Evaluation of Maryland Nurse Residency Program Implementation

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Background

- In response to the IOM Future of Nursing (2011) report:
  - 2013: Maryland implemented Vizient/American Association of Colleges of Nursing (AACN) NRP in all acute care hospitals.
  - 2018: Implementation of the curriculum appeared to vary widely.

- Problem: 34 hospitals belonging to MONL Inc./ MNRC using standardized Vizient/AACN NRP

- Purpose: Examine the variability of NRP implementation in the hospitals

Methods

- Developed a standardized questionnaire examining program operations, duration, content, impact, and feedback

- Over 12 weeks: Interviews with NRP Coordinator or Director of Education
  - In-person, phone, or video conference

Results

20 out of the 34 hospitals completed interviews

Program Similarities	Program Differences
• Face-to-face monthly seminars • Required evidence-based practice (EBP) participation • Evaluated success using recommended validated tools • Coordinators expressed difficulty understanding, teaching, and supporting residents with the required EBP initiative	• Content • Policies • Nurse-resident work obligation contracts • Attendance • Make-up assignment requirements • Session length and frequency • Resident and coordinator feedback • EBP initiative support

Resident Comments

Residents Enjoy	Residents Need	Residents Dislike
• Topics • Program • Application of topics to unit • Simulation • Clinical Reflections • Comradery among other residents	• Interactive activities • EBP guidance • Session structure variety (i.e. speaker panel) • Handouts • Coaching on crucial conversations	• Attending events • Soft-skill discussions • Topics which do not apply to unit

Conclusion

- Adoption of a standardized program ≠ standardized implementation and outcomes
- Leaders drive resources, program implementation and program success
- Program fidelity ensures equity in resident learning and achieves outcomes
- Findings will be used to develop a standardized core curriculum for hospitals to use
- Adoption will reduce variability and provide additional support