



Kennedy Pierce

Registered Nurse III, Correctional Health

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STRENGTHS

- ♥ **Clinical judgment**
Subtle changes became clear through focused reassessment and chart review, helping teams act before risk grew.
- 👥 **Secure care leadership**
Shift coordination brought order to competing needs, and colleagues often sought guidance during difficult assignments.
- 💬 **Patient education**
Teach back made medication and aftercare instructions practical for patients facing literacy or learning barriers.
- 🎓 **Staff development**
Bedside coaching and adult learning methods helped new nurses gain confidence with procedures and documentation.
- 📈 **Quality improvement**
Incident trends prompted useful workflow changes, with documentation and medication safety becoming steadier afterward.

SKILLS

- Comprehensive assessment
- Reassessment Care planning
- Medication administration
- Emergency response
- Evidence based practice
- Standardized procedures
- Clinical documentation
- Patient education
- Interdisciplinary care Delegation
- Shift leadership Precepting

SUMMARY

California Registered Nurse with eight years of full time post licensure practice, including more than four years at a proficient clinical level in correctional and safety net healthcare. Provides comprehensive assessment, reassessment, medication administration, emergency response, care planning, patient education, and interdisciplinary coordination for adults with complex medical, behavioral, and psychosocial needs. Leads secure facility shifts, delegates work across RNs, LVNs, nursing attendants, students, and support staff, and remains accountable for care quality and documentation. Serves as preceptor and **clinical resource** through adult learning methods, competency validation, feedback, and bedside coaching. Applies evidence based practice, standardized procedures, **regulatory requirements**, privacy standards, and clinical information systems to improve continuity, patient safety, and treatment outcomes. Active California RN license, current **American Heart Association BLS** certification, and **California Class C Driver License** support dependable practice in high acuity settings.

EXPERIENCE

Registered Nurse III, Shift Lead

Capital Valley Correctional Medical Center 📅 May 2024 - Present 📍 Sacramento, California

Lead nursing operations on assigned shifts in a secure adult facility, supporting acute concerns, chronic care, medication delivery, **emergency response**, referrals, staff development, documentation quality, and **performance improvement**.

- Prioritized secure facility assessments, **medications**, urgent interventions, chronic care, and interdisciplinary follow up.
- Delegated assignments across RNs, LVNs, attendants, and support staff, then verified completion and escalation.
- Synthesized chart history, examinations, and team observations to identify subtle clinical or behavioral changes.
- Precepted newly hired nurses through adult learning methods, competency validation, coaching, and structured feedback.
- Led care conferences with medical, behavioral health, pharmacy, and case management partners.
- Reviewed incident trends and documentation findings, recommending workflow changes for medication safety and continuity.

Registered Nurse II, Correctional Health

Sierra Public Health Network 📅 July 2021 - April 2024 📍 Stockton, California

Delivered **professional nursing care** in a secure custody clinic, coordinating assessments, **treatments**, referrals, education, records, privacy requests, and clinical support for adults with complex needs.

- Integrated physical assessments, histories, records, and observations into prioritized plans for custody patients.
- Administered medications and treatments, monitored responses, and initiated provider notification or emergency action.
- Supported newly assigned nurses and LVNs through procedure demonstrations, documentation review, and safe delegation.
- Coordinated medical, behavioral health, dental, pharmacy, and specialty **referrals** across custody transitions.
- Used teach back and adapted education for literacy, culture, and identified learning barriers.
- Maintained timely records and answered authorized information requests under **privacy** and **security** requirements.

Staff mentoring

Performance improvement

LANGUAGES

English Native

Spanish Intermediate

MY CAREER



● Registered Nurse III, Shift Lead at Capital Valley Correctional Medical Center (2.3 Years)

● Registered Nurse II, Correctional Health at Sierra Public Health Network (2.8 Years)

● Registered Nurse, Medical Surgical and Emergency Observation at Riverbend Medical Center (1.8 Years)

● Registered Nurse, Acute Care at Central Coast Community Hospital (9 Months)

Registered Nurse, Medical Surgical and Emergency Observation

Riverbend Medical Center 📅 August 2019 - June 2021 📍 Modesto, California

Managed adult medical surgical and emergency observation care, coordinating assessments, medications, treatments, discharge preparation, safety checks, documentation, and communication with multidisciplinary partners.

- Organized medical surgical assessments, medications, treatments, monitoring, and discharge preparation by clinical priority.
- Recognized baseline changes through reassessment, vital sign trends, physical findings, and patient reports.
- Coordinated care plans with physicians, pharmacists, therapists, social workers, and case managers.
- Checked equipment safety, removed malfunctioning devices, and followed reporting pathways for identified hazards.
- Documented findings, interventions, education, and treatment responses in electronic health records.
- Guided students and newly hired staff through supervised activities, **confidentiality**, and infection prevention.

Registered Nurse, Acute Care

Central Coast Community Hospital 📅 October 2018 - July 2019 📍 Salinas, California

Provided post licensure acute care while building clinical judgment through assessments, medication administration, treatments, safety checks, education, handoffs, and competency development.

- Completed head to toe assessments, medication administration, treatments, safety checks, and patient education.
- Established nursing priorities from findings and **provider orders**, documenting **measurable goals** for handoffs.
- Monitored treatment effects and medication **side effects**, repeating assessments when patient risk changed.
- Prepared patients and families with medication instructions, follow up information, and warning signs.
- Maintained privacy and respectful communication across cultural, economic, educational, and psychosocial differences.
- Built clinical expertise through continuing education, peer feedback, case review, and competency validation.

PROJECTS

Correctional Medication Safety Review 📅 2025

Reviewed incident trends and nursing documentation across secure care workflows, then proposed practical changes supporting safer medication administration, reassessment, and continuity.

Secure Care Preceptor Program 📅 2024

Structured bedside coaching, adult learning activities, and competency validation for newly hired nurses working with standardized procedures in a custody setting.

LEADERSHIP & AWARDS

- Selected as shift lead for dependable coordination of secure facility nursing care and timely escalation.
- Recognized by peers as a clinical resource for correctional procedures, documentation review, and new nurse support.
- Commended for calm emergency response, respectful patient communication, and consistent protection of privacy.

EDUCATION

Bachelor of Science in Nursing

California State University, Sacramento 🎓 GPA: 3.5 📅 2018 📍 Sacramento, California

Coursework: Adult health nursing, pharmacology, community health nursing, nursing leadership

CERTIFICATIONS

- California Registered Nurse License 📅 2018
- American Heart Association BLS for Healthcare Providers 📅 2026
- California Class C Driver License 📅 2026

TECHNICAL SKILLS

- **Nursing Assessment:** Physical examination, Patient history, Interdisciplinary observations
- **Care Planning:** Nursing diagnoses, Measurable goals, Patient care conferences
- **Medication Practice:** Medication administration, Treatment monitoring, Side effect assessment
- **Emergency Care:** Emergency response, CPR, AED
- **Patient Education:** Teach back, Aftercare education, Medication education
- **Clinical Documentation:** Electronic health records, Objective findings, Treatment responses
- **Staff Development:** Adult learning theory, Competency validation, Novice to expert model
- **Delegation and Supervision:** RN delegation, LVN supervision, Nursing attendant assignments
- **Quality Improvement:** Performance improvement, Evidence based practice, Incident trend review
- **Privacy and Compliance:** Patient rights, Confidentiality, Regulatory compliance
- **Safety Operations:** Equipment checks, Hazard reporting, Secure facility procedures
- **Interdisciplinary Care:** Referral coordination, Behavioral health, Case management

PROFESSIONAL AFFILIATIONS

- California Board of Registered Nursing, active professional license holder.
- American Heart Association, current BLS provider and CPR and AED practitioner.

ADDITIONAL INFORMATION

Work Status : Authorized to work in United States. No sponsorship required.

REFERENCES

AVAILABLE ON REQUEST