



Sigma Theta Tau International
Honor Society of Nursing®

Developing a Residency in Post-Acute Care

As you begin to plan your nurse residency program, start by identifying the five Ws (who, what, where, when, and why) and the one H (how). This ensures that you have considered all that is needed for a smooth transition into the implementation and evaluation phases (see the corresponding sections about each in this chapter).

WHO (PERSONNEL)

Questions to consider:

- Who will be teaching this program? Is it your educator? If so, does this person have the skills and competencies needed? If not, who can be solicited to support the content components of the program?
- Will this be the educator's only focus, or does he/she have other duties? If so, do you divide the responsibilities or reassign them?
- Will there be administrative support to help develop the handouts, set up room logistics, and communicate needed information to the nurse residents and preceptors?
- Is there an opportunity for an academic/practice partnership to help develop the content for the specific setting? Even though you can certainly use the information and lesson plans provided in this book, who will be responsible for adapting them to your individual environment?
- If you are collecting data as part of your plan, who will ensure that the data are analyzed and evaluated both pre- and post-implementation?
- Who will be the preceptor? Will it be a staff nurse or an educator? Where is he or she on Benner's model in both clinical and preceptor roles?
- Who are the nurse residents (personal demographics, clinical, and educational preparation)?
- Have the nurse residents completed orientation prior to the nurse residency program?

WHAT (RESOURCES)

- If you have a small number of participants in the program, can you organize it through a statewide initiative or through a professional organization?
- What resources will be needed to deliver the content? Do you have the instruction technology (for example, suitable AV equipment) needed? Is it available for the entire course? Do you have to book the equipment in advance?
- Do you need to purchase any materials (such as books or supplies) for the participants and the facilitator of the program?
- Do you have Internet access to show some of the resources identified in the program?
- Are you offering contact hours for the program? If so, what are the required forms and materials that need to be provided, and how far in advance does the organization you are applying for the contact hours need the materials to have time to get them approved? If offering contact hours, is it required that the nurse resident and preceptor complete the whole program? Or will each day count individually for contact hours?
- Are you advertising the program beyond the walls of your institution? If so, who can develop a brochure and oversee that cost?
- What organizational issues should be integrated into the program or nurse resident quality-improvement project?

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WHERE (LOCATION)

- Do you plan to offer this course onsite, or are you planning to use a different location? Who will be responsible to book that venue and configure rooms differently, depending on which portion of the curricula is being presented?
- How will nurse residents obtain their food? Are you providing food for breaks and lunch, or are you having them obtain their own? Who will be responsible for making sure to allot enough time in the agenda?

WHEN

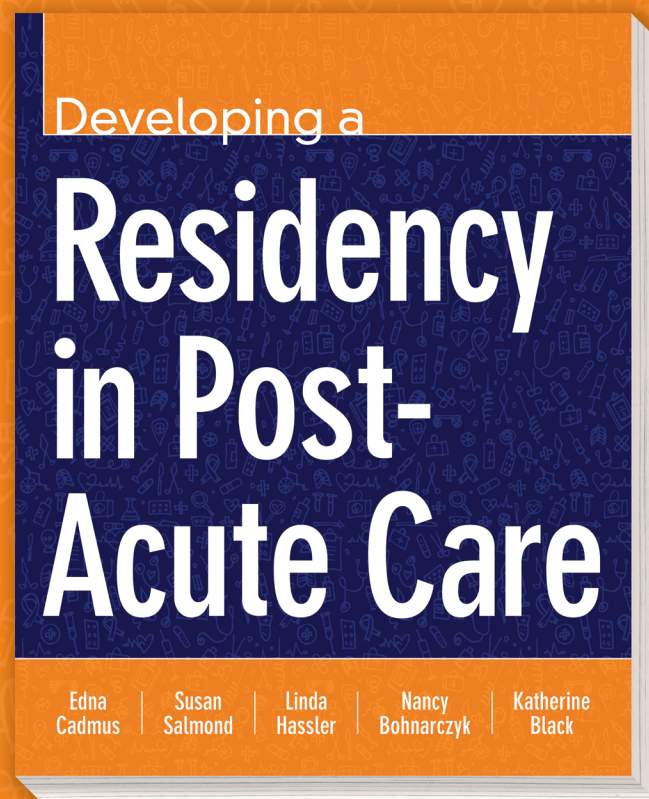
- When will you be offering the program? Who will determine the date so as to consider the weather and the issues of vacation time so that the new resident and the preceptor will be able to attend?
- How much time will there be between the preceptor and the nurse resident program?

WHY

- Why are you offering the nurse resident and preceptor program in your organization?
- Why should you offer the nurse resident and preceptor program as a statewide initiative as opposed to within a single organization?
- Why engage the leadership of the organization in supporting the nurse resident and preceptor program?

HOW

- How will staff relief be provided so that the preceptor and the nurse resident can attend the program and meet? How can you ensure that they do not feel pressure either to have to return to a patient care assignment or feel resentment from others due to their attendance at the program?
- How many days will the program be per week? Have you decided whether to have it once per week over a period of time or in a compressed format? If it is compressed, how will you engage the nurse resident beyond the program?



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- How does the content apply to your particular setting?
- How will you select the preceptor?
- How are you defining nurse resident? How much experience will you permit so that a nurse can attend the program (6 months, 12 months, new to the environment)?
- How will you structure and ensure regular meetings between the preceptor and the nurse resident?

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