

## **Team Led Orientation**

Team Leader: Zachary Polmounter MSN RN CCRN

Team Members: Jennifer Goodman MSN RN CCRN,

Kirsten Anderson MSN RN FACHE CNOR, Jillian Cakrane BSN RN PCCN,

Kimberly Calhoun MSN RN CCRN, Alyson Fox BSN, RN, Peter Kim BSN RN OCN,

Kirstie Joniec BSN RN, Erin Perno BSN RN, Stephanie Setaro MSN RN ACNS-BC CPAN  
UPHS/PPMC, Philadelphia, PA

**Abstract Background Information:** At an urban academic medical center in Philadelphia that serves as a Level I trauma center, orientation for new perianesthesia nurses relied on a preceptor-based model. Feedback from orientees and internal chart review pointed to variability in expectations for assessment and documentation, with occasional missed steps in clinical pathways. The lack of a common structure made onboarding feel uneven and reduced confidence early in practice, underscoring the need for a more standardized, team-based approach.

**Objectives of Project:** The project's objective is to standardize perianesthesia orientation by delivering consistent content and a standardized skills checklist across five expert led sessions. The curriculum addresses nursing care for transcatheter aortic valve replacement (TAVR), video assisted thoracic surgery (VATS), and major lower joint procedures, along with perianesthesia preparation and recovery. Success is defined by readiness for independent practice with all sessions completed within six weeks, higher reliability in required documentation, and better support for preceptors through instruction and validation by content experts.

**Process of Implementation:** Launched in October 2023, the team-based orientation consists of five expert-led sessions selected and prioritized by the unit's shared governance council. Sessions are led by experienced nurses with at least one year on the unit and demonstrated expertise through clinical ladder advancement or relevant certification. Content aligns with policies, job aids, order sets, and care pathways. Each session uses a concise slide deck and concludes with skills validation by return demonstration on a standard checklist. For example, during TAVR session, orientees practiced FemoStop management, transradial compression band use, and arterial line management.

**Statement of Successful Practice:** Since launch, sixteen full time nurses have completed the program, and all continue to work on the unit. Among them, ten have at least eighteen months on the unit, suggesting a potential retention benefit. Post orientation surveys indicate the program was valuable to orientees, and chart audits show more accurate and complete documentation.

**Implications for Advancing the Practice of Perianesthesia Nursing:** Team based orientation with expert led sessions increases confidence, standardizes practice, and improves documentation accuracy. These gains support readiness for independent practice and may contribute to retention. The model promotes consistent, policy aligned care, strengthens continuous learning, and is readily transferable across clinical areas, hospitals, and health systems.