



New RN Graduate Transition: Closing the Gap by Improved Critical Thinking/Prioritization and Communication

Angela Greenfield, DNP, RN, Deborah Heys, MS, RN-BC
 Rebecca Tolley, MSN, RN, Rebecca Turner, MS, ACNP-BC
 2017-2018 Fellows

Background

Both academia and hiring organizations recognize the need to establish alternative solutions to enhance the Nurse Residency Program created by Vizient/American Association of Colleges of Nursing (AACN)

Methods

Data from two Maryland hospital facilities using the Casey-Fink Experience Survey to identify specific opportunities for improvement:

- A. Initial Survey (Completion of orientation)
- B. 6 Months
- C. 12 Months
- D. 24 Months
- E. 36 Months

Results

- Review current practice changes in UMBWMC and Ascension Saint Agnes based on 2017 data
- Analyze 2018 data: individual questions to identify common themes to enhance the transitional experience into nursing practice.
 - Phase 1 = Completion of orientation
 - Phase 2 = Six months after orientation
 - Phase 3 = Twelve months after orientation
 - Phase 4 = Twenty-four months after orientation
 - Phase 5 = Thirty-six months after orientation

Objectives

To facilitate new nurse transition into clinical practice safely through demonstration of prioritization/critical thinking and communication.

Figures: UM Baltimore Washington Medical Center



Conclusions

Through additional data collection, opportunities can be identified to determine specific teaching/learning strategies for both academia and hospital nurse educators to incorporate:

- Curriculum revisions (Academia focused)
- Residency enhancements (Hospital focused)
- Next generation NCLEX project (Student focused)

Development

After a literature review of evidence based tools, the use of the Casey-Fink Experience Survey was selected due to the ease of use, consistency, validity, and reliability.

Coincidentally, as the survey was going to be administered, communication with the residency coordinators identified that the Casey-Fink Experience Survey is currently completed as part of the Maryland State Collaborative.

Figures: Saint Agnes Hospital



Notes

- NLI fellows from participating hospitals, in conjunction with their nurse residency coordinators, will communicate, collaborate, and identify current interpretation of data and strategies used between each phase.
- Future recommendations would be for the 2018-2019 NLI Fellows:
 - Continue data collection (Phases 2-5)
 - Identify strategies that both academic and hiring facilities can incorporate in their partnership for future nurses transitioning into clinical practice