Beyond Skills Checklists:
Orientation That Captures the Essence of Nursing!

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Speaker Disclosure Statement

The speaker has no financial, professional, or personal conflicts of interest and has received no commercial support for this course.

Objectives

• Describe the process for using a staged approach to clinical orientation

• Identify essential competencies and desired behaviors essential at each orientation stage

• Choose creative ways to assess competency at each stage
Setting

• A 551-bed academic Magnet hospital located on the Anschutz Medical Campus in Aurora, Colorado

Why is Orientation Important?

• Nurse Retention
  • turnover is costly ... 1.5-2.5x the RN salary (Kiel, 2012)

• Employee Satisfaction
  • a predictor of turnover (Brewer, et al 2011)

• Highly Regulated

It doesn’t happen in a vacuum!

Theoretical Framework

• Skill through Experience
  • Competence includes decision-making and understanding in addition to skills
  • Expertise varies by setting/role

(Benner, 1982)
Background

Orientation Checklist

<table>
<thead>
<tr>
<th>Cardiac</th>
<th></th>
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</thead>
<tbody>
<tr>
<td>Return demonstrate cardiac assessment</td>
<td></td>
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<tr>
<td>Use Doppler device to assess pulses</td>
<td></td>
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<tr>
<td>Demonstrate rhythm interpretation</td>
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<table>
<thead>
<tr>
<th>Respiratory</th>
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<tbody>
<tr>
<td>Return demonstrate lung auscultation</td>
<td></td>
</tr>
<tr>
<td>Verbalize oxygen precautions</td>
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<tr>
<td>Care of chest tube</td>
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</tbody>
</table>

The checklist does not capture the essence of the job!

Gradual Learning

- Progressive content
- Guide to patient assignment

Assessment Tool

<table>
<thead>
<tr>
<th>ICU STAGE 3 PERFORMANCE CRITERIA</th>
<th>Content Reviewed with employee</th>
<th>Competency Assessed &amp; Validated</th>
</tr>
</thead>
<tbody>
<tr>
<td>State class of drug and effect on hemodynamics to include: MAP, SVR, CO, Preload, Heart rate</td>
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<tr>
<td><em>Vasopressin</em></td>
<td></td>
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<tr>
<td><em>Levophed</em></td>
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<tr>
<td>Temporary Transvenous Pacemaker</td>
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<tr>
<td>Differentiate modes (DDD, VVI, AAI)</td>
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<tr>
<td>Define failure to capture, failure to sense</td>
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<tr>
<td>Demonstrate emergency pacing</td>
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<td></td>
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<tr>
<td>Call MDs independently (notify preceptor)</td>
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<td></td>
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<tr>
<td>Actively participate on rounds</td>
<td></td>
<td></td>
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<tr>
<td>Delegate effectively to:</td>
<td></td>
<td></td>
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<tr>
<td>Preceptor, charge RN, CNA, clerk, physician</td>
<td></td>
<td></td>
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<tr>
<td>Manage orders independently</td>
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</tbody>
</table>
Essence of the Job

- Includes skills and understanding
- Many skills or pieces of knowledge may need to be integrated to demonstrate one “essence”
  - Ability to Monitor
    - Patient’s condition
    - Telemetry
    - Machines
    - Family dynamics
    - Team dynamics

(Wright, 2005)

ICU Stages Assignment Guide

- Stage 1: One stable ICU patient (3-4 shifts)
  - Essence: Assessment
- Stage 2: ICU with floor or step-down patient (5 weeks)
  - Essence: Concise Communication
- Stage 3: ICU pair (5 weeks)
  - Essence: Prioritization
- Stage 4: 1:1 and high acuity patients (6 weeks)
  - Essence: Critical Thinking
- Stage 5: Stable busy pair or triple (6 weeks)
  - Essence: Advocating

Stage Check-offs

- What do they look like?
- Progress marker
Creative Evaluations

Outcomes

- Catching problems early
  - Financial Impact... $20,000 in salary costs (Olmstead et al, 2013)
- Preceptor support
  - Structure, expectations
  - Increased investment
  - Precepting teams
- Turnover: 128 new graduate nurses over 4 years (2008-2012)
  - 5 failed to finish orientation (resigned)
  - 2 transitioned out of ICU

Challenges

- Content updates
- Resources for preceptors
- Educator/Designee time
**Best Case Scenario**

**Preceptor Comments from...**

**Stage 1**
“She did well charting on one patient; will improve on time management and beginning of shift tasks over time”
“Strong assessment skills”

**Stage 3**
“She gave Benadryl and Tylenol and drew cultures before getting patient #2 out of bed- good prioritization!”

**Stage 5**
“She is very proactive at pursuing communication with MD’s and anticipates things that may arise later”

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**References**
