La Porte Hospital

Nurse Residency Program
Nurse Residency Program

• Vision
  – Nursing Shortage
  – Aging Workforce
  – Decrease attrition of new nurses
Nurse Residency Program

• Overview
  – Smooth transition
  – Range of learning experiences
  – Discussion topics
  – First 6 months
  – Completion
Nurse Residency Program

• Objectives
  – Upon completion of the nurse residency program, the graduate nurses will:
    □ Transition from the entry-level, advanced beginner role to competent nurse in the acute care environment
    □ Develop effective decision-making skills related to clinical judgment and performance
    □ Provide clinical leadership at the point of care
    □ Strengthen commitment to nursing as a professional choice
    □ Formulate an individual development plan as related to their clinical role
    □ Incorporate research-based evidence linked to practice outcomes
Nurse Residency Program

• Eligibility
  – Completion of a BSN program within the last six months
  – Current RN licensure preferred or scheduled and successful completion of the NCLEX® RN within 8-10 weeks.
  – Commitment to the 1 year residency program including participating in general and specialized learning experiences, finishing activities related to the program and completing evaluations of the program, preceptors and facilitators.
Nurse Residency Program

• Mentors
  – We compiled a list of mentors that we felt would be an asset to the program.
  – The mentors did not work on the new RN's unit
  – Several different venues to meet with the new RN
Nurse Residency Program

• Mentors
  - Expectations included:
    - Commitment to the development of the new graduate RN
    - Willingness to be in contact with the new graduate RN monthly either in a face-to-face meeting or via an other venue as mentioned below
    - Ability to listen objectively and offer sound advice to the new graduate RN
    - Provide guidance in difficult situations
    - Celebrate successes
    - Have a positive attitude
Nurse Residency Program

• Structure
  – 6 hour sessions scheduled throughout the year at 1 month, 2 months, 4 months, 6 months, 8 months and 12 months
  – A variety of topics per session with group discussion and activities

• Content topics include (but not limited to): Magnet Journey, overview of clinical ethics, time management, prioritisation of care, delegation, communication, critical thinking, patient safety topics, and professional development.
Nurse Residency Program

• Class Topics
  – Class #1 topics (1\textsuperscript{st} month)~
    □ The Magnet Journey
    □ Time Management
    □ The Art of Delegation

  – Class #2 Topics (2\textsuperscript{nd} Month)~
    □ Risk Management
    □ Case Management
    □ Introduction to health quarters
    □ Critical Thinking
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• Class Topics
  – Class #3 Topics (4th month)~
    □ Shared Governance
    □ Professional Practice
    □ Strategic Plans
    □ Pillars
    □ Healthy Work Environment
  – Class# 4 Topics (6th month)~
    □ NDNQI
    □ Quality Improvement Process
    □ Patient Satisfaction
    □ National Patient Safety Goals
Nurse Residency Program

• Class Topics
  – Class #5 Topics (9th month)
    • Real Colors
    • Evidence-based research into practice
  – Class #6 Topics (12th Month)
    • Lateral Violence
    • Ethics
    • Professional Development
    • Completion Celebration
Nurse Residency Program

• Evaluation
  – A two-part evaluation was conducted at 6 months.
  – Part 1: evaluated the RNs orientation to help further develop our preceptor program
  – Part 2: specifically evaluated the Nurse Residency Program
    • Questions included~ difficulties transitioning from student to nurse; portion of the class most beneficial; most beneficial lectures; availability of mentor; ideas for improvements
Nurse Residency Program

- Evaluation
  - 100% of the evaluations stated that the new graduate RN enjoyed the peer discussions and the mentor program
  - 85% of the evaluations indicated that the new RNs liked the Time Management and Art of Delegation lectures.
Nurse Residency Program

• Evaluation
  – Comments from the evaluations:
    • About the program
      – “Great to have a support system, this program should continue”
      – “Overall the program was great, a wonderful transition from student to RN.”
Nurse Residency Program

• Evaluation
  – Comments from the evaluations
    • About the classes:
      – “I liked our meetings.”
      – “More interactive lectures and less lengthy.”
Nurse Residency Program

- Evaluation
  - Comments from the evaluations
    - About the mentors
      - “I thought this portion was great.”
      - “Mentors were very beneficial.”
      - “It has been nice to know someone is there.”
      - “My mentor was wonderful! I could go to her if I needed, she was available and always found time for me.”
Nurse Residency Program

• Lessons Learned
  – Shorter class time
  – Extended peer discussion
  – Orientation to different units
  – Reduce enrollment
  – Financials
Questions