

2026 Annual PADONA Conference



Staff retention: What really works?



PENNSYLVANIA ASSOCIATION OF
DIRECTORS OF NURSING ADMINISTRATION

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Overview

Leadership and responsibility

Staff Rounding

Preventing burnout

Providing Safety

Culture building

Servant Leadership

Action



Strategies for growth

Are you ensuring your growth?

Your mindset?

Are you pouring into yourself daily?



Why do nurses leave?

Pay

Burnout

Culture

Other life circumstances



The reality – Why do we care?

Turnover hurts residents care and resident outcomes.



Hard Truth

Good nurses are not leaving because of their job

They are leaving environments

And the environment is our responsibility



Leadership Matters

Culture starts with US!

What have you actively done within the past 14 days to:

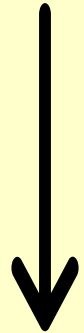
Support your culture?

To build your culture?



The shift

From Managing Nurses



Serving nurses



SERVANT LEADERSHIP

Serving the people who
care for our residents.



BE VISIBLE

Presence builds trust



Listen



Remove Barriers



RECOGNIZE EXCELLENCE

People stay where they feel
valued



PROTECT AGAINST BURNOUT

Healthy staff provide better
care.



BUILD SAFETY

Safe to speak

Safe to learn

Safe to grow



CULTURE WINS

Respect

Teamwork

Purpose



THE DAILY LEADERSHIP QUESTION

How can I make today easier
for my nurses?



THE RESULT

Engaged nurses

Better care

Stronger teams

And in return better QMs, better resident outcomes, and improved KPI's



YOUR TURN

What are you doing that is working?

What have you done that did not work?

What would you like to do / implement?



**Thank
you!**

