

IDAHO STATE UNIVERSITY, SCHOOL OF NURSING, OFFICE OF PROFESSIONAL DEVELOPMENT NEWSLETTER



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MINNESOTA RURAL NURSE RESIDENT

By: Tamara Hollinger-Forrest, RN

The Pipestone County Star published in its March 2, 2011, edition an article on Tara Langswierdt, a Registered Nurse, who recently became the first Pipestone County Medical Center nurse to graduate from the Northwest Rural Nurse Residency program sponsored by Idaho State University.

"They finally acknowledge that rural nursing is different than nursing in Sioux Falls or other cities," said Tara. Langswierdt started the program Jan. 20, 2010. She said the first 12 weeks consisted of online specialty education via web conferencing with other rural nurses from around the country. There were about 60 participants in the program with her, and only five from Minnesota.

Julie Carrow, a 12-year veteran nurse at PCMC, volunteered to serve as Langswierdt's mentor. "I believe the residency program is valuable in building confidence in new nursing staff, as well as helping the newer staff nurses to transition from a novice nurse to an

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advanced beginner," Carrow said. Carrow also helped Langswierdt develop a residency plan that highlighted 10 job responsibilities that Langswierdt felt she needed more experience with. When those duties came up, Carrow provided guidance about how to properly handle them. "I love every aspect of nursing I do, so getting to take these classes for free was really exciting," Langswierdt said.

3rd ANNUAL SIMULATION WORKSHOP A SUCCESS

By: Tamara Hollinger-Forrest, RN

Idaho State University, Office of Professional Development, hosted its 3rd annual simulation workshop using advanced web-based technologies to nurses across the nation. Advanced web-based technologies allowed instructors to simulate unfolding case studies from Idaho State University, Department of Nursing's simulation lab to participants in Idaho, Montana, Kansas, and New Mexico. Participants addressed patient changing conditions through role playing of unfolding case studies in a virtual rural hospital. Participants reported they were pleased with case studies that focused on emergency situations where they had to think on their feet.

In addition, TeamSTEPPS®, a teamwork system designed for health care professionals, was presented by Debra Reiland, MSN, RN. TeamSTEPPSTM is an evidence-based teamwork system aimed at optimizing patient outcomes by improving communication and teamwork skills among health care professionals. It includes a comprehensive set of ready-to-use materials and a training curriculum to successfully integrate teamwork principles into any health care system.

THE FUTURE OF NURSING IN MONTANA

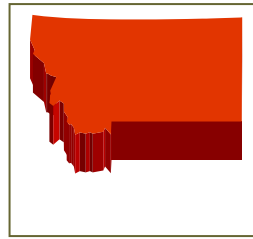
By Lori Chovanak, RN

In November 2010, a Regional Awareness meeting for the Future in Nursing was held in Montana. Nurses gathered together to attend a National Summit of 600 of the nation's top health care leaders and a committee of the Institute of Medicine who reported on professional nursing. The Montana group included educators, administrators, leaders of state agencies, and nurses from professional associations. The gathering was hosted by Montana Hospital Association: An Association of Health Care Providers (MHA) and a lively discussion followed the summit report regarding an Initiative for the Future in Nursing (IFN) action plan for the state.

The IFN is a two year effort of the Institute of Medicine and the Robert Wood Johnson Foundation to evaluate and transform the nursing profession and health care delivery. Four key messages were delivered by the IFN and include evidence based solutions to improve issues regarding nursing practice barriers, nursing education and training, nurse faculty shortages, and health care delivery. To address these messages, eight recommendations have been outlined. These recommendations are:

- Remove scope of practice barriers
- Expansion of nursing opportunities to lead and collaborate in health delivery efforts
- Implement nurse residency programs
- Increase the proportion of baccalaureate prepared nurses
- Increase the number of doctoral prepared nurses
- Lifelong learning of nurses

"This is a great time to be a nurse."



"Implement Nurse Residency Programs"

-Empowering nurses to lead change and advance health

-Collection and analysis of health care workforce data

A second Montana meeting was held on March 30th, 2011 and over 100 nurses from throughout the state attended through web conferencing at various sites. This second meeting is the start of an organized effort to create workgroups to address the eight recommendation of the Initiative.

MHA has taken a leadership role in creating this movement in Montana and join other states in the union also working on these recommendations. In addition to proposing a workforce bill in this 2011 session of the legislature, the Montana Hospital Association has partnered with the Northwest Rural Nurse Residency (NWRNR) to promote and assist their member facilities in implementing residency programs. Many facilities are inquiring and interested in seizing this opportunity to promote nurse retention, increase patient and nurse satisfaction, decrease financial impact of nurse turnover, and improve patient outcomes in their rural hospitals.

This is a great time to be a nurse! Although there are issues in the profession and health care, we are coming together and using our voices to change the culture of both. Nurses are empowered to contribute to the changes ahead and supported by key stakeholders. We are being called to be leaders of change and instruments of advancing health and health care.

The First Annual Statewide Preceptor Conference in New Mexico

BY: Debra Cassady, RN, NM Center for Nursing Excellence

The First Annual Statewide Preceptor Conference in New Mexico was held on April 29, 2011. It was presented by the Practice and Work Environment Committee of the Nursing Council of New Mexico, New Mexico Center for Nursing Excellence, and held in the United Way of Central New Mexico Conference room. The conference offered 5.5 continuing nursing education (CNE) credits and cost the participants \$30, which included lunch. Sixty-three people participated, representing twenty facilities through-out New Mexico. Evaluation scores averaged 3.6/4.0. Most people learned a new skill and had fun learning it.

The Preceptor Conference was in response to the NM Preceptor's Survey that was sent out on Survey-Monkey. There were 84 respondents. The top five topics requested for a conference were:

organization/time management/ prioritization; communication/feedback/listening; learning styles; teaching methods; and preceptor role.

Our response was to honor the top five requests, so the topics on the agenda included Nurse Preceptor Preparation: Tool Development, Patient Centered Care, Precepting: Making a Difference (organization/time management/prioritization); Transformational Leadership (organization/time management/prioritization); and Ruby Red Slippers: Metaphor, Magic, & Meaning (communication/feedback/listening; learning styles; teaching methods; and preceptor role). The *Ruby Red Slippers* presentation used the Wizard of Oz as metaphors to describe the role of a preceptor and the use of "powerful questions".

The afternoon Toolbox Best Practices Workshop included group work and presentations on descriptors, definitions, and strategies/best practices, learned in *Ruby Red Slippers*, on the following topics: Time Management, Evaluation of Resident, Goal Setting, Listening Skills, Personal Reflection, Assessing Basic Skills/Different Nursing Styles, How to Motivate/Challenge Resident, Timely & Appropriate Feedback. Participants requested that the next steps for further preceptor development be to create a presentation/conference for Nursing directors and Nursing

"Very enlightening, useful, and



interactive..."

Educational Directors emphasizing the importance and need for preceptor programs; create a presentation for hospital administrators' buy-in to be given to NMONE and Hospital Assoc.; create training workshop for preceptors; have a workshop on how to set up a Preceptor Program; and develop unit specific programs.

Comments from the evaluations included, "All I learned, I will use every time I precept." "Do this again!" "Loved the Wizard of Oz metaphors." "The powerful questions were an ah-ha moment." "Very enlightening, useful, interactive. Good skill builder." "Inspirational, motivational, exciting, glad to be here. Can't wait to get back to start our own program and come back next year for the 2nd Annual Preceptor Conference." "My biggest impact was when Kathy spoke about creating a great work environment for the team." "Her whole lecture was very inspirational." "My ah-ha moment was the Transformational Leadership lecture." "My ah-ha moment was Stephanie speaking about her unit (ICU)."



12 Nurses Graduate from June 2010 Cohort of One Year Nurse Residency

By: Tamara Hollinger-Forrest, RN

Three times a year the Northwest Rural Nurse Residency (NWRNR) program recognizes nurses who have completed the requirements of the one-year nurse residency. In June 2010, 12 nurses from hospitals across the nation embarked on a journey as new RNs working in rural hospitals. At the same time these nurses were also enrolled in the nurse residency program to increase confidence, build skills, and receive support during their first year of nursing. These 12 nurses completed 64 hours of continuing education and 104 hours of clinical oversight by a preceptor.

We would like to recognize those nurses who graduated from the June 2011 Cohort for their hard work and dedication. They are as follows:

Abby Bunston	Loring Hospital	Iowa
Carolyn Dabney	Ferry Cty Mem	Washing
Charlet Waage	St. Michael's	S. Dakota
Chris Hecox	Aspen Valley	Colorado
Christina Maele	Lovelace	New Mex
Mitch Aurrecochea	Mason Gen.	Washing
Janice Stagg	Grand River	Colorado
Kara Klemo	Mem Medical	New Mex
Kay Lyn Mueting	Comm Health	Kansas
Raymond Knable	Aspen Valley	Colorado
Shannon Hicks	Aspen Valley	Colorado
Brooke Mefferd	St Michael's	S. Dakota



RURAL NURSE RESIDENCY TO BEGIN NEW COHORT IN JUNE 2011

By: Tamara Hollinger-Forrest, RN

12 Hospitals have signed up over 70 nurses to participate in the upcoming cohort of the Northwest Rural Nurse Residency (NWRNR) program that begins in June 2011.

There will be 3 sessions for a total of 16 hours of preceptor training, which covers topics such as Communication and Conflict, Team Building, Management Skills, and Professional Socialization. Some hospitals are taking a step-by-step approach by first training their experienced RNs to be great preceptors and developing a foundation before starting a resident training program.

Hospitals participating include:

- Stillwater Community Hospital, MT
- Goodland Regional Med Ctr., KS
- Sitka Comm Hospital, AK
- Ferry County Memorial, WA
- St. Michael's Hospital, SD
- Holy Cross Hospital, NM
- St. Peter's Hospital, MT
- Partner's In Home Care, MT
- Northern Navajo Med Ctr., NM
- Lovelace Westside, NM
- St. Mary's Health Ctr., KS
- Riverstone Health, MT
- Rehoboth McKinley, NM

Lovelace Westside of New Mexico Recognizes Nurse for Graduating from Residency Program

By: Tamara Hollinger-Forrest, RN

On June 13, 2011, the Albuquerque Journal published an article on Christina Maaele, a graduate of the Northwest Rural Nurse Residency program of Idaho State University, Department of Nursing. Maaele is employed at Lovelace Westside Hospital, New Mexico where she works on a medical-surgical unit. She was licensed as an RN in March 2010. As part of the residency program, Maaele and her preceptor, Aaron Gallego, developed a learning plan that focused on building Maaele's confidence and skills in IVs, wound care, and interpreting diagnostic tests and EKGs. Maaele stated the extra information she was given throughout the nurse residency program made her more confident and her skills a little quicker and stronger.

Gallego stated, "I think it is important for new nurses to have someone assist them through the first year of nursing."

Lovelace Westside will continue to enroll their new nurses in the program. "What they teach you in school and what you do in real life is totally different," stated new nurse Daisy Baca, who has enrolled in the residency.

Florence Nightingale: I think one's feelings waste themselves in words; they ought all to be distilled into actions which bring results.



*NEXT SESSION OF NWRNR BEGINS IN
SEPTEMBER 2011*

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For more information