



Nashville General Hospital

Introduction to the Nurse Residency Program

The 9- month nurse residency program (NRP) has been designed for you, an Associate’s or Bachelor’s degree graduate nurse who has passed the National Council Licensure Exam (NCLEX) who has not practiced or a registered nurse with less than six months of practice experience who desires to apply to the nurse residency program.

Nursing orientation will provide a solid foundation for you. You will develop confidence and competence in clinical nursing skills, communication, critical thinking, time management, and teamwork to successfully meet the standards of practice and the professional performance expectations of the Nursing Division of Nashville General Hospital.

The nurse residency program will consist of general hospital orientation, nursing CORE orientation, and focused, relevant time spent with a nurse preceptor. The goal of the preceptorship is to facilitate your progression as a new nurse resident from your current level of capacity to functioning in a new professional role as a confident, competent member of your health care team.

Through the common vision shared by Nursing Leadership, the Nursing Education and Professional Development Department and the Preceptor Team, we will guide your transition to professional practice by supporting your orientation and ongoing professional development.

Your preceptorship time will concentrate on your successful integration into the healthcare team. Skills and competencies required to provide effective, optimal care to your patients will be introduced in CORE orientation and completed during this time with your preceptor.

Nurse Residency Program (NRP) Curriculum

Nurse Residency Program Monthly Session Topics

Leadership	Professional Role	Patient Outcomes
Patient Care Delivery	Ethical Decision Making	Management of the Changing Patient Condition
Communication & Conflict Management	Patient & Family Centered Care	Patient & Family Centered Care
Business of Healthcare	Professional Development & Stress Management	Patient & Family Teaching
Resource Management	Performance Improvement & Evidence-Based Practice	Quality and Safety

Throughout the 9-month nurse residency program, monthly didactic sessions in the classroom will focus on leadership, your professional role, and patient outcomes. The monthly sessions will introduce you to patient care delivery and patient and family centered care as well as transition theories, quality and safety, management of the changing patient condition utilizing critical thinking and sound clinical judgment, evidence- based practice, communication skills, ethics and interpersonal teamwork. This will enable you to incorporate this important content into your developing nursing practice.



Nurse Residency Program (NRP) Curriculum Model

Our Nurse Residency Curriculum Model is designed with curriculum recommendations from the AACN and the CCNE



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Nurse Residency Program Overview

The Nurse Residency Program (NRP) will begin with Hospital Orientation and Nursing CORE Orientation. This orientation is a 2-week (10 day) classroom-based instruction to introduce you to general nursing resources, professional standards, hospital wide policies, customer service, patient safety, effective communication, unit specific nursing skills and documentation using the electronic health record.

Nursing CORE will integrate various teaching modes that will support adult learning. Classroom lectures, discussions, role play, self-study, small groups, and hands on introduction to unit-specific skills will be incorporated into nursing CORE to provide an assortment of learning approaches for the presentation of CORE subject matter.

Additionally, during the 2 weeks of Nursing CORE Orientation you will be expected to attend the Crisis Prevention Intervention Course and a Basic EKG course.

During your onboarding, you indicated two areas/units that you were interested in for potential hire. All nurse residents will rotate through the Medical Surgical Units for 2 weeks, and two areas of interest for 2 weeks each. On week 9 you will come back to the classroom for a week to attend two seminar sessions, present two patients you cared for during the rotations, and share experiences with the cohort.

During week nine, nursing leadership will meet to decide your unit of hire.

Your preceptorship on your unit will begin on Week 10. The time you spend with a preceptor depends on the unit and generally lasts 12-16 weeks. You will receive your unit schedule from your nurse manager as well as meet your preceptor. You will be expected to work your primary preceptor's schedule during this time. A secondary preceptor will be assigned, if your primary preceptor takes vacation/sick, or LOA time.

If hired for the Medical Surgical or Intensive Care units, you will also attend a Chemotherapy Training class. During your preceptorship you will spend time with a preceptor in the Infusion Services Department to complete the clinical component of your chemotherapy training.

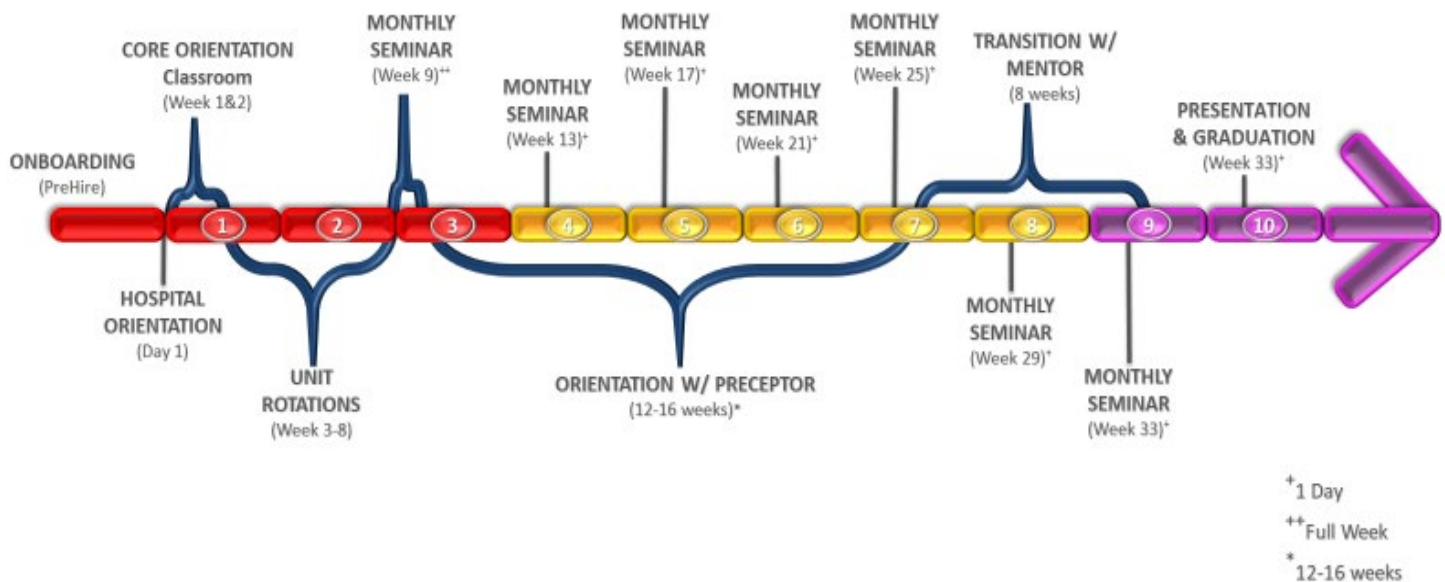
Additionally, you will complete ACLS Certification during your preceptorship.

NURSE RESIDENCY PROGRAM {RN<12 MONTHS ACUTE CARE EXPERIENCE}			
SPECIALTY	ORIENTATION W/ PRECEPTOR	TRANSITION W/ MENTOR	MONTHLY SESSIONS W/ EDUCATOR
Med-Surg	12 weeks	8 weeks	8
ICU	16 weeks	8 weeks	8
ED	16 weeks	8 weeks	8
L&D and NICU	16 weeks	8 weeks	8
Post-Partum	12 weeks	8 weeks	8
PreOp/SDS/PACU	16 weeks	8 weeks	8
OR/ENDO	16 weeks	8 weeks	8

Nurse Residency Requirements

- To successfully complete the nurse residency program, you will be assisted to fulfill all the professional obligations expected of a 9-month member of the professional nursing staff on your clinical unit.
- You will complete a personality test, a multiple intelligences test, and a learning styles inventory preference test during CORE orientation that you will share with your preceptor.
- You will complete a “Preceptee Questionnaire” that you will share with your preceptor.
- You will collaborate with your preceptor to complete a resident feedback form **every 2 weeks**. The bi-weekly resident feedback form will be completed with your preceptor and submitted to your nurse manager and nursing education coordinator for review.
- You and your preceptor will meet with your nurse manager and assigned education coordinator at least monthly to discuss your progress and to review your biweekly feedback forms.
- You will be required to keep a reflection journal and make an entry to the journal weekly concerning your experiences.
- You will create a monthly patient presentation using the provided patient presentation tool to organize information about a patient you found most interesting that you have cared for during the month.
- Starting Week 9, you will attend an **8-hour monthly session** with your nurse residency cohort.

Nurse Residency Program Timeline



Monthly Seminars for the Nurse Residency Program

(order of monthly topics may change)

Month 1: Hospital Orientation & Nursing CORE Orientation

Month 2 and Month 3 Combined after rotations during week nine:

Theory/Professional Role/Ethics in Nursing

Critical Thinking and the Nursing Process/Clinical Reasoning & Clinical Judgment

Month 4: Performance Improvement/Evidence Based Practice/Quality and Safety

Month 5: Management of the Changing Patient Condition/Patient & Family Centered Care/Patient and Family Teaching/Plan of Care

Month 6: Communication/Conflict Management/Giving & Receiving Feedback

Month 7: Time Management/Prioritization/Delegation

Month 8: Cultural Diversity and Cultural Competence

Month 9: Completion and Presentation of Performance Improvement Evidenced Based Practice Project

The expectations for your participation in these monthly sessions are presented below.

- You must attend every monthly session, and this will be incorporated into your staffing schedule by your nurse manager.
- Your participation and completion of all requirements for each session is expected.
- You will present a patient to the group that you cared for during the past month on your unit. An organizational tool for the patient presentation is provided for you. The method of presentation will be your creation.
- You will have the opportunity to voluntarily share with the group an entry you have written in your reflection journal and other experiences you have encountered.
- You will be introduced to evidence- based practice during month 4 and you will have five months to develop and complete your performance improvement evidenced based project by the end of the 9-month residency program.