TRANSITION TO NURSING PRACTICE

Strengthening KSAs for Career Success

BRIDGING THE GAP BETWEEN STUDENT AND PROFESSIONAL

Presented by Susan Ullrich, EdD, MSN, BSN
Objectives

• The Problem
• The Solution
• How We Do It
• Product Demonstration
• Frequently Asked Questions
The Problem

- New nurses care for sicker patients in increasingly complex health settings
- New nurses feel increased levels of stress
- Approximately 25% of new nurses leave a position with their first year of practice
- Transition to Practice Programs are not available to senior nursing students (newly licensed with < 1 year experience)
The Impact

- New nurses report more negative safety practices and errors than experienced nurses.
- Stress is a risk factor for patient safety and practice errors.
- Increased turnover negatively influences patient safety and healthcare outcomes.
- Not all hospitals participate in new grad transition to practice programs leaving many new grads without the focused attention to the development of their professional practice.
The Solution

- Comprehensive Course
- Features 10 Modules
- Delivered Completely Online
- LMS Compatible
- Modules are Conformed to CE Requirements Generating 27 - 30 CEUs
- Course Completion Within 8-12 Weeks
- Instructor Ability to Customize Course Using Preloaded Assets

TRANSITION TO NURSING PRACTICE: Strengthening the KSAs for Career Success
The Organizing Framework

Organizing Framework For The Course

• National Council State Boards (NCSBN) Model and Recommendations for Transition to Practice
• Quality and Safety Education for Nursing (QSEN Competencies)
• Joint Commission 2018 National Patient Safety Goals
• Institute of Medicine’s (IOM) Landmark Report: The Future of Nursing
• Commission on Collegiate Nursing Education (CCNE) Procedures for Accreditation of Entry-to-practice Nurse Residency Programs
The Curricular Model

LEADERSHIP
- NCSBN Transition into Practice Model
- CCNE Nurse Residency Guidelines
- QSEN Competencies

PATIENT CONDITION
- Management of the Changing Patient Condition
- Physical Assessment
- Clinical Reasoning
- QSEN Competencies
- CCNE Nurse Residency Guidelines

PROFESSIONAL ROLE
- End-of-Life Care*
- Cultural Competence*
- Stress Management*
- Professional Development*
- Alarm Fatigue*
- NCSBN Transition into Practice Model
- CCNE Nurse Residency Guidelines
- National Patient Safety Goals

PATIENT OUTCOMES
- Patient and Family Education
- Pain Management*
- Evidence-Based Skin Care*
- Fall Prevention*
- Safety Medication Administration
- Infection Prevention*
- QSEN Competencies
- CCNE Nurse Residency Guidelines
- National Patient Safety Goals
# How We Do It — Online Learning Activities

<table>
<thead>
<tr>
<th>LEARNING ACTIVITIES</th>
<th>RESOURCES</th>
<th>SUPPORT</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Interprofessional Communication and Conflict Management</td>
<td>• All resources are:</td>
<td>• All content is supported by:</td>
</tr>
<tr>
<td>• Transcultural Healthcare</td>
<td>• Evidence based</td>
<td>• Facilitator Notes or through</td>
</tr>
<tr>
<td>• Pain Management</td>
<td>• Current</td>
<td>• Video vignettes</td>
</tr>
<tr>
<td>• Infection Prevention</td>
<td>• Dynamic</td>
<td></td>
</tr>
<tr>
<td>• Fall Prevention</td>
<td>Links are provided to supporting resources.</td>
<td></td>
</tr>
<tr>
<td>• Evidence Based Skin Care</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• End-of-Life Care</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Alarm Fatigue</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Professional Development</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Critical Thinking Activities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Knowledge Assignments</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Clinical Application (Skills)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Discussion Topics (Attitudes)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Feedback Assessments</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Quizzes</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
# How We Do It — Managing the Changing Patient Condition Using Simulation

## SIMULATION ACTIVITIES
- Comprehensive Case Studies with Debriefing Notes
  - Respiratory
  - Cardiac
  - Simulation
  - Patient Charts
  - Simulation Algorithms
  - Peer Assessment Forms
  - Sims are Modifiable

## RESOURCES
- Case Study Worksheets
- Patient charts to facilitate sim set up
- Algorithms for simulation technicians set up

## SUPPORT
Case studies for both respiratory and cardiac case studies are accompanied by facilitator notes and resources/references to be used for debriefing

---

**JONES & BARTLETT LEARNING**

Copyright © 2019 by Jones & Bartlett Learning, LLC, an Ascend Learning Company

www.jblearning.com
# How We Do It — Professional Development

<table>
<thead>
<tr>
<th>PROFESSIONAL DEVELOPMENT</th>
<th>RESOURCES</th>
<th>SUPPORT</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Leadership Coaching</td>
<td>• Timelines and processes</td>
<td>Facilitator notes</td>
</tr>
<tr>
<td>• Clinical Leadership Vignettes</td>
<td>• Generated from real life situations</td>
<td></td>
</tr>
<tr>
<td>• Modules can be used for Continuing Education</td>
<td>experienced by new grads</td>
<td></td>
</tr>
</tbody>
</table>
# How We Do It — Foundation Documents

<table>
<thead>
<tr>
<th>ASSESSMENTS AND RUBRICS</th>
<th>RESOURCES</th>
<th>SUPPORT</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Sample syllabus</td>
<td>• All documents and forms are available on line or downloadable</td>
<td>Facilitator notes</td>
</tr>
<tr>
<td>• Reflective Journal</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Week at a Glance-Assignments</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Transition to Practice Program Learning Activity X Key Element x CCNE Baccalaureate Essentials x QSEN Competency</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Clinical log and checklist</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

---

Copyright © 2019 by Jones & Bartlett Learning, LLC, an Ascend Learning Company
Product Demonstration

Liam Butler
Solutions Analyst
Why Adopt This Course

- Simple
- Evidence based
- Comprehensive
- Focuses on patient care quality and safety
- Outstanding instructor support
- Tried-more than 600 users

- Provides the foundation for collaboration between academia and service
- Dynamic-updates on demand pushed to users
- Versatile and customizable
- Outcome data measures student success and success in the curriculum
Applicability

Academic Schools of Nursing
• ADN programs
• BSN Programs
• RN to BSN programs
• International Nurse Integration Programs

Nurse Employers

Nurse Recruitment Companies
“I was able to get in to review the online course and I LOVE IT!!! I really liked that students can click on the links for the readings and the resources and it will be right there for them. I think this is very well developed and I am anxious to explore it more.”

— Saundra Farmer
Emory and Henry College, School of Health Sciences RN-BSN Program
Hear What Employers Have to Say…

“Because of our participation in this program, we anticipate a significant decrease in new grad recruitment costs, a decrease in new grad transition costs, and an increase in new grad retention rates.”

—Nursing Education Director, Acute Care Hospital
“This program has immensely increased my confidence through the broad based online courses such as pain management, fall prevention, evidence based skin care, alarm fatigue, end of life care among others...Because of this program, I believe that I can survive in any hospital setting and reach my maximum potential to be the best nurse that I could be.”

—Student
Frequently Asked Questions

Q: Can this product be incorporated in schools with CCNE accreditation?

A: Yes. The alignment document includes CCNE Essentials.
Q: How many class hours are used for the online learning activities?
A: Three class hours per learning activity
Frequently Asked Questions

Q: Can the product be used in a collaboration between Schools of Nursing and their clinical partners?

A: Yes, there’s a model which can be shared.
Q: Can the product be used by hospitals as a component of Newly Licensed Nurse Residency programs?

A: Yes, the content focuses on patient safety and professional development. The organizing framework integrates well with residency accreditations standards.
Frequently Asked Questions

Q: What competencies are practiced in the simulations?

A: Effective Interprofessional Communication
   Standardized Communication
   Team Work and Leadership
   Managing Patient and Family Dynamics
   Professional Accountability
   Clinical Decision-Making
Q: How might participation in this course benefit nurse employers?

A: Decrease onboarding time and expense
   Participating students know the unit culture, have an established network
   Know the EMR system, know policies and procedures
   Provides an opportunity to authentically assess students as potential employees
   Assess student for "fit"
Frequently Asked Questions

Q: This content appears to duplicate concepts already presented within the curriculum.

A: Yes, they should look familiar. The NCSBN, CCNE, QSEN, and the Joint Commission recommend that these concepts be included in all new grad programs. Exposing the student to the concepts within the clinical setting builds critical thinking skills, increases their confidence, and helps them to become more employable.
Q: How does this course benefit schools of nursing?
A: Encourages collaboration with clinical partners
Provides a comprehensive, employment driven approach to the senior practicum
Facilitator/instructor support minimizes challenges and promotes consistency
Easy to incorporate and use
Outcome data can be used for program evaluation
Next Steps

Request a Free Trial
go.jblearning.com/Ttptrial

Download the Case Study
go.jblearning.com/Ttpcase

Contact your Account Manager
www.jblearning.com/about/contact/rep/