcomes and advance the quality of care.

INOVA HEALTH

How research heals

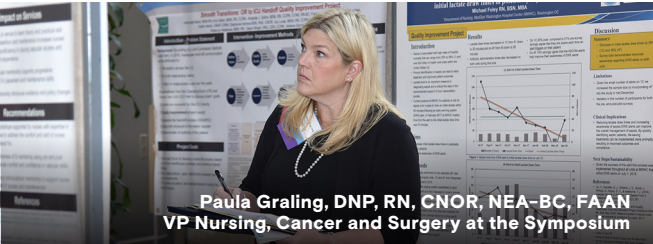
Inova’s nurse scientist team drives measurable improvements in patient care

At Inova, nurse scientists play a crucial role in advancing care by asking important questions, generating new knowledge and helping translate findings into clinical practice. By conducting and sharing research, participating in clinical studies, mentoring others, and fostering a culture of inquiry, they help turn everyday clinical challenges into meaningful improvements for patients and care teams.

In 2025, the team guided research councils composed of frontline nurses, led a highly successful evidence-based practice (EBP) fellowship, mentored nursing doctoral students, and delivered system-wide EBP education designed to strengthen patient care across Inova.

Their impact was on full display at the 10th annual Nursing Research and Evidence-Based Practice Symposium, where nurses from across the region gathered to share ideas, present findings and learn how research and evidence-based practice can improve patient outcomes.

The event drew over 900 registrants and featured posters and podium presentations from nursing research and EBP fellows, Inova nursing research study teams, academic colleagues and graduate nursing students. “Attending the Symposium really shifted my perspective,” said Ji Kim, BSN, RN, CCRN, CSC, NPD-BC, a clinical mentor at Inova Schar Heart and Vascular. “I hadn’t been very engaged in these



2025 highlights:

- 10+ Ongoing nursing research studies
- 100+ National and local poster and podium presentations
- 17 Published manuscripts
- 30+ Nursing doctoral students mentored
- 20+ Nursing research and EBP fellows supported

areas before, but seeing both experienced and new nurses actively participate was so encouraging. It sparked a genuine interest in how research can drive meaningful improvements in our clinical practice.”

Through events like the Symposium, along with everyday leadership and mentorship, the Inova nurse scientist team continues to champion rigorous science, foster professional growth, and ensure that innovative, evidence-driven care continues to improve outcomes for every patient Inova serves.

“Hearing how nurses across the system and the area are translating research into real world impact reminded me of the power of inquiry at the bedside.

- Lindsay Schoem, BSN, RN, TCRN,
Trauma Nurse Specialist, Inova Loudoun Hospital

INOVA MOUNT VERNON HOSPITAL

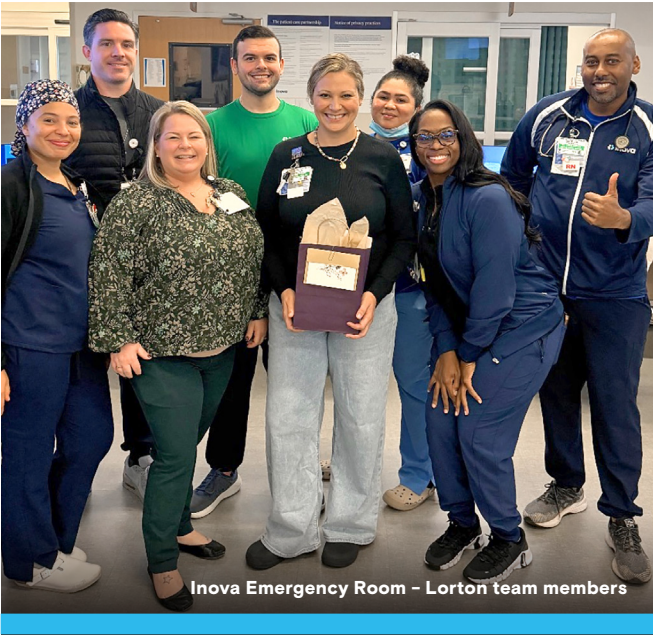
Comfort during loss

Inova Emergency Room – Lorton care team develops new approach to support grieving parents

Pregnancy loss is heartbreaking, and for many families, treatment in the emergency room is their first experience navigating that grief. Recognizing the need for more compassionate support, team members at Inova Emergency Room – Lorton came together to create a new approach to care.

Collaborating with obstetricians across Inova, the team developed an evidence-based program that includes team member education, provider nurse rounding and a Perinatal Loss Kit with thoughtful items designed to bring comfort to patients and families.

Together, these efforts ensure care teams are better equipped to support the unique emotional needs associated with pregnancy loss while helping standardize care across Inova.



“This initiative reflects our commitment to providing empathetic, patient-centered care and supporting our teams in delivering it. It’s incredibly rewarding to bring even a small measure of comfort to someone in pain.”

– Kelsea Anderson, MSN, RN,
RN Unit Supervisor,
Inova Emergency Room – Lorton

INOVA LOUDOUN HOSPITAL

Pediatric ER nurses lead TEN-4-FACESp implementation

Protecting vulnerable children through evidence-based screening

Child maltreatment is a major cause of injury and death in young children, and bruising is often the earliest warning sign. To protect the community’s youngest members, nurses from Inova Loudoun Hospital’s pediatric emergency room (ER) championed the implementation and integration of TEN-4-FACESp, an evidence-based bruising screening tool, into the hospital’s electronic medical record system.

An evidence-based solution to child abuse identification

TEN-4-FACESp is a screening tool designed to help healthcare providers identify suspicious bruising in children younger than 4 years old. Pediatric ER nurse supervisor Serena McReynolds, BSN, RN, TCRN, CPEN, learned about the TEN-4-FACESp screening tool at the 2023 Emergency Nurses Association conference and immediately recognized the tool’s potential to improve nurses’ ability to recognize abnormal bruising, strengthen documentation and enhance early reporting of suspected child abuse.

Realizing the hospital lacked a standardized method to detect abuse-related bruising, she partnered with colleague Johanna Emory, BSN, RN, CPEN, TCRN, and educator Becky McCoy, MSN, RN, CPEN, TCRN, NPD-BC, to evaluate the evidence and propose an evidence-based practice change. They put together an evaluation team that included clinical nurses, physicians, leadership and nursing research experts. After conducting a comprehensive literature review, the team confirmed its strong support for integrating TEN-4-FACESp into routine assessments.

Next, the team began designing how the tool would function in practice. Team members consulted with Seattle Children’s Hospital, collaborated with Epic analysts, and built the TEN-4-FACESp screening tool directly into the EMR – complete with a best practice advisory to alert physicians when a child screened positive.



In September 2024, the TEN-4-FACESp tool went live in Inova Loudoun Hospital’s pediatric ER, followed by the tool’s rollout across Inova. In fall 2025, part of the team involved in this project shared their experience in a poster presentation at the Emergency Nurses Association national conference, among other nursing innovation and evidence-based practice conferences.

By implementing TEN-4-FACESp, Inova transformed its approach to identifying child maltreatment, moving to a validated, evidence-based system designed to protect the most vulnerable children.

“The successful implementation of this initiative resulted in improved screening compliance, strengthened documentation practices, and heightened awareness of nonaccidental trauma, thereby facilitating earlier intervention and contributing to improved patient safety outcomes for vulnerable pediatric populations. I am proud to have been one of the coleaders and a member of this collaborative team.”

– Serena McReynolds, BSN, RN, TCRN, CPEN, Unit Supervisor,
Inova Children’s Emergency Room – Loudoun

Sharing knowledge

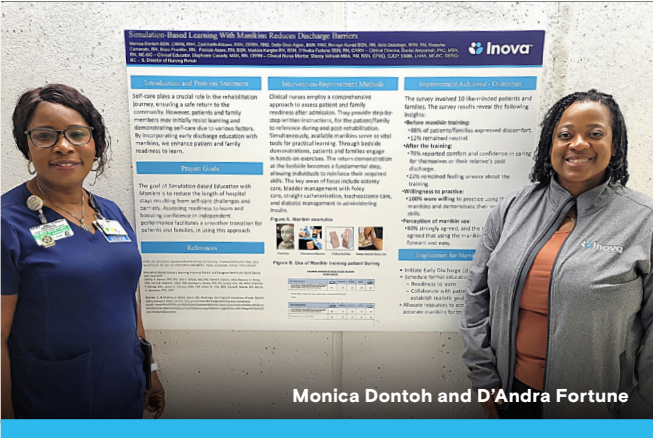
Rehab nurse leaders publish article in national journal

Inova Mount Vernon Hospital's inpatient rehabilitation nursing leaders published an article in Rehabilitation Nursing, the official journal of the Association of Rehabilitation Nurses. Entitled Enhancing caregiver readiness: the role of simulation-based training with mannequins and models in patient discharge education, the article examines how simulation-based caregiver training affects discharge readiness in the inpatient rehabilitation setting.

The article demonstrates that hands-on caregiver training using mannequins and anatomical models:

- Improves caregiver confidence
- Increases skill mastery
- Boosts discharge readiness
- Supports safer transitions to home
- Reduces discharge delays
- Enhances caregiver preparedness for complex medical tasks

“This project was inspired by the real needs of caregivers who want to do the right thing but benefit from hands-on guidance and reassurance. Through evidence-based simulation using mannequins and models, we created a safe learning environment



that builds confidence, skill mastery and discharge readiness,” said Unit Supervisor Monica Dontoh, BSN, RN, CRRN, who coauthored the article with D’Andra Fortune, Daniel Ampomah, PhD, MSN, RN, and Stacey Schaab, MBA, BSN, LNHA, CPHQ, NE-BC, GERO-BC, CJCP.

The work was also highlighted during a Joint Commission survey, conducted by a rehabilitation medicine physician surveyor, as an exemplar of effective discharge education and caregiver readiness practices. The work validated that the complexities the team faces at the bedside as they prepare caregivers to confidently care for their loved ones are shared across rehabilitation settings nationwide.

“Seeing this work recognized on a national platform is incredibly rewarding and reinforces the power of innovative nursing practice to improve outcomes for patients and families.

– Monica Dontoh, BSN, RN, CRRN, Unit Supervisor Inpatient Rehabilitation, Inova Mount Vernon Hospital

