



Disruptive Education: Engaging Nurse Residents of all Ages

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BACKGROUND

- The Vizient Nurse Residency Program was launched in all twelve hospital divisions of Sentara Healthcare in 2016.
- 4th cohort in progress at SAMC with 18 residents.
- Mandatory for new graduate nurses with less than one years experience
- Meet once a month for four hours, considered a scheduled shift
- Seminar content standardized, lectures developed with power point presentations and lecture type format
- One cohort per year
- ADN and BSN nurse participation

PROBLEM STATEMENT

- Systemically survey results are not stellar
- Nursing school all over again
- Boring lectures
- Uncharismatic speakers
- Repeat of orientation material
- EBP is awful
- Not applicable to my unit
- Should shadow other units, a real residency
- Speakers don't show up half the time

METHODOLOGY

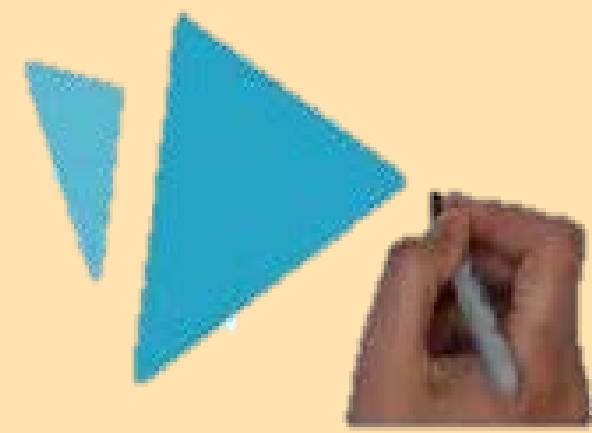
- Utilized Casey Fink and Progression Survey data/comments as a starting point.
- Used seminar evaluations and comments handed in at the end of each seminar
- Developed an action plan based on the findings from all resources
- Continually implement changes based on feedback from previous cohort for each new cohort.

RULES OF ENGAGEMENT

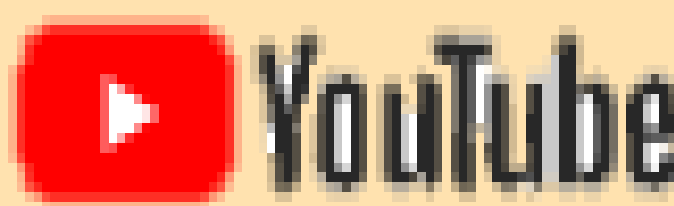
- No power point presentations at all
- No lectures
- No disengaged speakers
- You get what you give, no bad attitudes



VIDEOSCRIBE



WordMint



NEW PROGRAM STRUCTURE

<u>Month 1</u>	<u>Month 2</u>	<u>Month 3</u>
Introduction of the program and EBP. Laughter Yoga and newly added Grinch Yoga	EBP guidelines, Sentara Library overview, field trip to wound center and hyperbaric chamber	Picot, Scavenger hunt and 5 minute elevator speech from their findings that explains how, who, and why we keep everyone safe
<u>Month 4</u>	<u>Month 5</u>	<u>Month 6</u>
Strategy the game delegation, resource mgmt. Scenarios build for month 5.	Simulation day! Multiunit simulation involving all touchpoints of patient care. Alternative seminar Sepsis Escape Box, We got the Beat, Do you have the rhythm game? And Code Carnival	Our EAP trainer comes free of charge and provides interactive conflict strategies through role play
<u>Month 7</u>	<u>Month 8</u>	<u>Month 9</u>
Mock RCA and reflections on patients past, Stress Mgmt. part 2, alternative therapies	What would you do ? Ethical decisions game and Emotional intelligence	Cultural Competence and Patient/Family Education – Flipped class room with case studies
<u>Month 10</u>	<u>Month 11</u>	<u>Month 12</u>
Escape Room, Escape Box and the Crash Cart Olympics	Professional Practice Fair complete with theme- last cohort was Wizard of Oz, current cohort is Alice in Wonderland	Celebration and EBP group presentations

Table 1. NRP Structure

RULES PART 2

- New facilitators (previous NRP graduates)
- Every seminar has mandatory hands on learning
- Each session builds up to the next
- Reinforce ownership of learning
- Have fun
- Allow the day to be done early
- Respect everyone
- Participation is key to success

CONCLUSION

- So much fun
- Great critical thinking exercise
- All nurses should do this not just new grads
- Very interactive
- Thank you for making me think



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