Narrative Journaling in Conjunction with "Tales from the Bedside" during the Nurse Residency Program

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Narrative Journaling in Conjunction with “Tales from the Bedside” during the Nurse Residency Program

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Rosenfeld et al in an article in the Journal of Nursing Administration discuss the purpose's of Nurse Residency Programs stating the original purpose was to address the challenges associated with the transition from nursing school to the workplace. The main challenge identified was retention rates of new RNs during their first year of employment.

In 2002, the University of HealthSystem Consortium/American Association of Colleges of Nursing (UHC/AACN) developed a standardized model for Nurse Residency Programs. This model has been adopted by more than 130 hospitals across the nation.

Evidence supports that retention rates within the 1st year increase with NRP.

One component of the NRP is the seminars that are held throughout the course of residency.
PICO QUESTION

PICO Question

By giving newly licensed RN’s part of the March 2015 cohort the opportunity to verbalize stressful situations through “Tales at the Bedside” compared to verbalizing stressful situations through “Tales at the Bedside” in addition to a written narrative journal going to decrease reported stress levels and increase reporting of support during the Nurse Residency Program.

- **P**: newly licensed Registered Nurses’ part of the March 2015 cohort.

- **I**: verbalizing stressful situations i.e. “tales at the bedside”

- **C**: verbalizing stressful situations, “tales at the bedside”, in addition to a written narrative journal

- **O**: decrease reported stress levels and an increase in reporting of support during the residency.
TRIGGER?

Knowledge v. Problem

- Knowledge Focused Trigger: New Research
- Problem identified: Reported Stress levels among new grad RNs’ causing a lower retention rate.
EVIDENCE

- Search Engines used: Ovid, Medline, Ebscohost
- Keywords: nurse residency programs, nurse residency programs and journaling, graduate nurse programs
EVIDENCE

- Journaling has prompted self-regulation of thinking education courses

- Using journaling has provoked new thinking strategies in new nurse graduates

- Journaling allows the learner to focus internally and appraise thoughts, perceptions, beliefs, actions, and prejudices.
EVIDENCE

- Reflective journaling is proven to improve students’ understanding and their integration of conceptual skills.

- Journaling helps new nurses develop their critical thinking process at a higher level of competency.

- Journaling helps enhance understanding
**Current Practice at LVHN**

- Currently at Lehigh Valley Health Network Graduate Nurse Residents attend seven seminars throughout residency.
- The Nurse Residents meet for eight hours each seminar.
- For the first hour NR’s separate into groups for “Tales at the Bedside”.
- During this hour the groups consist of about six to seven Nurse Residents and a Resident Facilitator.
- It is during this time the Nurse Residents have the opportunity to share both positive and negative experiences.
IMPLEMENTATION

1. Process Indicators and Outcomes
   - Currently no journal incorporated into “tales at the bedside”

2. Baseline Date
   - See evidence slides

3. Design (EBP) Guideline(s)/Process

4. Implemented EBP on Pilot Units
   - Project implemented on March Residency Cohort 2015

5. Evaluation (Post Data) of Process and Outcomes
   - 5 Question survey was used to obtain results

6. Modifications to the Practice Guideline
   - More research needs to be done to facilitate incorporate journaling during Nurse Residency

7. Network Implementation
   - Evidence at this time is inconclusive and should be furthered investigated for Implementation.
Practice Change

- Incorporating journaling prior to “Tales at the bedside”.
- During the seminars throughout Nurse Residency.
RESULTS

- Surveys were sent out to the March 2015 cohort 4 surveys were returned.
- Out of the 4 surveys returned 3 Nurse Residents disagree with journaling prior to “tales at the bedside” decreasing stress levels.
- 1 Nurse Resident reported being undecided about journaling decreasing stress levels.
- 2 Nurse Residents agreed that “Tales at the Bedside” decreased their stress level, 1 strongly agreed, and 1 reported being undecided.
- All of the Nurse Residents who returned the survey agreed or strongly agreed that during “tales they felt comfortable discussing stressful events.
- The Nurse Residents strongly agreed or agreed feeling supported by their facilitator.
- 1 Nurse Resident strongly agreed, 2 agreed, and 1 reported being undecided on feeling supported by their fellow nurse residents during “Tales of the Bedside”.
Implications for LVHN

- The results of this EBP should be considered inconclusive based upon having only received 9% of the surveys sent out to the Nurse Residency.
- The evidence supports the use of journaling during Nurse Residency; however, based on our results the Nurse Residents did not agree journaling decreased their stress levels.
Strategic Dissemination of Results

- Based on the evidence of this EBP further research should be done to coincide with the current literature.
- The framework of this study could be used as a guideline in future research to determine if journaling during residency decreases stress levels of new grad RN’s.
Lessons Learned

- Stay on top of deadlines
- Showing face to increase number of surveys returned
- Be more proactive
- Different survey questions
- Different topic


Make It Happen

Questions/Comments:

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