





Objectives

- To demonstrate the results of collaboration between preceptor program; residency program and bedside clinicians, a predictable return on investment of successful transition to practice.
- Clinical Nurse Specialist demonstrates a return on investment of successful transition to practice.




Grady Memorial Hospital

- Founded in 1890 and opened in 1892
- Provides medical care for the underserved residents of the Atlanta community
- Operated by the City of Atlanta
- 1940s developed a relationship with Fulton and DeKalb Counties



Grady Hospital, 1900.



Grady Health System

- The largest public hospital-based health system in the Southeast,
- Level I Trauma Center
- Burn Center
- Comprehensive Stroke Center
- Level III PCMH Network
- Primary Training Site for Morehouse and Emory Schools of Medicine
- Inpatient nursing care is provided by the 1,500 professional registered nurse staff



Transition to Practice – Are they ready?

- Interpersonal Influences
- Magnet® organization element definitions
- NDR Benchmarks



Grady Residency Program

- UHC Vizient Program
 - 14 weeks of biweekly classes
 - Monthly classes for the remaining 8 ½ month
 - Graduation at 1 yr



Is this enough?

- Is individual development enough for successful transition to practice?
- Is guidance needed?





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Precepting is not about pulling the weeds, but rather fertilizing the garden.



Grady Preceptor Program

- Modified version of Nurse Preceptor Academy – Alliance Health Care
- Mosby’s Preceptor Modules
- Preceptor Check-ups
- Preceptor Forums



Nurse Preceptor Academy

- Course Content includes:
 - Roles of Preceptor
 - Learning Styles
 - Workplace Socialization
 - Emotional Intelligence
 - Conflict Management
 - Evaluation
 - Coaching



Identifying Successful Transition

Grady Health System **Preceptor Weekly Assessment of Onceptee Skills, Knowledge and Abilities**

Date: _____ Day: _____ Week of Orientation: _____ Phase of Clinical: _____ Preceptor: _____

Directions: This rating scale is to be completed weekly during the preceptorship. Check the boxes according to your observations for each category. The categories are based on the Grady Health System's Clinical Nurse Educator's Preceptorship Manual. The categories are based on the Grady Health System's Clinical Nurse Educator's Preceptorship Manual. The categories are based on the Grady Health System's Clinical Nurse Educator's Preceptorship Manual.

Category	1 (Not Observed)	2 (Observed)	3 (Observed)	4 (Observed)	5 (Observed)
1. Orientation					
2. Knowledge					
3. Skills					
4. Attitudes					
5. Communication					
6. Critical Thinking					
7. Problem Solving					
8. Teamwork					
9. Leadership					
10. Professionalism					
11. Safety					
12. Quality Improvement					
13. Research					
14. Evidence-Based Practice					
15. Patient Education					
16. Health Promotion					
17. Community Health					
18. Informatics					
19. Leadership					
20. Quality Improvement					
21. Research					
22. Evidence-Based Practice					
23. Patient Education					
24. Health Promotion					
25. Community Health					
26. Informatics					
27. Leadership					
28. Quality Improvement					
29. Research					
30. Evidence-Based Practice					
31. Patient Education					
32. Health Promotion					
33. Community Health					
34. Informatics					
35. Leadership					
36. Quality Improvement					
37. Research					
38. Evidence-Based Practice					
39. Patient Education					
40. Health Promotion					
41. Community Health					
42. Informatics					
43. Leadership					
44. Quality Improvement					
45. Research					
46. Evidence-Based Practice					
47. Patient Education					
48. Health Promotion					
49. Community Health					
50. Informatics					
51. Leadership					
52. Quality Improvement					
53. Research					
54. Evidence-Based Practice					
55. Patient Education					
56. Health Promotion					
57. Community Health					
58. Informatics					
59. Leadership					
60. Quality Improvement					
61. Research					
62. Evidence-Based Practice					
63. Patient Education					
64. Health Promotion					
65. Community Health					
66. Informatics					
67. Leadership					
68. Quality Improvement					
69. Research					
70. Evidence-Based Practice					
71. Patient Education					
72. Health Promotion					
73. Community Health					
74. Informatics					
75. Leadership					
76. Quality Improvement					
77. Research					
78. Evidence-Based Practice					
79. Patient Education					
80. Health Promotion					
81. Community Health					
82. Informatics					
83. Leadership					
84. Quality Improvement					
85. Research					
86. Evidence-Based Practice					
87. Patient Education					
88. Health Promotion					
89. Community Health					
90. Informatics					
91. Leadership					
92. Quality Improvement					
93. Research					
94. Evidence-Based Practice					
95. Patient Education					
96. Health Promotion					
97. Community Health					
98. Informatics					
99. Leadership					
100. Quality Improvement					

Signatures confirm discussion of assessment and mutual goal setting between preceptor and onceptee.

Preceptor Signature: _____
 Onceptee Signature: _____
 ADE/2016 Signature (optional): _____

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Progress Report: Smart Goal Tactics/Strategies for overall rating of 3- (Identify areas of weakness/opportunities in categories that had a score of 3) and develop weekly smart goal and action steps that address these weakness/opportunities)

Areas of Opportunity:

Weekly Smart Goal(s) for identified areas of opportunity:
Specific, Measurable, Action Oriented, Achievable, Realistic, Relevant, Time Limited;

Tactics/Strategies to meet Goals:

Complete weekly and return to educator or director/manager and file in unit personnel file.
 For more information please contact the Nurse Preceptor Academy Program Support Specialist.

Signatures confirm discussion of assessment and mutual goal setting between preceptor and onceptee.
 Preceptor Signature: _____
 Onceptee Signature: _____
 ADE/2016 Signature (optional): _____

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The Village

- Nurse Resident
- Preceptor
- Nurse Residency Program Manager
- ACNE/CNS
- Unit Management (Director/Clinical Manager)
- Charge Nurse
- Staff on the Unit



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Grady Residency Program

- 2 – 3 Cohorts a year
- Currently
 - 143 participants enrolled
 - 52 participants are still in orientation
 - 91 graduated and retained for 1 year
 - 5 have involuntary turned over

1 year graduate/retention rate 99%. Does not include involuntary turnovers.

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Contact Us

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