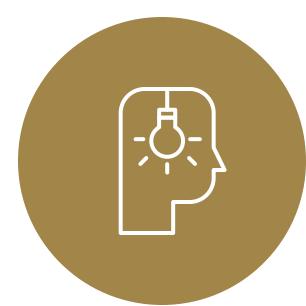
Imagining an Orientation Built on Trust

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Introduction

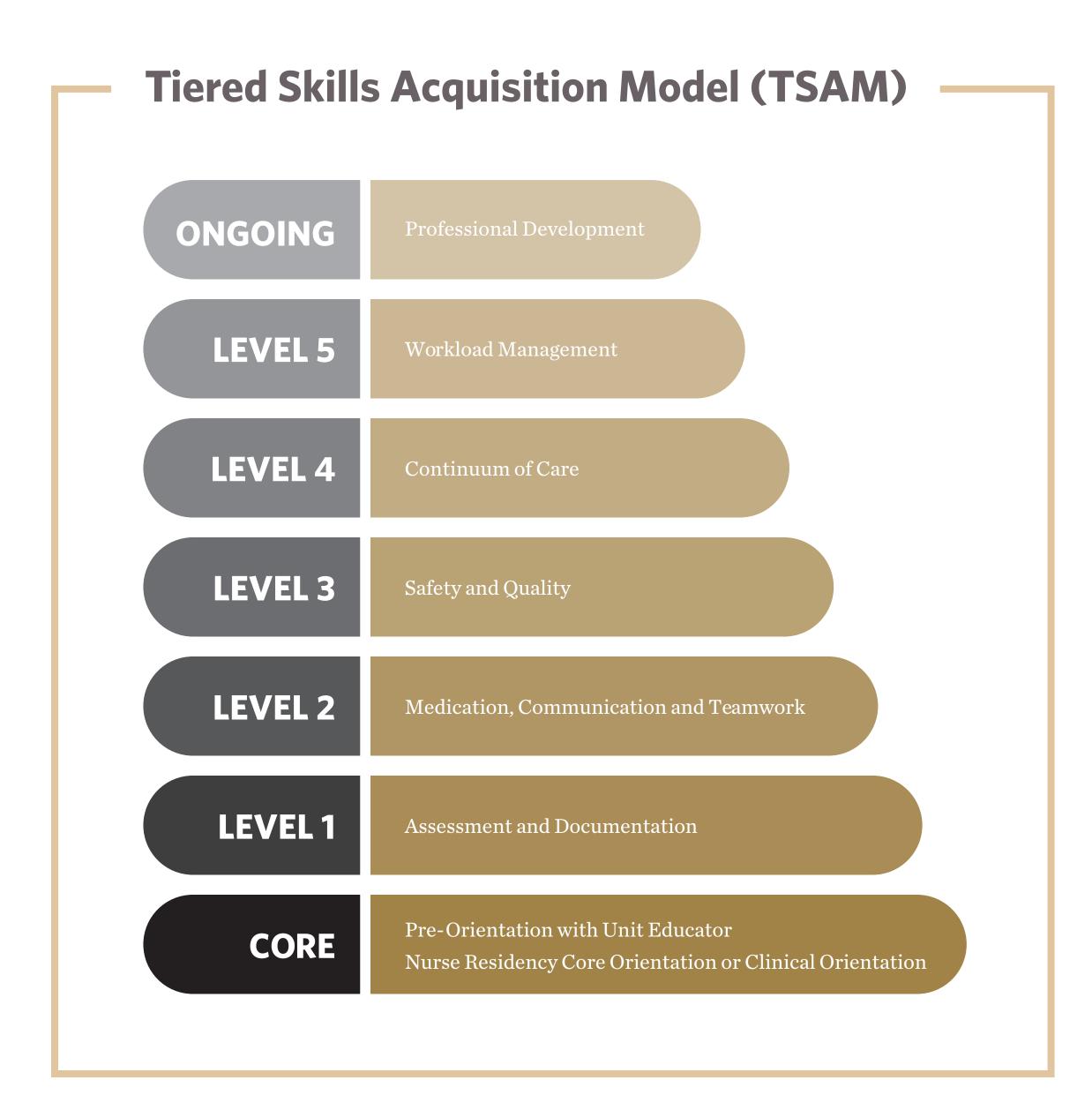
Are checklists the best orientation tools?

Nursing Professional Development (NPD) practitioners desire to give newly-hired nurses a meaningful orientation so that they can succeed in today's outcome-focused healthcare setting. NPD practitioners at Vanderbilt University Medical Center observed that the use of a lengthy skills checklist:

- Created struggles in tracking the progress of the orientee
- Hindered the creation of effective goals
- Failed to be a true drive meaningful orientation

A comprehensive, three-phase plan was developed, consisting of:

- Tiered Skills Acquisition Model (TSAM)
- Entrustable Professional Activities (EPAs)
- Donna Wright's recommendations for initial competency development





Implementation

How will this initiative evolve over time?

Phase 1- 2012

TSAM increased opportunities for orientees to:

- Balance priorities for a full assignment
- Collaborate effectively with their preceptor
- Interact with patients living with a variety of diagnoses
- Document efficiently

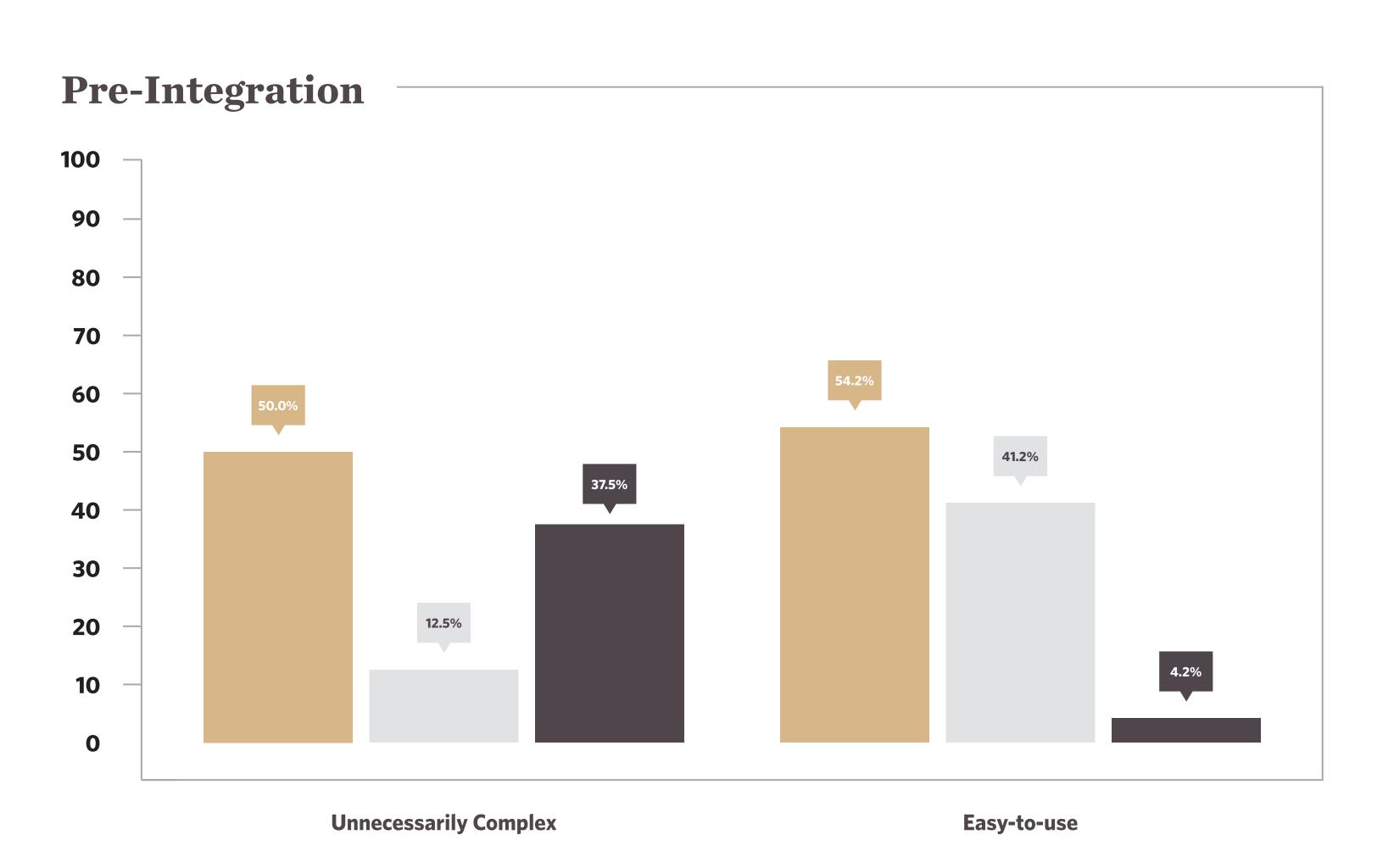
Phase 2- 2016

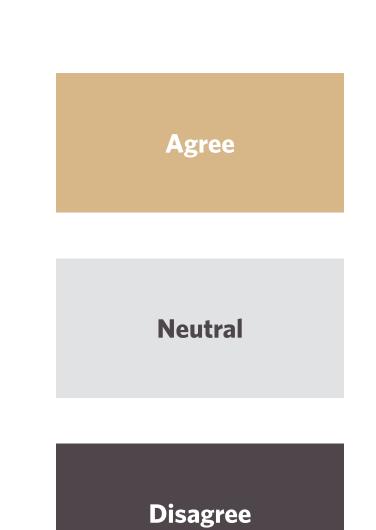
The incorporation of EPAs into a daily electronic tool, using Vanderbilt's internal survey system RedCap, allowed preceptors to:

- Evaluate, on a novice-to-expert scale, their trust in the orientee to perform core responsibilities
- Communicate progress instantly to the unit leadership

Phase 3- 2017

Streamlining the initial competency process by merging the orientation forms produced one tool that combined skill acquisition and progression evaluation.





Outcome

What does success look like?

Following the TSAM implementation:

- Planned orientation time decreased by 25% for experienced RNs and 38% for Nurse Residents on Adult Inpatient Medicine Acute Care units
- Number of RNs who had orientations extended also decreased
- Saved the units approximately \$2050 per experienced RN and \$5300 per Nurse Resident orientation

Following the integration of the skills checklist into the EPA tool:

- Using a validated tool, NPD practitioners surveyed frontline RNs on inpatient medicine acute care units pre- & post-integration to evaluate the usability of the orientation tools.
- Prior to integration, **50%** of RNs agreed that the orientation tools were unnecessarily complex, compared to 0% post-integration.
- Prior to integration, **54**% of RNs agreed that the orientation tools were easy-to-use, compared to 88.9% post-integration.

Post-Integration

Easy-to-use

In Practice

An objective look at our process.

NPD practitioners delivered a meaningful orientation built on trust that:

- Supported a cost-saving reduction in orientation weeks.
- Improved preceptor satisfaction with orientation tools

Going forward, NPD practitioners plan to:

- expand the use of TSAM, EPAs, and the Donna Wright orientation model beyond the adult inpatient acute care areas
- investigate the abilities of preceptors to teach conceptually
- ensure the orientation tools clearly meet the needs of accrediting bodies
- consider the impact on quality and retention data

