



Transition to Nurse Residency Program Example Schedule (8 hr days/2 weeks)

Day/Time	Outcomes/ Objective	Content Outline	Required Resources	Evaluation Method
Day 1 2 hours	Demonstrates the role of a professional nurse	Welcome/Ice breaker Program overview & expectations <ul style="list-style-type: none"> • Time & attendance • Professional appearance & attire • Awareness/location of organization policies/protocols and access • Chain of command • Phone use & etiquette Learning needs assessment	Classroom Policies Organizational chart Time Keeping Needs Assessment	Observation Accesses policies/protocols for practice Uses chain of command Complete and discuss pre-assessment
6 hours	Demonstrate competence in fundamental nursing skills and patient/family/health care provider communication	Hand hygiene Patient hygiene <ul style="list-style-type: none"> • Make bed (with/without patient) • Bath • Mouth care • Toilet • Foley care • Ambulate/transfer patients Communicate with patients/families <ul style="list-style-type: none"> • Introduce self 	Policies-hand hygiene, patient safety, HCAHPS (Hospital Consumer Assessment of Healthcare Providers and Systems) Assigned to a nursing unit(s) to demonstrate care	Demonstration/return demonstration Observation



		<ul style="list-style-type: none"> • Patient identification/ identifiers • Verbal/nonverbal behaviors 		
Day 2 8 hours	Demonstrate competence in fundamental nursing skills and basic patient/family/health care provider communication	Vital signs Isolation precautions <ul style="list-style-type: none"> • Don and doff PPE • Handling soiled equipment • Handling specimens Continue patient hygiene-AM care/ambulation Patient/family/health care providers communication	Policies-vital sign protocols, isolation precautions, equipment maintenance PPE Assign to a nursing unit(s) with patients on isolation precautions to demonstrate care	Demonstration/return demonstration PPE Observation
Day 3 4 hours	Demonstrate competence in assessment and basic communication skills patient/family/health care providers	Room Set-up & Use <ul style="list-style-type: none"> • O2 • Suction • Bed Alarm • IV Pump • Other Situational awareness <ul style="list-style-type: none"> • Safety/room environment Physical Assessment <ul style="list-style-type: none"> • Systems assessment (head-to-toe) • Skin assessment • Wound care 	Policies-skin/wound care, falls prevention, CAUTI, intravenous line protocols, others-nurse-sensitive indicator data, Rooms requiring set up for patient admissions Multiple nursing units with varying patient conditions for assessments	Demonstration/return demonstration Observation



		<ul style="list-style-type: none"> • Falls risk • PIV site care-discontinue PIV • Sharps safety <p>Recognize when to seek help</p> <p>Patient/family/healthcare provider communication</p>		
4 hours	Demonstrate competence in communication skills	<p>Documentation in EMR</p> <p>Accurate data entry (i.e., intake and output)</p> <p>Professional writing (Notes)</p>	<p>Documentation policies</p> <p>IT computer lab</p>	<p>Enter patient assessments into the EMR playground for novice learners</p> <p>Compare nurse resident assessments with RN</p>
Day 4 8 hours	Demonstrate competence in communication skills	<p>Communicate with patient/family</p> <ul style="list-style-type: none"> • Education • Plan of care • Basic end of life • Basic communication with an escalating patient/family • Document communication <p>Demonstrate communication with staff</p> <ul style="list-style-type: none"> • Shift report (handoff) • Transfer of care • Document communication <p>Communicate with other disciplines</p>	<p>Policies-patient education, plan of care, ethics</p> <p>Simulation</p> <p>Case scenarios</p> <p>Patient/family actors</p> <p>Role-playing with peers</p> <p>IT computer lab</p>	<p>Simulation debriefing</p> <p>Observation</p> <p>Return Demonstration</p> <p>Enter patient education, patient/family, staff, and other discipline communications into the EMR</p>



		<ul style="list-style-type: none"> • Report patient condition to provider • Call provider – SBAR • Document communication 		
		Delegate to others		
Day 5 7 hours	Demonstrate competence in assessment, patient education, and communication skills	<p>Continue to assess patients with varying conditions</p> <p>Provide patient education</p> <ul style="list-style-type: none"> • Initiate and update the plan of care • Set goals with patient <p>Admit & discharge patients</p>	<p>Policies patient education, admission, and discharge</p> <p>New patient admissions</p> <p>Patients identified for discharge</p>	<p>Observation</p> <p>Observation</p>
1 hour	Demonstrate competence in communication skills	<p>Document patient education</p> <p>Document patient admissions & discharges</p>	IT computer lab	<p>Enter patient admission/discharge/assessment data into the EMR playground</p> <p>Enter patient education Develop a plan of care</p> <p>Compare with RN documentation</p>
Day 6 4 hours	Demonstrate competence in assessment skills	<p>Function as a medication nurse</p> <ul style="list-style-type: none"> • Topical medication Application • Oral medications • IM/SubQ injections 	Medication administration policies-high risk medications, heparin, insulin, antibiotics	<p>Observation-adherence to policy</p> <p>Documentation</p>



		<ul style="list-style-type: none"> • IV medications • Antibiotics (time/lab tests) • NG/PEG Tube • Insulin - point of care tests/glucometer • Sharps safety 	Medical-surgical nursing units	Observation
4 hours	Demonstrate competence in assessment, delegation, and communication skills	<p>Continue patient hygiene, safety and isolation procedures, assessment, goal setting and education, room set up and admissions, patient discharge</p> <p>Delegate to others</p> <p>Give shift and transfer of care reports (handoff)</p>	<p>Rotate new nurses b/w patient care & medication administration duties</p> <p>Provide opportunities to demonstrate giving shift and transfer of care reports</p>	Observation
Day 7 1 hour	Demonstrate competence in fundamentals, communication, and assessment skills	<p>Recognize changing patient condition</p> <p>Seek assistance/SBAR</p>	<p>Policies-Rapid response team, code blue, ethics Simulation</p> <p>Case scenarios</p> <p>Patient/family actors</p> <p>Role-playing with peers</p>	<p>Simulation debriefing</p> <p>Observation</p> <p>Return demonstration</p>
6 hours	Demonstrate competence in fundamentals, communication, and assessment skills	<p>Perform all aspects of care for 1-2 patients-not as primary</p> <p>Delegate to others</p> <p>Communicate with all members of the health care team and in the EMR</p>	Care for patients with multiple comorbidities	Observation



1 hour	Demonstrate competence in assessment and communication skills	<p>Round with other disciplines to learn the role, for example</p> <ul style="list-style-type: none"> • code blue/ rapid response team • Respiratory therapy • Wound ostomy nurse • Clinical pharmacist • Dietician 	<p>Share time with other disciplines</p> <p>Goals/objectives/ expectations for learning</p>	<p>Observation</p> <p>Achieve learning outcomes</p>
<p>Day 8</p> <p>6 - 7 hours</p>	Demonstrate competence in fundamentals, communication, and assessment skills	<p>Perform all aspects of care for 2-3 patients-not as primary</p> <p>Delegate responsibilities</p> <p>Communicate with all members of the health care team and document in the EMR</p> <p>Recognize changing patient condition</p> <p>Seek assistance</p>	Care for patients with multiple comorbidities	Observation
1- 2 hours	Demonstrate competence in communication skills	<p>Share time on units in the same service line/department. For example,</p> <ul style="list-style-type: none"> • new nurses working on the mother-baby unit visit labor & delivery and the neonatal ICU • new nurses in medical-surgical visit ED and critical care units, operative 	<p>Assign nurses to units/departments for share time</p> <p>Goals/objectives/ expectations for learning</p>	<p>Observation</p> <p>Achieve learning outcomes</p>



		services, imaging services, etc.		
Day 9 6 -7 hours	Demonstrate competence in fundamentals, communication, and assessment skills	Perform all aspects of care for 2-3 patients-not as primary Delegate responsibilities Communicate with all members of the health care team and document in the EMR Recognize changing patient condition Seek assistance	Care for patients with multiple comorbidities	Observation
1-2 hours	Demonstrate competence in assessment and communication skills	Share time on another nursing unit or round with other disciplines	Share time with other disciplines Goals/objectives/expectations for learning	Observation Achieve learning outcomes
Day 10 8 hours	Demonstrate competence in fundamentals, communication, and assessment skills	Perform all aspects of care for 3 patients-not as primary Complete post-assessment	Post assessment	Review pre and post-assessment; identify strengths and areas for continued growth