



ON-LINE TRANSITION TO PRACTICE PROGRAM

From: Idaho State University, News & Notes Online

The U.S. Health Resources and Services Administration awarded two grants for a total of \$1.38 million to Idaho State University School of Nursing for expansion of transition-to-practice programs reaching rural nurses across the country through the Office of Professional Development.

"The Idaho State University School of Nursing is a leader in online transition-to-practice programs," said Deana Molinari, principal investigator for the grant and an ISU nursing professor. "Currently hospital nurses in 23 states attend clinical education for preceptors and new nurses. In October, long-term care, public health, home health and clinic nurses can participate in a 'Care in the Community' residency. In January 2012, rural nurse leaders and executives will enroll in a 'Leadership Capacity Building: Nurse Manager Boot Camp'. The year long experience will enable leaders to learn skills, produce a portfolio of projects, and develop from coaching."

The ISU School of Nursing created the online rural generalist program for new graduates with federal funding from HRSA in 2008. Web-based video delivered classes create classes that reach across the country. Rural experts test the knowledge, skills and attitudes of new graduates, nurses returning to work, and nurses moving from cities to small communities. Participants learn from local preceptors, rural educators from distant locations, and practice complex care with simulation.

"Now I am not afraid to hire new graduates," said a nurse manager from New Mexico. "The Northwest Rural Nurse Residency is a collaborative project," Molinari said. "Many people work together to support the new graduates."

Hospitals or agencies tailor the residency to meet specific new graduate educational needs and educates a clinical teacher called a preceptor to ensure patient safety and nurse competence. The ISU School of Nursing supports the hospital, educates preceptors and tests residents' care competencies. ISU also consults with state organizations and large health care networks to develop transition-to-practice programs. The Institute of Medicine advises employers and schools to provide

INSIDE THIS ISSUE

Online Transition to Practice Program	1
Nurse Leaders in Native Care Conference	2
Fall Enrollment	3
Participating Hospital	3

every nurse with a year of professional development after graduation. ISU provides classes and webinars for rural nurse preceptors, new graduates and leaders to increase patient care quality and safety.

The innovative distance education structure reduces traditional barriers to nurse education. There is no travel necessary. Experts aid leaders in small hospitals and community agencies to develop local programming using national standards. Expert rural nurses from across the United States teach new employees how to assess health crises and manage care using the latest research evidence.

"The content and instructors were wonderful," said Jodie Perry from Lincoln County Hospital, Davenport, Wash.

"It is wonderful that we can share knowledge and expertise across the United States," said Joan Vandekrol, a Professional Development Coordinator, Pella Regional Medical Center, Pella, Iowa.

"We had a very poor track record in orienting new nurses. Having access to this wealth of knowledge and the support you offer will make it possible for us to succeed in improving our policies and procedures," said Kristina Nordhagen, registered nurse, Sheridan Memorial, Plentywood, Montana.

The grant will support additional electives and expands the scope of services offered by ISU School of Nursing. No agency will be too small to provide professional development for nurses. "Patient safety increases as nurse knowledge increases," Molinari said.

An increased number of agencies and nurses will be served as the project extends to new communities and assists new states to create residency initiatives. ISU will sponsor education in any small rural agency as well as large organizations like the Montana Hospital Association and the Nursing Council of New Mexico to create transition-to-practice programs.

NURSE LEADERS IN NATIVE CARE CONFERENCE

By: **Debra Cassady, RN, NM Center for Nursing Excellence**

Albuquerque, NM was host to the Nurse Leaders in Native Care conference August 15-19, 2011, that was sponsored by the Indian Health Services (IHS) Division of Nursing, IHS National Nurse Leadership Council, Arizona Nurses Association, and IHS Clinical Support Center. This national conference, "The Future of Nursing: Advancing Leadership to Enrich Health" was well attended by nurses from all across the USA.

Two prominent poster presentations about the Northwest Rural Nurse Residency (NWRNR) were made. One by Grace E. McAtasney, BSN, Clinical Coach Intensive Care Unit and the other by Schelda D. Joe, BSN Circulator OR Department. Both presenters are from Northern Navajo Medical Center in Shiprock, NM, and Ms. Schelda did a podium presentation as well. The poster presentations discussed the needs for nurse residency programs, and the roles of the preceptor and residents. Ms. Schelda's presentation stated, "According to Hippeli RN, MSN, in the nursing Forum, "60% of new graduates will leave their first positions within 6 months because of the way they were treated by staff in their facility. Nurses must recognize that a nurse needs 6 months to a year after hire before becoming productive. If you lost that nurse, then you must start retraining a new nurse, and the problem repeats unless we change these bad habits."

A break out session on Thursday afternoon titled "Residency Programs for Successful Transitions in Nursing" highlighted the NWRNR. The session was paneled by Lavenia L. Diswood, RN, MSN/ED, Yolanda M. Adams, RN, BSN, and Carolyn McKeown, RN. All three are CNO's from hospitals in New Mexico that are utilizing the NWRNR. They spoke



"the CNO feels that it is due to the NWRNR that the new grad picked up on the warning signs."

very highly of the NW Rural Nurse Residency, and talked about some of the early issues they had (mostly with technology) and about their successes. At one hospital two new RN's, that were previously EMT's, were having a difficult time transitioning to becoming nurses. The NWRNR moved them out of EMT thinking and into professional nurse thinking.

At another hospital, a new nurse graduate in the NWRNR, normally on a Pediatric unit was floated to a med/surgical unit. Within the first hour she identified a neurological patient in critical distress and had the patient moved to the ICU. The patient ended up in surgery. The med/surgical staff had missed the warning signs. This incident shook up the hospital and the CNO feels that it is due to the NWRNR that the new grad picked up on the warning signs. This has also raised the competency and level of patient care bar with all the hospital staff.

All panelists agreed that CNO and/or Clinical Educator involvement is vital to the success of the program. Facilities have to set aside time for the preceptors and residents to attend the webinars and have learning discussions.

Carolyn McKeown, CNO stated "Now that I have a residency program, I am more willing to hire new grads." The breakout session was attended by 20-25 people and generated a lot of interest from the attendees.

FALL ENROLLMENT

UPCOMING COURSES FOR RURAL NURSES

Transition-to-Practice

Preceptor Certification September 30, 2011

Acute Care Residency November 3, 2011

Community Residency November 3, 2011

Leadership

Nurse Leaders January, 2012

Leadership Coach January, 2012

E-mail nurseopd@isu.edu for applications



HOSPITALS CURRENTLY PARTICIPATING IN NORTHWEST RURAL NURSE RESIDENCY

- Stillwater Community Hospital, MT
- Goodland Regional Med Ctr., KS
- Sitka Comm Hospital, AK
- 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
- Jefferson Health Care, WA
- Quincy Valley Medical Ctr., WA
- Sheridan Memorial, MT
- St. Patrick Health Sciences Ctr., MT
- Acoma-Canocito-Laguna IHS, NM
- Harrison Memorial, KY
- Lincoln Hospital, WA
- Artesia General, NM
- Mescalero Indian Health, NM
- Crownpoint Indian Health, NM