

ARE YOU SMARTER THAN YOUR PEDS PRECEPTOR?

Team Leader: Kimberly Magalski, BSN, RN, CAPA
Cleveland Clinic, Cleveland, Ohio

Team Members: Michelle Levay, BSN, RN; Jane Dingenary RN; Vatula Graham, RN;
Katie Zacharyasz, BSN, RN, CAPA

The Pediatric PACU had recently become integrated with the Same Day Surgery department and its management and education team. In order to standardize and revitalize the outdated orientation for the influx of new hires to the area, a team approach was used to implement the process.

Perioperative Education worked together with Nursing Education, management and staff nurses to rejuvenate the orientation program. The twelve week course for new hires was modified to encompass the needs of this specialized area of pediatric nurses.

A thorough review was done of the previous reference manuals and study materials. Pertinent information was kept and unnecessary items were removed. Tenured nurses from the unit were interviewed and updated resource content was added to the manuals. Interested and highly experienced staff members were sent to the newly revised preceptor class offered through Nursing Education. A structured and timely process was implemented for feedback, goal setting and evaluation of the new hire.

More information has been available for focus specific to the Pediatric PACU patient. The quality of care has improved for new nurses to this vastly specialized area. Preceptors for this area feel better prepared and suited to mentor these new staff nurses.

Nurses finishing the orientation to the Pediatric PACU feel competent and qualified to deliver quality patient care. The entire staff has been elevated to a new level of respect, compassion and collaboration.