

Apr 8th, 12:15 PM - 1:00 PM

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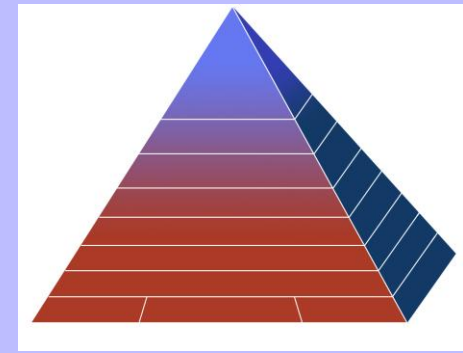


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Morgan, L., Cobb, S., & Lombardi, C. (2013). Practice What You Preach: Invest In A Successful Nursing Professional Development Specialist Orientation. *Clinical Staff Development Annual Symposium*, . Retrieved from https://scholarlyworks.lvhn.org/clinical_staff_development/2013/about/14

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Practice what you preach: Invest in a successful Nursing Professional Development Specialist Orientation

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OBJECTIVE

To discuss how to develop an effective orientation for Nursing Professional Development Specialists (NPDS's)

Problem

One of the throughputs of the role of NPDS's is orientation of new hire nurses; however the same amount of investment is not always put into orienting new professional development specialists. Many new professional development specialists are hired and just assigned courses and tasks to complete without the proper tools to be successful. It is imperative that NPDS be equipped to provide the lifelong learning opportunities to nursing in an ever-changing healthcare environment with a focus on quality patient outcomes.



Background/Rationale

Standards of Professional Performance for NPD - Standard III: *The NPDS educator acquires and maintains current knowledge and competency in NPD practice*

Orientation, competence, and career development/transition are Throughputs in the NPDS Professional Practice Model.

How do we address this for our new NPDS?

What can we improve on?

How can we evaluate our success?

PROJECT DESCRIPTION

NPDS orientation was developed to place a high emphasis on the successful transition of new professional development specialists to their role

Orientation focus:

- Socialize the new NPDS's to role
- Orient to Environment and introduce to stakeholders
- Provide a welcoming atmosphere where NPDS's are comfortable to grow, learn and ask questions,
- Identify knowledge gaps and supplement with educational activities

Tools:

- NPDS orientation binder
- 1:1 director and preceptor meetings
- Role specific competencies
- Orientation agenda
- Evaluation plan

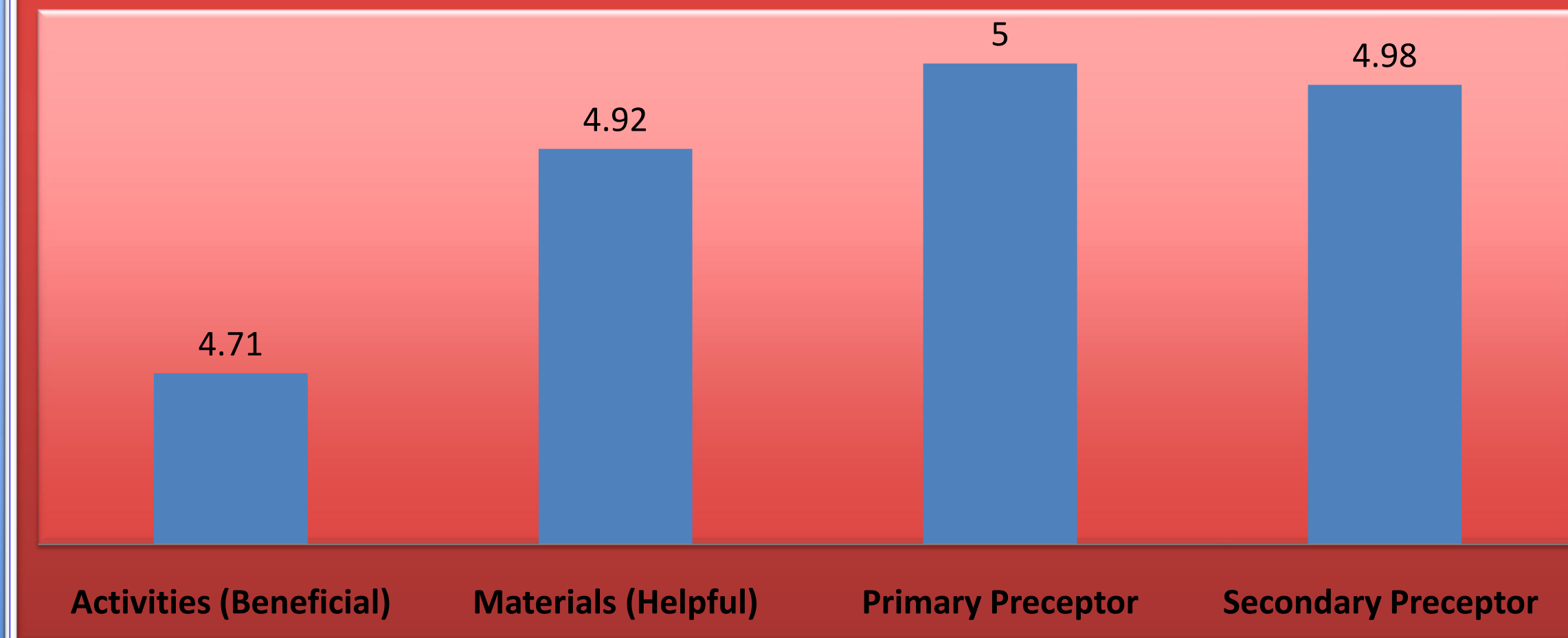


References

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Avillion, A. (2011). Professional growth in staff development: Strategies for new and experienced educators. Danvers, MA: HCPro.

Evaluation



“I loved the welcome breakfast and thought it was extremely welcoming”

“Perhaps a small vignette of each leaders role (more than the name of their role) would have been helpful before meet and greet”

“Most structured orientation I have ever received”

“Encourage a partnership for PDSs beginning at the same time to coordinate their meet and greets together”

“Very helpful to have an orientation to the classroom technology”

“I especially loved the 1:1 sessions”

Implications

- Orientee pre-assessment to further individualize orientation
- Provide more guidance on project and program management
- Host educational session on classroom technology
- Prearrange key meetings and required classes
- Strong preceptors selection and development
- Departmental collaborative effort to orient NPDS
- Evaluate NPDS for process improvement
- Allow NPDS's opportunity to shadow different presentation styles
- Socialization of the new NPDS's is needed for success