






# Deborah Allen

## Pediatric Nurse

Charge nurse with 12 years of pediatric experience across PICU, cardiac step-down, and general peds. Leads a 36-bed unit through nightly staffing, code response, and family escalations. Track record on retention, throughput, and serious safety event reduction.

### CONTACT INFORMATION

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### EDUCATION

- MSN, Nursing Leadership, Arizona State University, 2019
- BSN, University of Arizona, 2012
- RN License, Arizona (compact), active
- Certified Pediatric Nurse (CPN), 2016
- CCRN-K (Pediatric), 2021
- PALS Instructor, BLS, current

### KEY SKILLS

- Pediatric charge nurse leadership
- Staffing, acuity, and assignment planning
- Rapid response and PEWS escalation
- Capacity management and ED throughput partnership
- Pediatric ECMO bedside care
- Cardiac step-down (single-ventricle, Tetralogy)
- Shared governance and practice council
- Retention coaching and 1:1 mentoring
- CLABSI, CAUTI, and CHG bathing programs
- Epic EHR, Press Ganey, NDNQI reporting
- Joint Commission survey readiness

### PROFESSIONAL EXPERIENCE

**Pediatric Charge Nurse, PICU Step-Down** | Sonora Valley Children's Medical Center, Mesa, AZ  
2020 - Present

- Run charge for a 36-bed PICU step-down unit on rotating shifts; coordinate staffing, admissions, and rapid response activations for 14-16 RNs per shift.
- Cut serious safety events on the unit by 62% over two fiscal years through a daily safety huddle redesign and tiered escalation playbook.
- Hold weekly 1:1s with 9 newer RNs; year-one retention on my cohort sits at 91% vs. 74% house average.
- Co-chair the unit practice council; spearheaded the move to 2-RN sign-off for high-alert pediatric infusions.
- Partner with bed control and the ED charge nurse to flex capacity during respiratory surge season, opening up to 6 hallway-equivalent beds without overtime spikes.

**Assistant Nurse Manager, Pediatric Med-Surg** | Cottonwood Regional Health, Tempe, AZ  
2017 - 2020

- Supervised a 26-bed pediatric med-surg unit alongside the nurse manager; ran nightly assignments and final disposition rounds.
- Led the unit's response to the 2018 flu surge, coordinating 11 travelers and float pool RNs across a 6-week period.
- Built and ran the unit's CAUTI reduction bundle; reduced device days by 28% and Foley-related infections to zero for 9 straight months.
- Sat on the hospital's pediatric rapid response committee and rewrote PEWS escalation criteria adopted across two campuses.
- Owned annual competency validation for 38 staff RNs and 6 PCTs.

**Pediatric Staff RN, Cardiac Step-Down** | Saguaro Heart & Children's Institute, Phoenix, AZ  
2014 - 2017

- Cared for post-op single-ventricle, Tetralogy, and VSD repair patients on a 16-bed cardiac step-down.
- Charge eligible within 24 months; routinely covered weekend nights and holidays.
- Trained as ECMO bedside RN; participated in 7 cannulations and ongoing maintenance care.
- Mentored 4 nurse residents through their cardiac immersion rotation.

**Pediatric Staff RN, General Peds** | Mesquite Children's Hospital, Glendale, AZ  
2012 - 2014

- Started as a new grad on a 30-bed general peds unit; took typical assignments of 4-5 patients on days, 5-6 on nights.
- Joined the shared governance council in year two and helped rewrite the bedside report template.
- Cross-trained to pediatric sedation recovery and covered roughly 2 shifts per month.
- Earned Daisy Award nomination from a family of a long-term oncology patient.