DEVELOPMENT AND IMPLEMENTATION OF A NEW GRADUATE NURSE TRANSITION TO PRACTICE PROGRAM: THE IMPORTANCE OF COLLABORATIVE RELATIONSHIPS

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ABSTRACT

New graduate registered nurses (NGRNs) often have difficulty transitioning from academic preparation to the role of professional nurse. During the first year, many new nurses feel inadequate or unsafe, leading to significant stress levels. Transition to practice programs have shown to decrease stress and increase confidence of the new graduate nurses. Decreased stress levels and increased confidence of nurses' leads to improved outcomes (Goode, Lynn, McElroy, Bednash, & Murray, 2013; Edwards, Hawker, Carrier, & Rees, 2015). Developing a large transition to practice program requires collaboration between many different groups. Interprofessional and intraprofessional colleagues collaborated to create a successful transition to practice program. The program, which included 165 newly graduated RNs working at inpatient facilities, went live July of 2015 and concluded July of 2016. New cohorts begin twice annually using the same collaborative partnerships.

PROFESSIONAL DEVELOPMENT OBJECTIVES

Identify the different collaborative partners needed when developing and implementing a transition to practice program.
- Physician Colleagues
- Simulation Team
- Physical Therapists
- Hospital Administration
- Human Resources
- Patient Relations
- Quality and Safety
- University of Mary Hardin Baylor (UMHB)
- Spiritual Support Team
- Nursing Professional Development
- Nursing Administration
- Nursing Clinical Excellence

Describe steps involved in the planning and implementation of a nurse transition to practice program.
- Determine scope and timeline
- Determine number of hours/schedule
- Plan curriculum (partnered with UMHB faculty)
- Determine marketing strategies
- Update stakeholders at intervals

Major curriculum themes lend themselves to an intraprofessional approach.
- Based on Commission on Collegiate Nursing Education 's "*Standards for Accreditation of Entry-to-Practice Nurse Residency Programs* "(2015)

INTRAPROFESSIONAL CURRICULUM

General Onboarding to respective units
All new graduate registered nurses onboarded to respective units at respective facilities

Introductions
- Program philosophy, description and expectations of NGRNs
- Hospital Administration welcome
- Role transition- Residency Coordinator
- Time management- UMHB faculty

Safety & Quality
- CNO, Physician safety champion, Quality team
- Safe patient mobility- Physical Therapy

Communication and Teamwork
- Effective communication with patient and families- Patient Relations
- Effective Physician and Nurse communication- Pediatric Intensivist
- Effective communication with Nursing Administration- Director of Nursing Support Services

Infection Prevention
- Infection prevention team- hands on demonstrations
- Nursing Director of Quality and Patient Safety- presentation of how infection prevention and quality
- Sepsis- Physician sepsis champion

Simulation
- All med/surg nurses completed three deteriorating patient scenarios
- Emergency Department, Intensive Care, and Peri-Operative services each completed specialty specific simulations, having a few sessions attended by physician , pharmacy, and respiratory therapy colleagues

Preparation for Quality Improvement or Evidence-Based Project
- Presentation of different types of projects
- Medical Librarian- presentation regarding available resources and how to perform basic literature search and review
- UMHB faculty presented template for poster presentation

Stress Management and Spiritual Health
- Chaplaincy, Mental Health specialists presented "Sacred Vocation"

End of Life issues and Ethics
- Introduction to topic, then broke into small groups in the room to discuss any issues that have been concerning
- Intraprofessional Panel Discussion:
  - Pain Management Team (RN)
  - Physician ethics committee chair
  - House supervisors (RNs, novice and expert)
  - Spanish speaking RN

Informatics
- Social Media and Professional Boundaries
- Informatics Security (Nurse Informatics Specialist)
- Electronic Health Record resources
- Overview of using EHR and dashboards to view outcomes

Leadership
- Business of Healthcare- Value based purchasing
- Leadership opportunities
- Shared governance structure and participation

Poster Presentations
- All groups presented projects at a Poster Symposium
- Separate events were held for Baylor Scott & White Memorial and McLane Children's

Graduation celebration!

RESULTS

- Stress and confidence levels improved
- Retention of NGRNs was the ultimate goal of the program. First year retention rates improved from 60-70% (overall units and facilities) to 86% (overall units and facilities).
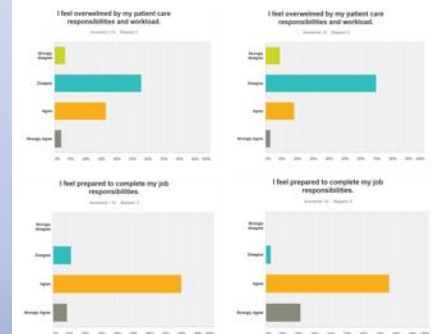
IMPLICATIONS

Nursing has lagged behind other disciplines in establishing and funding formal transition to practice programs. Across the country, hospitals like ours are finding that the investment in new nurses pays dividends that extend beyond retention. More research is needed but recently, researchers are making progress towards establishing clear linkages between patient outcomes and well-educated, well-prepared Registered Nurses. Additionally, residency programs provide important opportunities to advance intraprofessional development.

REFERENCES

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