

## Introduction:

Nursing is a critical field that requires highly skilled and competent professionals to provide quality patient care. To meet this demand, nurse residency programs have emerged as a valuable workforce development tool to enhance professional nursing capacity. These programs provide a structured transition from student to professional nurse and offer support and guidance in their first year of practice. Studies have shown that nurse residency programs have led to complementary attainment, satisfaction, and confidence among new graduate nurses.

## Objective of Project :

The objective of this project is to implement the Tiered System Acquisition Model to guide and evaluate the effectiveness and efficiency of the nursing residency program in the Post-Anesthesia Care Unit (PACU) setting during the first six months of the program. The TSAM model provides a structured and systematic approach to orienting and supporting new graduate nurses as they transition into a specialty area of nursing practice. By using this model to guide the nursing residency program and evaluate its outcomes, the project aims to identify areas of strength and areas for improvement in the program's design and implementation, as guidelines for the nurse educator and preceptor to streamline the education in a systematic manner to provide PACU education to the new graduated nurses in the PACU setting.

## Process of Implementation:

The process of implementing the nursing residency program in the PACU began in March 2022 with the hiring of two newly graduated nurses in a high acuity level department. To ensure the success of the program, the Tiered System Acquisition Model (TSAM) was introduced to the educators and preceptors, who were responsible for providing education and support to the new graduate nurses.

To ensure that the TSAM model was implemented effectively, all preceptors and educators were required to attend the TSAM class to gain a better understanding of how to follow the TSAM model and provide education to the new graduate nurses to successfully provide safe and high-quality care to patients in the PACU setting.

The clinical aspect of the program was held for six months, during which time the newly graduated nurses received weekly didactic sessions, assessments, prioritization, simulations, hands on skills, critical thinking case studies, discussion and 32 hours of unit orientation with the unit preceptors. This comprehensive approach aimed to provide the new graduate nurses with the knowledge and skills needed to provide safe and effective care in the PACU setting.

## Statement of the Successful Practice:

The nursing residency program in the PACU setting has been a successful practice, as evidenced by the growth and development of the newly graduated nurses who participated in the program. Through the program, the new graduate nurses were able to obtain the necessary skills and knowledge to provide high-quality care to patients in the PACU setting. They were able to progress from novice to advanced beginners and demonstrated their proficiency by achieving a 98% score in the post-test provided by ASPAN/MOSBY modules.

The success of the program is also reflected in the positive feedback and critiques received from the preceptors and colleagues of the newly graduated nurses. The support provided by the peers and leadership team was also instrumental in helping the new graduate nurses achieve success in their roles as PACU nurses. The positive environment created by the nursing residency program and the support provided by colleagues and leadership have been key factors in the success of the program.

## Implications of Perianesthesia nurses and future research:

The implications of the nursing residency program in the PACU setting at Stanford Healthcare is significant for perianesthesia nurses and the nursing profession as a whole. The success of the program highlights the importance of providing new graduate nurses with the necessary education, support, and resources to transition smoothly into the nursing workforce. The TSAM model proved to be an effective tool for providing comprehensive education and evaluating the success of the new graduate nurses in a systematic manner.

The success of the program also demonstrates the importance of modeling professionalism and providing holistic education to take care of patients and ensure safe care. By mentoring and providing specific education, the program equipped the new graduate nurses with the skills and knowledge needed to provide high-quality care in the PACU setting.

Moving forward, the nursing residency program in the PACU setting can be used as a model for other healthcare organizations looking to develop similar programs. The program can be expanded to include more new graduate nurses and other specialty areas within the perioperative nursing field.

Additionally, ongoing evaluation and review of the program can help ensure its continued success and identify areas for improvement. This can be accomplished through regular feedback from the new graduate nurses, preceptors, and educators, as well as ongoing monitoring of outcomes and performance metrics. By continuously improving and refining the program, we can ensure that future new graduate nurses have the necessary education and support to succeed in their roles as perianesthesia nurses.

## Background:

The development of a nursing residency program in the PACU setting at Stanford Healthcare represents a proactive approach to addressing the need for a consistent and skilled nursing workforce in perioperative nursing. As the nursing profession continues to evolve and face new challenges, programs like these will become increasingly important in ensuring the continued success and sustainability of the field (Nissen, N., 2020).

By providing new graduate nurses with the necessary education, training, and support, healthcare organizations can ensure that they have a steady supply of qualified nurses to meet the needs of their patients.

The TSAM model was developed specifically to support the nursing residency program in the PACU setting, providing a structured framework for learning and evaluation. By breaking down the learning objectives into weekly components for 21 weeks, and including simulations, didactic sessions, and case studies, the TSAM model helped the new graduate nurses develop critical thinking skills and gain hands-on experience in a safe setting.

The success of the TSAM model in the nursing residency program at Stanford Healthcare suggests that it could be an effective tool for other healthcare organizations looking to develop similar programs. By providing a systematic and structured approach to learning and evaluation, the TSAM model can help ensure that new graduate nurses are well-prepared to enter the nursing workforce and provide high-quality care to patients.

Overall, the development of a nursing residency program in the PACU setting and the use of the TSAM model represents an important step forward for the nursing profession. By investing in the education and training of new graduate nurses, healthcare organizations can ensure that they have a skilled and competent workforce to meet the needs of their patients, both now and in the future.



## Implementation

### Preceptor Selection criteria:

- PACU clinical experience
- Previous preceptor experience
- Willingness to precept new grad nurses
- Understanding of Bloom Taxonomy theory

### New Grad Nurse Requirements:

- New grad nurses completed online ASPAN/Mosby 29 modules.
- The platform consist of 29 interactive, evidence based, self leaning modules that are authorized by American Society to Perianesthesia Nursing and pass with a score of 80% or more.
- New grad nurses had 24 weeks of clinical on the unit with the preceptor to follow the journey of post surgical care setting.

### Preceptor-Preceptee Meetings:

- Once a week, the educator and preceptor meet with the preceptee for 30 minutes to assess their clinical progress and learning needs.
- Preceptors provide guidance to preceptees in assigning surgical cases, with additional classroom education provided by the educator as needed.

### Monthly Progress Reports:

- Once a month, leadership, educator and new grad met to provide a report on the progress of the new grad.
- All meeting minutes, future plans and assessments were documented in the TSAM model to keep track of the progress of the new grad.

### Post-Survey and Improvement:

- Post-survey was obtained to identify gaps that impacted the learning of new grad nurses.
- Feedback from the post-survey was used to improve future nursing residency programs.

Overall, the program ensures that new grad nurses receive quality education and clinical guidance from experienced preceptors, as well as ongoing assessment and support from educators and PACU leadership.

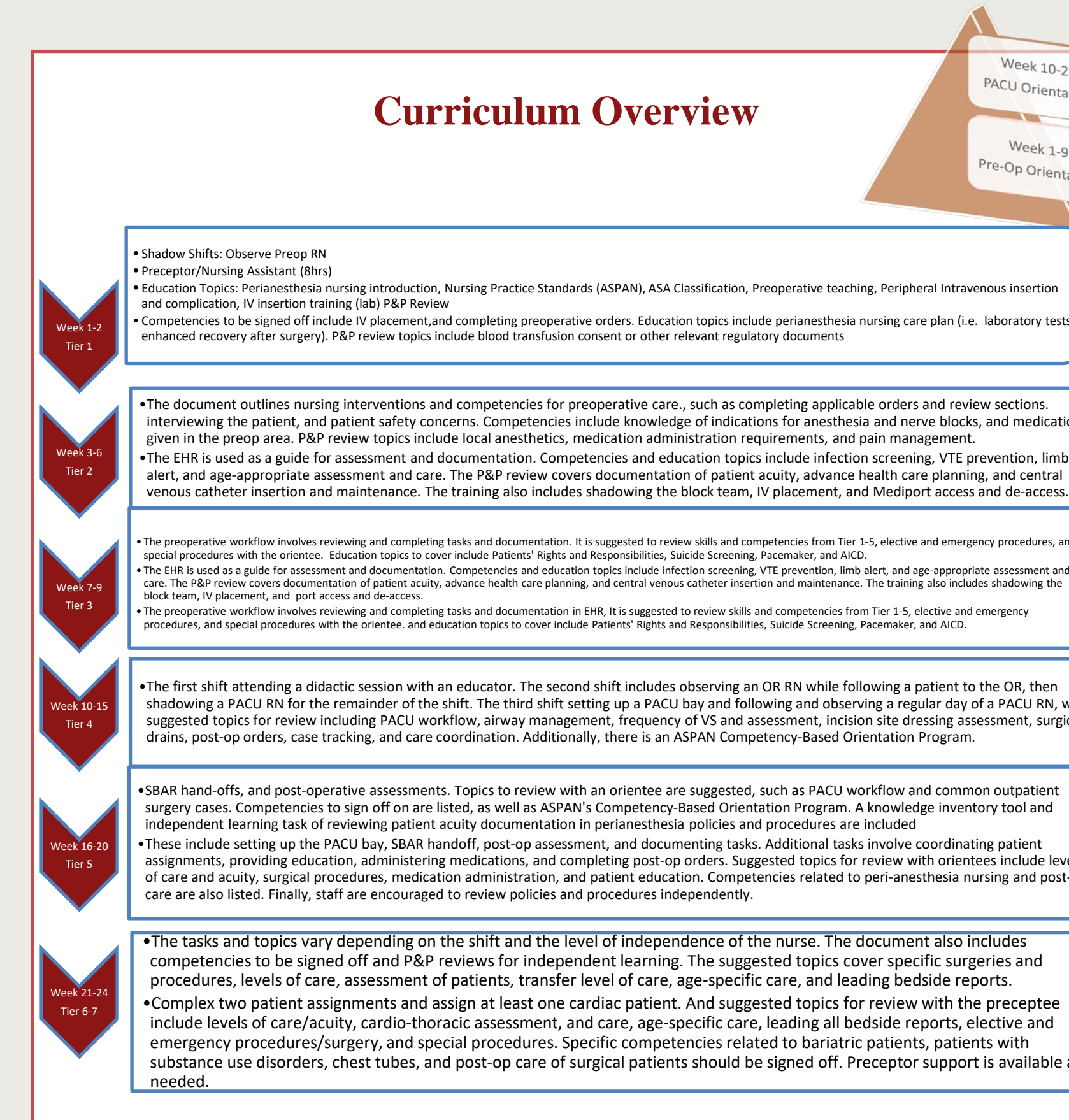
## Discussion:

The nurse residency program is vital in preparing newly graduated nurses to become competent and confident practitioners. It typically spans six months and aims to bridge the gap between academic education and clinical practice. It is designed to enhance the development of novice nurses into advanced practitioners. Benner's theory of novice to the expert theoretical framework was used during the residency program. As a result, the new grad nurses' transition to the training program was successful. TSAM was implemented in the residency program for the nurses involving didactic teaching, weekly, hands-on simulation experiences, ongoing assessment, and case studies to provoke critical thinking to ensure the acquisition of knowledge, skills, and competency necessary to provide safe and optimal care in the PACU setting. However, due to the COVID-19 pandemic, nursing students need more hands-on training access. This has presented significant challenges for nurse residency programs, as hands-on experience is an essential component of nursing education and those who are kinesthetic learners. The Nursing residency program launched on March 2022 and was successfully completed in September 2022. It started with two nursing graduate nurses, and they continued to work in the PACU for an extended period. Proactively looking into the nursing shortage in the future will be an active step to continuing the nursing residency program to prevent future nursing shortage concerns.

## Conclusion/Outcomes:

The TSAM and detailed orientation plan for the nursing residency program has proven successful for the new nurses in the peri anesthesia nursing unit. The new graduates have made a significant difference in patient care and have proactively treated patients to save their lives. The unit staff has provided many positive comments about the new graduates and their ability to manage complex care patients. One of their preceptors commented on her preceptee, expressing how proud and impressed she was to know that the preceptee admitted a patient in the PACU, noticed several ectopy, and took appropriate action to save the patient's life. The nursing residency program has brought cohesiveness to the department, and the entire staff has helped the new graduates succeed in their nursing journey. The unit staff has helped them build confidence, reassurance, and support to succeed in their nursing career.

## Curriculum Overview



## References:

- Draucker, C., Kiger, C., & Otte, J. (2022). The Attributes and Influence of Individuals Associated with Newly Licensed Registered Nurses in Nurse Residency Programs: A Guide for Program Development. *Journal of Professional Development*, 0, 5-7.
- Nissen, N. (2020). Using Simulation to Improve Communication in the OR: An Innovative Curriculum. *AORN Journal*, 112(2), 122-131.