Nursing is a critical field that requires highly skilled and competent professionals to provide quality patient care. To meet this demand, our residency program has developed a curriculum and training program to help new graduates provide safe and effective care in the PACU setting.

**Objective of Project:**

The objective of this project was to implement the Tiered System Acquisition Model in a nursing residency program to guide and evaluate the learning outcomes of new graduates. The model’s implementation was designed to ensure that the new graduates are well-prepared to enter the nursing workforce and provide high-quality care to patients in the PACU setting.

**Process of Implementation:**

The process of implementing the Tiered System Acquisition Model (TSAM) began in March 2020 with the pairing of new graduate nurses with experienced preceptors. The newly graduated nurses were provided with a systematic and structured approach to learning and evaluation. The success of the program is reflected in the positive feedback and critiques received from the preceptors.

**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 TSAM. The implementation of the model has benefited the program. During the period from January to March 2020, the program had four new graduate nurses, with 12 months of experience in the PACU. The nurses were paired with experienced preceptors, and the nurses had participated in a systematic and structured approach to learning and evaluation. The TSAM model has provided a structured framework for learning and evaluation. By breaking down the learning processes into smaller, manageable segments, the nurses were able to achieve a 98% score in the post-test provided by the preceptors.

**Implementations of Peri-anesthesia nurses and future research:**

The implications of the nursing residency program in the PACU setting at Stanford Healthcare are significant and far-reaching. The benefits of the program include the following:

- **Increased proficiency:** The new graduate nurses have the necessary education and support to succeed in their roles as perianesthesia nurses.
- **Enhanced outcomes:** 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.
- **Competency-based learning:** The program ensures that new graduate nurses are well-prepared to enter the nursing workforce and provide high-quality care to patients in the PACU setting.
- **Structured framework:** The program provides a systematic and structured approach to learning and evaluation, the TSAM model can help provide comprehensive education and evaluating the success of the new graduate nurses.

**Discussion:**

The nursing residency program in the PACU setting at Stanford Healthcare represents a proactive approach to addressing the need for a competent and skilled nursing workforce in perioperative nursing. At the same time, it aims to improve the performance of new graduate nurses. The TSAM model can be used to evaluate the learning outcomes of new graduate nurses. 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.

**References:**