ICN Statewide Collaboration: Development of the ICN Nurse Residency Toolkit

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Recognition of Contributing Authors
IOM Call to Action

Recommendation 3: Implement nurse residency programs.

State boards of nursing, accrediting bodies, the federal government, and health care organizations should take actions to support nurses’ completion of a transition-to-practice program (nurse residency) after they have completed a pre-licensure or advanced practice degree program or when they are transitioning into new clinical practice areas.
Objective

- Support development and implementation of nurse residency programs across Indiana
Key Issues

- What is a “residency”? 
- What is “orientation”? 
- ASN-BSN divergence? 
- What is the deliverable?
Key Issues

- What is a “residency”?
  - Focus on transition to professional practice
  - Applicable to all new graduates regardless of area/unit of clinical practice

- What is “orientation”?
  - Validation of skills and competencies needed to assure safe and effective practice within the area/unit of clinical practice

- ASN-BSN divergence?

- What is the desired product?
ASN-BSN Considerations

Develop cultural competence
Essential steps to develop optimal cultural competence:
1. Self-assessment
2. Active promotion
3. Systematic inquiry
4. Decisive action
5. Innovation
6. Measurement
7. Evaluation

(Jefferys, 2010)

Each individual must accurately assess their thoughts, beliefs, and interactions with other cultures. An accurate self-assessment will promote safer, more effective care for each transcultural patient.

The AACN has described culturally competent baccalaureates as having the following characteristics:
- awareness of personal culture, values, beliefs, attitudes, and behaviors
- skill in assessing and communicating with individuals from other cultures
- assessment of cross-cultural variations

Cultural development does not occur immediately, rather it is a gradual process.
The Deliverable

- White Paper?
- Position Statement?
- Annotated Reference List?
- Program Endorsement?....
The Deliverable

- White Paper?
- Position Statement?
- Annotated Reference List?
- Program Endorsement?....

- Online Toolkit
Key Resources

- UHC/AACN Nurse Residency Model, 2009, Commission on Collegiate Nursing Education
- HCPro Program Builder – Resource for the Development of a Successful New Graduate Nurse Residency
- NCSBN- Nurse Residency Model developed in 2009-2010 by the National Council of State Boards of Nursing based on Advisory Board Study in 2008
- Accreditation Manual- Standards for Accreditation of Nursing Residencies, 2008, American Academy of Colleges of Nursing
- ANA Scope and Standards of Practice of Nursing
- Magnet Standards
Content Areas

- **Learner Content**
  - Patient Outcomes
  - Leadership for the Staff Nurse
  - Informatics and Nursing
  - Integration into Practice
  - Process of Quality Improvement and Safety
  - The Business of Healthcare
  - Professional Role Progression: Moving Beyond Novice

- **Mentor/Preceptor Content**
  - Mentor Program: What, How and Why
  - Preceptor Program: Overview and Administration
  - Preceptor as Educator
  - Preceptor as Evaluator
  - Socialization: The Preceptor’s Role
Anatomy of Toolkit Components

- Power Point Presentation
  - PDF format
- Pre Test
- Post Test
- Suggested Activities
- Notes Pages
Toolkit Overview: www.ic4n.org
Toolkit Overview:  www.ic4n.org
Our Mission

The Indiana Center for Nursing unites statewide nursing education and practice leaders to affect change, through one voice, to ensure a highly qualified nursing workforce that meets the needs of Indiana’s healthcare consumers.

REGISTER now for the October 2nd Indiana Nursing Summit: One Voice! Nursing and other healthcare leaders will share best practices from across Indiana related to the recommendations of the Institute of Medicine’s (IOM’s) Report on the Future of Nursing. → Read more...

We are pleased to announce that $55,000 in scholarship funds were distributed to our member schools.

Quick Links
- 2015 Indiana Nursing Summit: One Voice
- 2015 Spotlight on Nursing Doctoral Student Scholarship Application July 1 - September 15
- Access to Care
- Board of Directors
- CINDO
Patient Outcomes

Encompasses validation of foundational skills that ensure optimal patient outcomes—interprofessional communication and patient handoffs, professional boundaries, engaging patient and family in care planning, care prioritization, patient/family education, clinical judgement and reasoning, patient and family advocacy—as well as knowledge and understanding of metrics for nursing sensitive outcomes and public reporting.

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Research indicates that RN transition-to-practice programs decrease new nurse stress levels and turnover rates.
Leadership for the Staff Nurse

Professional nursing practice requires leadership skills even in the absence of a formal leadership role or title. Delegation, communication, management of care delivery and evaluation of outcomes, managing resources and conflict, problem solving, management of effective teams and lateral violence, are all essential to effective nursing practice, regardless of setting.

Check back soon for this content!
Integration into Practice

In early transition-to-practice, the socialization of the professional nurse entails establishing meaningful team relationships through effective communication, stress management, cultural competence, ethical decision-making and identifying and utilizing resources. This content focuses on the early transition—the first months of practice.

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Related content:
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Process of Quality Improvement and Safety

An important component of the professional nurse role is identifying opportunities for, and facilitation of, the process of quality improvement and safety. This content incorporates use of data to identify and prioritize opportunities for improvement and/or performance gaps, knowledge of performance improvement and practices and how to apply them, identifying and evaluating barriers to success, improvement planning, evaluation and sustaining the change.

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The Business of Healthcare

Knowledge of business, including the evolving horizon of healthcare reform, resource management, revenue stream and financial implication associated with established performance standards, are critical competencies for the professional nurse. The ability to converse in a knowledgeable manner with business colleagues is a necessary skill set to advocate for judicious and fiscally responsible resource allocation to assure safe and competent patient care. Translation of business knowledge—such as understanding financial challenges—into effective and positive leadership at the bedside is crucial to maintain a positive work environment, productive teamwork, identification of waste, participation in cost-effective problem-solving and change management.

Managing Resources in the Changing Healthcare Environment

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Business of Healthcare: Communicating with Patients and Staff

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Professional Role Progression: Moving Beyond Novice

Extending beyond the early months outlined in Integration Into Practice, this content focuses on taking the novice nurse to the next professional level. It incorporates the journey toward competence, describing and implementing evidence-based practice, use of data to drive improvement initiatives, assessment of strength of evidence, participation in professional organizations and research and ongoing career planning.

- Power Point Slide Show
Mentor Program: What, How and Why

Mentoring programs can strengthen new graduate nurses’ acclimation to the work environment through supportive relationships that foster skills, confidence and professional growth, resulting in a positive return on investment for organizations and individuals.

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Preceptor Program: Overview and Administration

A robust preceptor program is necessary in tandem with the residency program for the graduate nurse and consists of several interdependent processes and components.

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Preceptor as Educator

Understanding principles of adult education and nursing practice development will maximize preceptors' impact on new graduate nurses' successful transition to competent clinician.

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Preceptor as Evaluator
Effective evaluation, an expectation of teaching, enhances the quality of the learning experience for the new graduate nurse and sets the stage for future professional growth.

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Socialization: The Preceptor’s Role
Professional socialization is a lifelong process that begins with the curriculum and faculty of the nursing program and extends into the work setting. Healthcare organizations must recognize and assist new graduate nurses through their role transition from student to professional.

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Mentoring Program

Susan Taylor, MA, RN
MENTOR AND PRECEPTOR CONTENT

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Transition-to-practice & mentoring: return on investment

Studies report significant ROI related to implementation of transition-to-practice programs

- Methodist Hospital in Houston reported a 13% turnover decrease and over $1 million savings
  (Pine and Tart, 2007)
- Children’s Memorial Hospital, Chicago, reported a 17% turnover decrease and improved nurse recruitment
  (Halfer, 2007)

1. Methodist Hospital in Houston reported decrease in turnover of 13% after implementing UCH residency program with -$1,098,000 cost savings & ROI of 88.7% (Pine & Tart, 2007).
2. Children’s Memorial Hospital Chicago reported a nurse turnover rate of 29.5% in 2002. Cost per new grad=$41,624. Following implementation of nurse internship program, average turnover rate decreased to 12.3%. The nurse residency and mentoring program is also attributed with improving nurse recruitment by 28%. Overall annually cost savings= $707,688. (Halfer, 2007).
Questions/Discussion