Implementing a Specialty Fellowship Program for Nurses New To PeriAnesthesia

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**Quality Improvement Question**

Will the implementation of a PeriAnesthesia Fellowship Program be beneficial to the PeriAnesthesia department of a Level 1 trauma hospital in South Central Texas?

**Data Analysis and Results**

- Since October 2020 to October 2023, 17 PeriAnesthesia nurses have completed the program.
- Fourteen of the 17 (82%) nurses continue to work as PeriAnesthesia nurses on the unit and 2 (12%) have received PeriAnesthesia certification.
- More than 70% of the PeriAnesthesia Fellowship Leadership Survey results shows an increase in overall level of professionalism, enhanced quality performance at the bedside, and a greater sense of confidence of the nurse after going through the fellowship program.

**Conclusions and Discussion**

- In nursing practice, the goal is to provide quality patient care, improve patient outcome, and promote patient safety.
- Using ASPAN's Competency-based Orientation Program for the Registered Nurse in the PeriAnesthesia Setting (ASPAN, 2019) as the curriculum supports the PeriAnesthesia Fellowship Program's goals of:
  - encouraging a positive unit culture
  - improving staff retention and satisfaction
  - promoting continuous professional development;
  - enhancing self-confidence of both the orientee and preceptor (ASPAN, 2019); and
  - preparing the PeriAnesthesia nurse to be successful with the certification examination.
- Expectations for PeriAnesthesia nurses to learn and maintain a set of skills which combines medical-surgical, critical and anesthesia nursing integrates the necessary knowledge, skills and behaviors to maintain a consistent standard of care.
- The culture of safety is maintained when competency has been achieved.

**Implications for PeriAnesthesia Nursing**

- Advancing and supporting the practice of PeriAnesthesia nursing will provide effective, efficient, and quality patient care.
- Acquiring new knowledge and skills in PeriAnesthesia in an ever-changing healthcare environment will positively benefit the healthcare system and improve patient outcomes.

**Quality Improvement Methods**

- **PeriAnesthesia Fellowship Program Process:**
  - New PeriAnesthesia nurses without PeriAnesthesia nursing experience are assigned into a cohort.
  - Each nurse is assigned a preceptor to supervise orientation in the PeriAnesthesia department.
  - 14 to 16 week nurse-preceptor orientation with assignments to different phases of PeriAnesthesia care.
  - Pre- and Post case studies through Survey Monkey for critical thinking skills completion.
  - Pre- and Post Jane Test from Healthstream for knowledge test completion.
  - Monthly 4-hour in-person seminar provided by the PeriAnesthesia nurse educator for 6 months.
  - Monthly in-person seminars include didactics, clinical application, and simulations.
  - An evidence-based clinical practice project is presented during graduation.

**Review of Literature**


