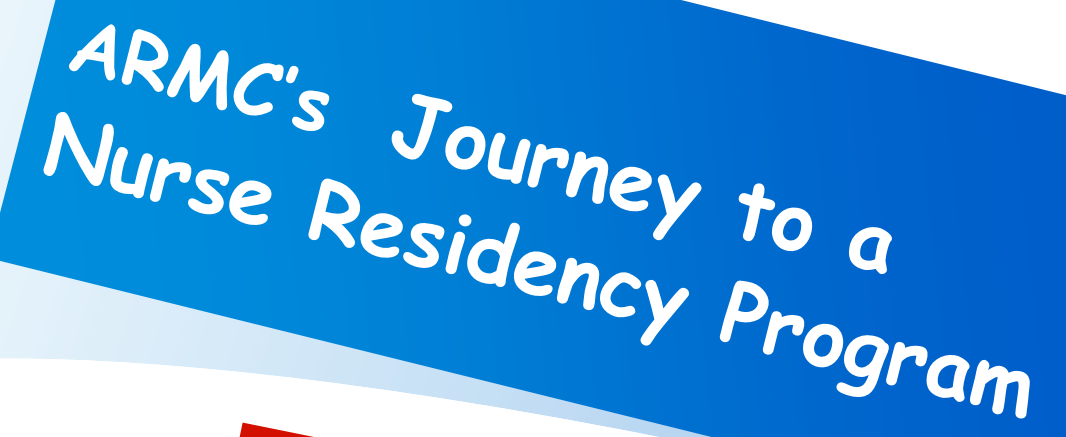




GRADUATES
NEXT EXIT ↑



November
2019



*ARMC's Journey to a
Nurse Residency Program*



Jacqueline Clemens
MSN/Ed, RNC-MNN, RN-BC



How it started

2016

- ANPD conference in Pittsburg, PA
- “Aspire, Inquire and Inspire”
- Sessions on Nurse Residency Programs



InsteP

Using InsteP since 2013

Not fulfilling our needs any longer

Aspired to begin our own nurse residency program

Piloted in the Perinatal Dept. in Feb. 2018

DREAM
ASPIRE
BELIEVE
CONTRIBUTE

POEP Program from AWHONN

Provided the knowledge
foundation

- Didactic portion 1st 30 days
- Hospital Wide orientation
- 17 shifts of e-Learning Modules and “Deep Dive Classes”
- Orientation with preceptor
- Monthly workshops
- EBP projects
- Graduation



Program went
hospital wide

October, 2019

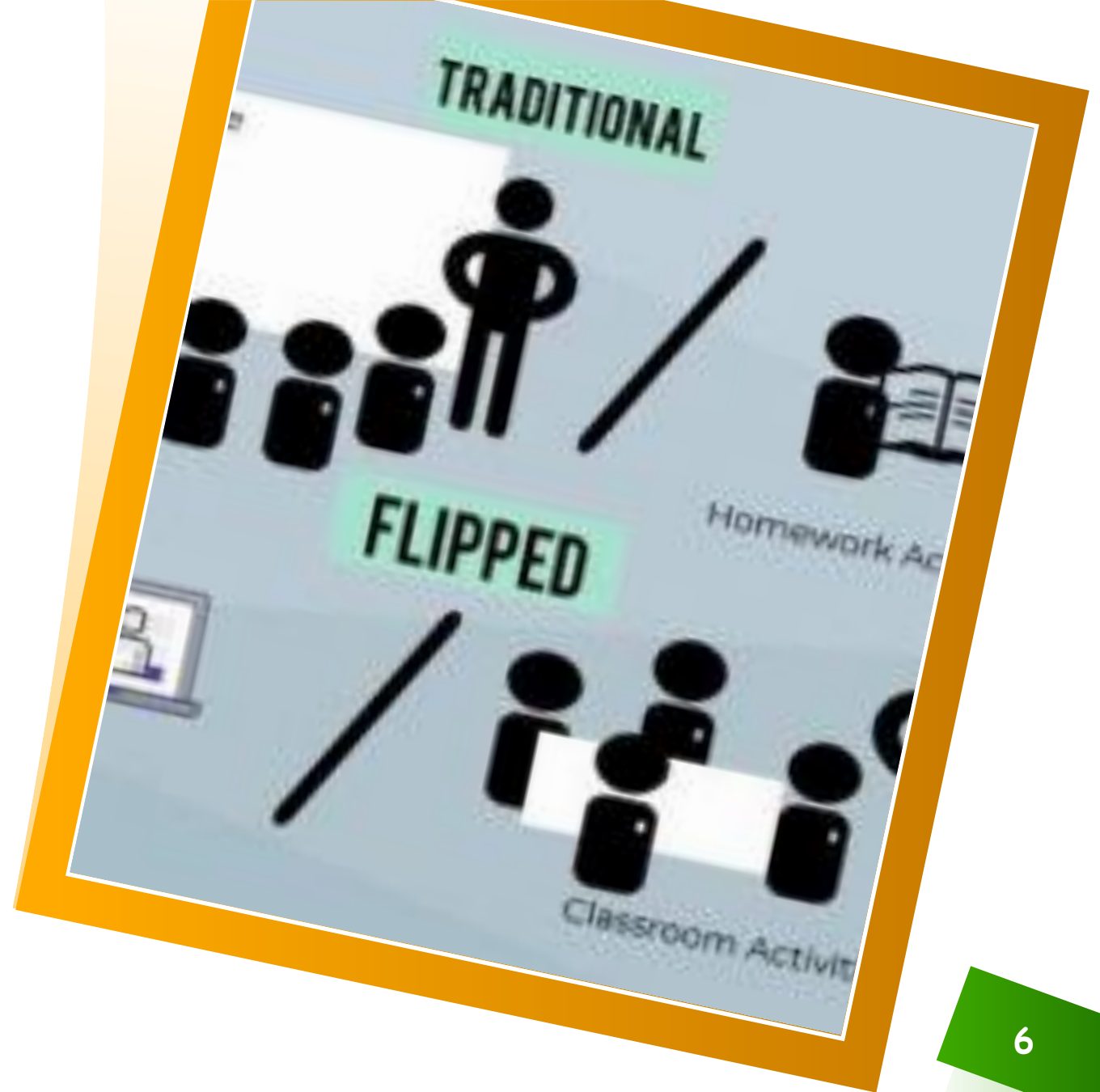
- Hiring event in August 2019
- Graduation - Sept. 2020
- Med-Surg/Tele following Perinatal pilot
- Surgery, ED and ICU will participate in the workshops only



Deep Dive Classes

E-Learning modules and homework

- Word searches
- Crossword puzzle tests
- Snake bucket questions and role play
- Escape rooms



Haunted Room

A Patient Safety Concern

- Core Measures
- Hospital Initiatives
- Safety issues



Successes

Confident and Competent

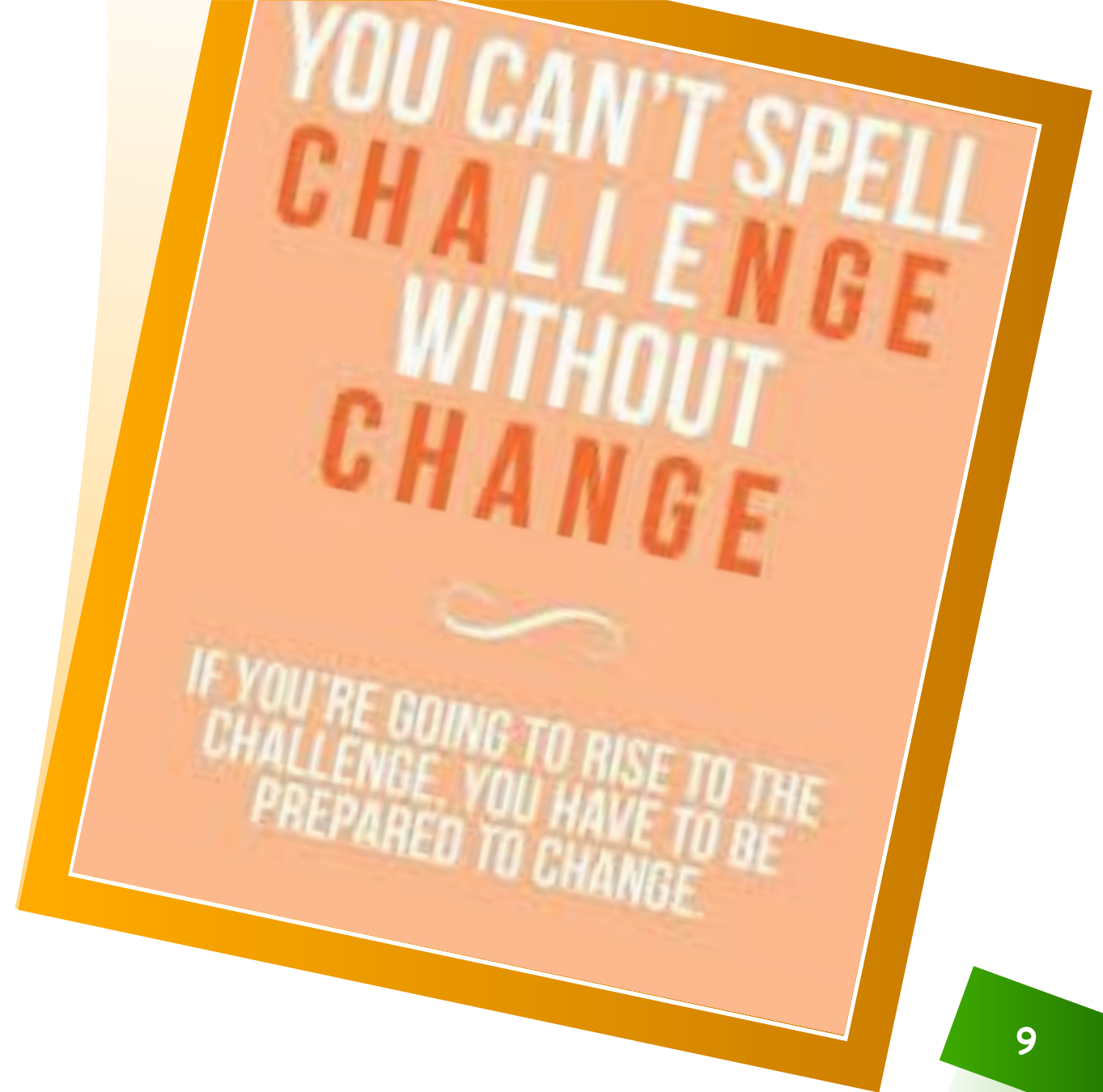
- Perinatal nurses excited to get to the unit
- Able to perform on Day 1
- Preceptors saw the difference
- Increased comradery between L&D and Mother/Baby staff



Challenges

Preceptors were not prepared

- Needed to prepare the preceptors for a set of “knowledgeable” orientees
- Some preceptors “pushed back”
- Low Fidelity simulation
- Lack of dedicated rooms/supplies



Opportunities for Improvement

Preceptor Development

- Preceptor workshops
- TSAMs for orientation
- Technology for escape rooms
- Budget

**THERE IS ALWAYS
ROOM FOR
IMPROVEMENT**

Patricia G. Quinn

Next Step

Data Collection

- Surveys
- Knowledge Assessments-
pre- and post-
- Data on retention
- Accreditation

Just keep going....



Questions???





Thank You!

Jacqueline Clemens

