We extend the healing ministry of Christ by caring for those who are ill and by nurturing the health of the people in our communities.
Objectives

• Discuss the importance of educator driven unit orientation vs. preceptorship alone.
• Appraise student scope of practice vs. licensed Registered Nurse scope of practice.
• Illustrate the construction and application of a low fidelity simulation education tools to enhance active learning.
• Identify ways to overcome barriers in your own setting.
• We hope to INSPIRE and EMPOWER you to create your own inexpensive teaching devices.
Jumping that Student to Practice Gap
Think Back…
How were you onboarded as a new graduate nurse?
What student nurses **CANNOT** perform during clinicals

- Fingerstick Blood Sugar Checks
- Hemocult Stool Sampling
- Access a port-a-cath
- Take physician orders off charts
- Take a verbal or phone order
- Handle narcotic keys
- Witness medications
- Hang blood or blood products (includes RhoGam and monitoring a patient receiving blood)

Administer:
- IV Cardiac Drugs (Digoxin OK)
- Neuromuscular Blocking Agents/Paralytics
- Thrombolytics
- Vasoconstrictors
- Drugs during a code
- ANY type of Chemotherapy medications
- PCA infusions
- Medication administration per epidural catheter
- Iron Preparations
- Diprovane
- Amphotericin B (IVPB)
3 day Onboarding Schedule

**RN Unit Orientation – Day 1**
- **0800 – 1030** - Clock In & Hospital Tour
- **1030 – 1200** - Sign Human Resource paperwork and VARK survey
- **1230 – 1400** - Bedside Application Discussion
  - **LEARN Module Discussion**
  - **Clinical Start** - Schedule Request
  - **Policy/Procedure & Protocols**
  - Pyxis – 2 hr. narcotic waste – Drug Diversion – Controlled Substance Waste Disposal
  - Pain Medication Administration – Pain scale
  - On Time for Huddle – Staffing sheets – Phones
  - Bedside Handoff – off-going/on-coming discussion of care with pt./family
  - White Board – Care Coordination cards
  - Note Charting – Shift
  - Vaccine Documentation during Admission charting
  - staff Assist / B2 / Code Blue – Stroke Alert
  - Electrolyte Protocols
  - CWIA Protocol / Seizure Precautions
  - LIP notifications & Documentation
  - Stroke Protocol & Tool – NIH / Neuro checks / Bedside swallow screening
  - Chest Pain Protocol – GIC & EGK Full Disclosure verification/documentation
  - Sepsis Management & Tool
  - Psychiatric holds – Avisica Teledotter
  - Trackers – Respondent Net Login
  - Tiger Test with Physicians
  - Midas Occurrence Reporting System
  - Annual Continuing Education Requirements
  - Unit Staff Meetings – Unit Practice Council
  - Call Off Procedure
  - Schedule/Adjustment/Host/Call-Off books – Vacation Request Form
  - Incremental Overtime
  - PSP Committee Opportunities
  - Self-Care Discussion (Compassion Fatigue / Burnout) – EAP Services
  - Professional development – Goal setting

**RN Unit Orientation – Day 2**
- **0800 – 1500** - Competency Skills Checkoff
  - Pyxis LEARN Module – If necessary – Sign Pyxis Motorized Training Documentation (Pharmacist)
  - Lab Collection and Tube System – Invasive Procedure Specimens
  - Lab Specimen Labeling – EPIC (formally RED RULES) (KEN)
  - Buck’s Skin Traction set up schematic
  - Ortho & Weight Bearing Precautions
  - MARTTI - Attestation
  - Infection Control – Isolation Protocols (Universal Decolonization Protocol)
  - RN Driven Protocol – VTE Prophylaxis Attestation
  - RN Driven Protocol – Clostridium Difficile Attestation
  - RN Driven Protocol – HOU 05 Attestation
  - RN Attestation – 2hr narcotic waste, PRN pain meds, Bedside Handoff, LIP Notification/Documentation, Note Charting, Responder Net – Trackers
  - Stroke Competency
  - Telemedicine Competency
  - Nurse Swallow Screen Competency
  - Fall Simulation & Demonstration - Attestation - I Bed “GO GREEN” (Ken)
  - Hospira IV Pump – Drug Library Mandatory Use – Competency (Ken)
  - Continuous Infusions (Heparin/Insulin) – Protocols (Ken)
  - Heparin Competency (Ken)
  - Extravasation Policy
  - PCA/Epidural Pump – Protocols - Telemetry (PCA/Epidural/Chest Pain/TIA/CVA)
  - PCA / Epidural Competency (2) (Ken)

**RN Unit Orientation – Day 3**
- **0800 – 1500** - Competency Skills Checkoff
  - Blood Bank Arm Banding – Competency (KEN)
  - Blood Transfusion – Protocol – Competency (KEN)
  - IV-Central Line policy – Central Line Dressing – Competency (KEN)
  - Blood Cultures from Central Line – CLABSI – Blue sheet – Competency (KEN)
  - CAUTI – Policy - Competency
  - Glucometer – (2) 12 hr. interval of Attestation
  - Restraint Policy – Documentation – Competency
  - Charting Patient Belongings (KEN)

Optional:
- Mock Scenarios
  - CIWA Assessment
  - Stroke Alert
  - Chest Pain/ CODE BLUE
  - Fall Room
  - Restraint/ CODE GREEN
  - Anaphylaxis
  - Respiratory Failure
  - Dehiscence/Surgical Bleed
Process Improvement Plan

• Need for Active instead of Passive learning for onboarding
• Inconvenience of current teaching tools
• Lack of product availability
• Need for hands-on training for high-risk/low-volume procedures
• Lack of funds for educational tools
The Map of Teaching Supplies at SFMC
What did we need?

- Clothing mannequin
- Unused but expired or opened medical supplies
- Food coloring
- Hot glue
- Drill
- Clay
- Cheese wax
- Tattoo practice skin
Drilling Sites

Epidural

Nasogastric & Dobhoff Tubes

PEG Tube

IV Insertion Sites
Port Construction
This allows us to ensure that new nurses are setting up IV fluids and programing the pump properly. As an added bonus, it gets the orientee on their feet and interacting instead of just talking through the activity.

Creating a “Vein” for Giving Fluids
It works!!!

Central line blood draw

Stomach contents from the NG

Port access and verification
Chest Tube
DRAINS AND PEG TUBE
Ostomies
All he needs is heart, lung, and bowel sounds!

That is where a small Bluetooth speaker comes in handy. This is placed inside of Ken’s torso and connects to a cell phone. Heart, Lung and Bowel Sounds can be heard using a stethoscope!
Ken’s Tool Chest
Inside Ken’s Tool Chest
List of Competencies with Ken

- Lab Specimen Draw/Inoculation/Labeling
- Fall Precautions
- Hospira IV Pump – Drug Library
- Continuous infusions (Heparin/Insulin)
- PCA / Epidural Initiation/Maintenance/Discontinuance
- Blood Bank Arm Banding
- Blood Transfusion
- IV-Central Line Dressing Change
- Blood Cultures from Central Line
- Competency Glucometer
- Restraint Placement
- Charting Patient Belongings
Ken in Use

Central Line Dressing Changes

IV Fluid and Pump Set up

Port access and verification

Central Line Blood Draw
Ken’s Growing Family

John Boy

Donors

Laverne and Shirley
the Dermatome Twins
Tracheostomy – Suctioning, Cleaning, & Securing
Fun & Team Building
Other Creations
Pre-Ken/Post-Ken Success

March 2017-October 2017

- 20 RNs onboarded
- As of today, 7 of those RNs left our organization

November 2017 - August 2018

- 32 RNs onboarded
- As of today, 1 of those RNs has left our organization
Future Opportunities

▪ CNA onboarding
  ▪ Glucometer
  ▪ IV site care and coverage for showers
  ▪ Telemetry placement and care
▪ Obtain genitalia and rectum
  ▪ Indwelling Catheter insertion and care
  ▪ Rectal tube insertion and maintenance
▪ Chest Tube with lung for air leak teaching
Questions
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