**Perioperative Nurse Residency Program—meeting notes (Fall 2011)**

**(PERIOP: P**erioperative **E**vidence Based **R**esidency **P**rogram for the **I**ntra **O**perative **P**rofessional**)**

**Next Steps (target: December 19th)**

-Educators to meet to iron out curriculum logistics and details (speakers, equipment, materials, etc)

-Noreen and Lavone to meet with Cindy Oster/Darcy Copeland to nail down research question and to design measurement tools

-Noreen to work with marketing to design communication and marketing plan/timelines

-Noreen to orient recruiters on the program-have recruiting run a current openings report

-Noreen to find the program requirements previously defined and projected numbers

-Determine a book purchasing plan/applications for resources

-recruiters will design a pre-screening tool for applicants---Noreen will send out to periop team for feedback

-recruiters will design a wait list strategy for applicant pipeline

-Kristi Michaud will develop a communication plan to 3 audiences (internal, external, other hospitals/schools)

-Kristi Michaud will have drafts of collateral by 12/19 for review/feedback

-Ashley Bose will work with Kristi to develop an open house for early-mid January for interested candidates

-Noreen will work on an estimated program budget

-Noreen will meet with community board to look at grant funding

-**facilities: send in call requirements to Noreen by 12/15**

**Longer Term Needs:**

-map out a standardized interviewing/screening/onboarding process

-address identified preceptor issues

-Luke/Noreen to build the website in Centura Nursing Education link

**Available Content:**

Periop 101 (HS)---Mosby—Existing—AORN DVDs—CCI CNOR---Past Agendas---Book Library---Sales Reps

 10 wks Skills Content Exam Prep hard copy

 Online

**Roles:**

Mentors, Preceptors versus “strong RNs”, Educator

**Student Needs:**

Scrubbing

General knowledge then specialty knowledge

Critical thinking

Preop/PACU/OR/Procedural/SPD

2 days of super specialty observation

**Clinical Strengths:**

SASMC: ortho/trauma, integrated stryker systems—SEASONAL

SAN: ortho/spine/general

SAH: all (CVOR, small eye, no transplant)

PAH: transplants, eyes, CV, totals, ENT/Skull base in the future

PKR: ortho/spine, neuro/spine, GYN, ortho, bariatric, c-sections, peds in the future

LAH: neuro (spine, crani, all), ortho—totals, general, urology, OB/GYN, OB trauma

PSF: totals, neuro, gen trauma, CVOR, GYN, (Pen and SAH similar)

STM: general mix

SMC: CV, ? neuro (need to ask)

MRMC: ortho/trauma, others (need to ask)

AAH: spine, GYN (ask Nancy Anderson)

**Didactic Structure Decisions:**

Format similar to PAH’s but 10 weeks

Use of periop 101 in Healthstream (have administrator questions for Andrea)

2 days/week of classroom

Monday, Tuesday, half Wed -- clinical in the OR

Wed afternoon—modules

Thursday/Friday—classroom didactic, teach what they will practice the following Monday/Tuesday

**Cohort #1 February 21- April 27, 2012 (0830-1630)**

-interviewing and hiring by end of January (starts in December at the latest), -hospital/nursing orientation by mid February

-MEDITECH training at the end together

**CLASSROOM DATES: Feb 21, 22, 23, 24**

 **March 1, 2, 8, 9, 15, 16, 22, 23, 29, 30**

 **April 5, 6, 12, 13, 19, 20, 26, 27**

**Cohort #2 Sept 2012-November 15, 2012**

**CLASSROOM DATES: September: 11, 12, 13, 14, 20, 21, 27, 28**

 **October: 4, 5, 11, 12, 18, 19, 25, 26**

 **November: 1, 2, 8, 9, 15, 16**

Interview and Selection Strategy/onboarding. To include:

-comprehensive tour of the OR

-2 days of shadowing for incumbent Centura nurses

-in depth competency interview

-targeted selection interview

-letter of intent to commit for 2 years

Content to include in addition to Periop curriculum:

-Crew Resource training

-personality styles (Nancy)

-impact of generations (Nancy)

Marketing and Communications:

-external piece for recruiters like ASCENT (Noreen to check with Jenny)

-internal trifold like ASCENT

-Centura Connected disposable surgical hats—twice a year at the time of graduation (for all OR staff to show support for newly graduated residents)

-development of website like other nursing education programs

Research Elements

Need another meeting with Cindy Oster to design a research question, want IRB approval for an exempt study

Longitudinal Data: demographic data, content/competency

ROI/cost model—retention #s, cost of contract labor, cost of program, pooling of educator resources, open positions, forecasted open positions

Host a Periop Preceptor Course (1 day) -might be helpful to teach them what the PERIOP course is all about

**Next Steps:**

1. Invite Darcy, Cindy Oster to meet with us about the research set up for this program--Noreen
2. Look at calendars for room availability (PAH and SAH)—Jane/Jan/Lavone
3. Instructors: look at calendars for teaching availability--ALL
4. Costs of books, evaluate what’s available on line versus hard copy—Joan
5. Plan weeks #2-9 curriculum--ALL
6. Plan mid-term celebration/fun activity (ie, AORN office, field trip, lunch, manufacturing plant, medtronic, etc)
7. Plan graduation (go to lunch, etc) and how it correlates with ORM training

***WEEK 1***

**PERIOP Curriculum 8:30a-4:30p**

**Week #1--Day #1:**

**8:30-10:00** Kick off—reason for program, introductions, ice breaker, senior nursing leader, goals, agenda, expectations

 Orientation to the website, materials

 Discuss pre-work, post-work, general flow of the class structure/program, printing copies for class

 reading materials, Mosby Skills, AORN standards, access to Periop 101, LEARN

 Housekeeping (clocking in and out, parking, business cards, meals, attire, etc)

 Introduce instructor team

 Pictures of the residents with a group picture (put on the website)

**10:00-10:15 BREAK**

**10:15-11:15** Personality style assessment and discussion--Nancy

**11:15-11:45** Communication based on styles—Nancy (practice with scenarios from skit)

**11:45-12:30** **Lunch**

**12:30-1:30** OR fun facts

History of OR nursing (Jane’s video—15 minutes)

National OR nursing (age/relevant data, AORN professional organization sign up)

Professional resources—books, websites, etc

Career planning—certification, career opportunities

Centura OR nursing data and information

**1:30-3:00** Culture of the operating room

 -video: the perioperative environment (AORN video from 2007)

 -generational differences

 -gender differences

 Discussion

**3:00-3:15** **BREAK**

**3:15-4:30 Tour**

**PERIOP Curriculum 8:30a-4:30p**

**Week #1--Day #2:**

**8:30-9:00** Debrief from yesterday

**9:00-11:45** Intro to Periop Nursing (instructor to select break time), PNDS language, Activities/case studies

**11:45-12:30 LUNCH**

**12:30-4:15** The Surgical Environment (instructor to select break time), Video (27 minutes)

Practicing, equipment

**4:15-4:30** Wrap up, next steps, homework

**PERIOP Curriculum 8:30a-4:30p**

**Week #1--Day #3:**

**8:30-9:00** Debrief from yesterday

**9:00-11:45** Aseptic technique

**11:45-12:30 LUNCH**

**12:30-4:15** Practice skills and principles

**4:15-4:30** Wrap up, next steps, homework

**PERIOP Curriculum 8:30a-4:30p**

**Week #1--Day #4:**

**8:30-9:00** Debrief from yesterday

**9:00-11:45** Perioperative Assessment, Interview, Time out, Surgical checklist

**11:45-12:30 LUNCH**

**12:30-4:30** Complete online modules—computer lab, including orientation to accessing them/LEARN, etc.

 Do 1-2 modules together

 Modules : Intro to Periop Nursing

 Surgical Environment

 Aseptic Technique

 Perioperative Assessment

***WEEK 2***

**Wed of Week 2:** Complete online modules from previous Friday

**PERIOP Curriculum 8:30a-4:30p**

**Week #2—Day #1**

**8:30-9:00** Debrief from yesterday

**9:00-11:45** Anesthesia, Blocks

**11:45-12:30 LUNCH**

**12:30-4:30** Malignant Hyperthermia (didactic and skills) , Mock drill, MH video, Pharmacy to discuss mixing/obtaining/processes

**PERIOP Curriculum 8:30a-4:30p**

**Week #2—Day #2**

**8:30-9:00** Debrief from yesterday

**9:00-11:45** Skin Prepping, Positioning

**11:45-12:30 LUNCH**

**12:30-4:30** Fire Safety, ESU

***WEEK 3* Wed of Week 3:** complete online modules—anesthesia, skin prepping, positioning, ESU

**PERIOP Curriculum 8:30a-4:30p**

**Week #3—Day #1**

**8:30-9:00** Debrief from yesterday

**9:00-11:45** Wound closure

**11:45-12:30 LUNCH**

**12:30-4:30** Intro to instrumentation

Counts

**PERIOP Curriculum 8:30a-4:30p**

**Week #3—Day #2**

**8:30-9:00** Debrief from yesterday

**9:00-11:45** Traffic patterns, Cleaning, Teambuilding (includes video)

**11:45-12:30 LUNCH**

**12:30-4:30** Infection control, Field trip to SPD

***WEEK 4*** Wed of week 4 complete online modules: wound closure, environmental cleaning, hemostasis, sponges, drains

**PERIOP Curriculum 8:30a-4:30p**

**Week #4—Day #1**

**8:30-9:00** Debrief from yesterday

**9:00-11:45** Sterilization

**11:45-12:30 LUNCH**

**12:30-4:30** Instrumentation

**PERIOP Curriculum 8:30a-4:30p**

**Week #4—Day #2**

**8:30-9:00** Debrief from yesterday

**9:00-11:45** Sterilization

**11:45-12:30 LUNCH**

**12:30-4:30** Instrumentation

***WEEK 5*** Wed modules: instrumentation and sterilization

**PERIOP Curriculum 8:30a-4:30p**

**Week #5—Day #1 and day #2 MEDITECH class**

***WEEK 6*** Wed modules: documentation and print out an EMR on a test patient and bring class Thursday

**PERIOP Curriculum 8:30a-4:30p**

**Week #6—Day #1**

**8:30-9:00** Debrief from yesterday

**9:00-11:45** Chart audit from homework, Scrubbing, Gowning, Gloving

**11:45-12:30 LUNCH**

**12:30-4:30** Scrubbing, Gowning, Gloving, Draping

**PERIOP Curriculum 8:30a-4:30p**

**Week #6—Day #2**

**8:30-9:00** Debrief from yesterday

**9:00-11:45** mock surgery using current skill set—didactic and case

**11:45-12:30 LUNCH**

**12:30-4:30** mock surgery using current skill set—didactic and case

***WEEK 7*** Wed modules: scrubbing, gowning, gloving, draping

**PERIOP Curriculum 8:30a-4:30p**

**Week #7—Day #1**

**8:30-9:00** Debrief from yesterday

**9:00-11:45** Specimens, Visit lab

**11:45-12:30 LUNCH**

**12:30-4:30** Medications—pyxis, pumps, equipment. Solutions

**PERIOP Curriculum 8:30a-4:30p**

**Week #7—Day #2**

**8:30-9:00** Debrief from yesterday

**9:00-11:45** Tourniquets, Implants/explants

**11:45-12:30 LUNCH**

**12:30-4:30** Safety in the OR, Quality department

***WEEK 8*** Wed modules: specimens, medications, solutions, safety in the OR

**PERIOP Curriculum 8:30a-4:30p**

**Week #8—Day #1**

**8:30-9:00** Debrief from yesterday

**9:00-11:45** Patient/family education, Age specific (peds/geriatric), Latex allergy

**11:45-12:30 LUNCH**

**12:30-4:30** Endoscopic surgery, Robotics, Instrumentation, Safety, (hands on afternoon)

**PERIOP Curriculum 8:30a-4:30p**

**Week #8—Day #2**

**8:30-9:00** Debrief from yesterday

**9:00-11:45** Professionalism

**11:45-12:30 LUNCH**

**12:30-4:30** AORN field trip

***WEEK 9*** Wed modules: Endoscopic surgery, latex allergy, professionalism, crucial conversations

**PERIOP Curriculum 8:30a-4:30p**

**Week #9—Day #1**

**8:30-9:00** Debrief from yesterday

**9:00-11:45** Conflict Resolution, Case studies, role playing

**11:45-12:30 LUNCH**

**12:30-4:30** Ethics, Critical Thinking, Situational Awareness, Standards of Behavior

**PERIOP Curriculum 8:30a-4:30p**

**Week #9—Day #2**

**8:30-9:00** Debrief from yesterday

**9:00-11:45** Emergencies, Mock Code Blue, Blood Administration

**11:45-12:30 LUNCH**

**12:30-4:30** SAH: Trauma 10, Tour, Flight for Life

***WEEK 10*** Wed online modules: critical thinking, perianesthesia

**PERIOP Curriculum 8:30a-4:30p**

**Week #10—Day #1**

**8:30-9:00** Debrief from yesterday

**9:00-11:45** Lasers, Radiology, Risk Management

**11:45-12:30 LUNCH**

**12:30-4:30** Ambulatory Surgery, Certification--video

**PERIOP Curriculum 8:30a-4:30p**

**Week #10—Day #2**

**8:30-9:00** Debrief from yesterday

**9:00-11:45** Perianesthesia nursing, Review, Team roles, Reports, discharge criteria, Final comprehensive exam

 Course evaluation

**11:45-12:30 LUNCH**

**12:30-4:30** CELEBRATION DAY—fashion show, historical stuff. Pinning

**Program Outcomes**

-graduation rates

-retention rates at intervals (6 months, 12 months, 18 months, 24 months)

-cost analysis

-confidence levels

-participant satisfaction level

-length of total orientation

-occurrence reports directly related to core competency deficits

-exam pass rates/scores

-preceptor perception of the course value

-QSEN mapping: pt centered care, teamwork and collaboration, informatics, EBP, quality, safety

-critical thinking

-demographic survey

-compare to ASCENT tools

-PBDS

-pre/post on the curriculum