Practice What You Preach: Invest In A Successful Nursing Professional Development Specialist Orientation

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

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

Evaluation

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

“Most structured orientation I have ever received”

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

“I especially loved the 1:1 sessions”

Background/Rationale

Standards of Professional Performance for NPD - Standard III: The NPD 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?

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

References
