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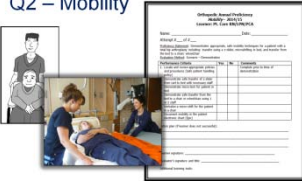
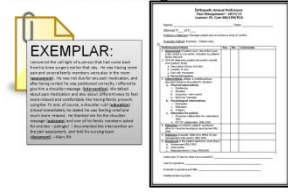
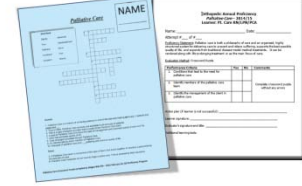


Using Core Competencies to Help Staff Remain Proficient

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Problem	Process			Q1 – Traction	Progress	
<p>Implement a competency program that engages staff compared to usual computer-based training modules Objective: Design a multi-modal competency program for bedside nursing staff.</p>	<p>Quarter ONE</p>	<p>Traction – low volume-high risk</p>	<ul style="list-style-type: none"> • Poster presentation – scenario/ handout to complete 		<ul style="list-style-type: none"> • Each module allowed 4-8 weeks to complete • ROE members involved with development, implementation and encouraging staff to complete in timely manner • Implemented July 2014 • Review staff satisfaction using Survey Monkey at completion of program in July 2015 • Review Patient Satisfaction survey scores for pain for July 2015 and October 2015 	
<p>Plan</p> <ul style="list-style-type: none"> • Annual Needs Assessment • Utilize unit-based ROE (Research Orientation Education) Committee to assist with development and completion by staff • Develop quarterly topics with adequate time for completion • Topics based on Orthopaedic Nursing Core Competencies and Core Curriculum for Orthopaedic Nursing • Use multiple teaching delivery methods to enhance the learning process (Benner, Kiel) • Utilize Leadership member for Performance Improvement trends 	<p>Developed by Educator and Ortho Trauma Specialist</p>			<p>Q2 – Mobility</p> 		
<p>Team Members</p> <p>Mary Leyk, RN – Bone & Joint Center Educator • ROE Chair</p> <p>Angie Moscho, RN – Bone & Joint Center Director</p> <p>Crystal Ahner, PCA</p> <p>Megan Botz, RN</p> <p>Danielle Botzek, RN</p> <p>Lisa Hall, RN</p> <p>Nicci Kulaf, RN</p> <p>Jessica Rekowski, LPN</p> <p>ad-hoc members:</p> <p>Sadie Seez, RN</p> <p>Gina Anderson-Malum, RN – Total Joint Specialist</p> <p>Kelen Sohre, RN – Orthopedic Trauma Specialist</p> <p>Mary Leyk: LeykM@centracare.com</p>	<p>Quarter THREE</p>	<p>Pain – implementing new Pain Protocol to streamline medication use</p>	<ul style="list-style-type: none"> • Exemplar – patient story describing pain management using non-medication intervention using defined criteria 	<p>Q3 – Pain Management</p> 		
<p>Developed by Educator with Specialists; post stories on Education Board</p>			<p>Quarter FOUR</p>	<p>Palliative Care – highly requested need from staff</p>	<ul style="list-style-type: none"> • Puzzle – crossword puzzle with clues for various aspects of Palliative Care 	<p>Q4 – Palliative Care</p> 
<p>Developed by staff RN (ROE member) collaborating with Palliative Care Department; ROE members correct puzzles</p>			<p>References</p> <p>Benner, P. (1984). From novice to expert: Excellence and power in clinical nursing practice. Menlo Park, CA:</p> <p>Addison-Wesley Bullock, L.M., Paris, L.G., Terhaar, M. (2011). Designing an outcome-focused model for orientating new graduate nurses. <i>Journal for Nurses in Staff Development</i> 27(6) 252-257.</p> <p>Dyess, S., Parker, C.G. (2012). Transition support for the newly licensed nurse: A programme that made a difference. <i>Journal of Nursing Management</i>, 20 615-623.</p> <p>Kennedy, J.M., Nichols, A.A., Arafeh, J.M. (2012). Nursing department orientation: Are we missing the mark? <i>Journal for Nurses in Staff Development</i> 28(1), 24-26</p> <p>Kiel J. M. (2012). Analysis of restructuring orientation to enhance nurse retention. <i>The Health Care Manager</i>, 31(4), 302-307. doi:10.1097/HCM.0b013e31826fe298 20130918125735111924 6364</p> <p>NAON. (2007). <i>Core curriculum for orthopaedic nursing, 6th ed.</i> Pearson Custom Publishing: Boston, MA. National Association of Orthopaedic Nurses.</p> <p>NAON. (2007). <i>Orthopaedic nursing core competencies: Across the life span 3rd Ed.</i> Philadelphia, PA : National Association of Orthopaedic Nurses.</p> <p>Wolfsperger Bashford, C., Shaffer, B. J., & Young, C. M. (2012). Assessment of clinical judgment in nursing orientation. <i>Journal for Nurses in Staff Development</i>, 28(2), 62-65. doi:10.1097/NND.ob013e31824b4155 20130918131124106920 3496</p>			