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Melissa Fradette

CentraCare Health, fradettem@centracare.com

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Best Practice for Core Charge Nurse Orientation and Leadership Development



Melissa Fradette, MSN, RN, CCRN
St. Cloud Hospital, St. Cloud, Minnesota



Purpose Statement

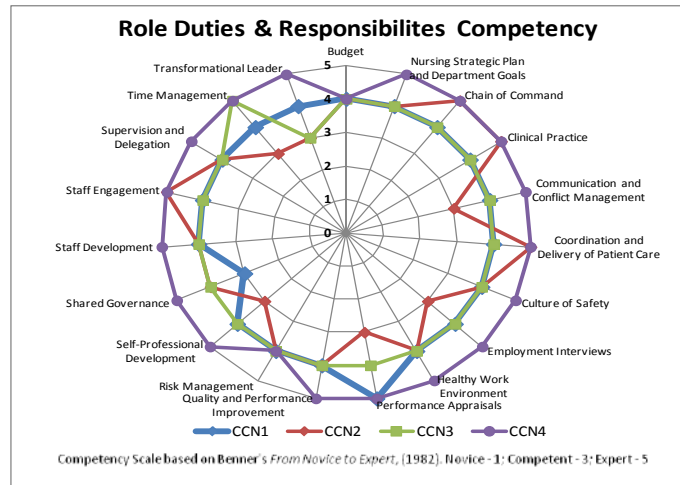
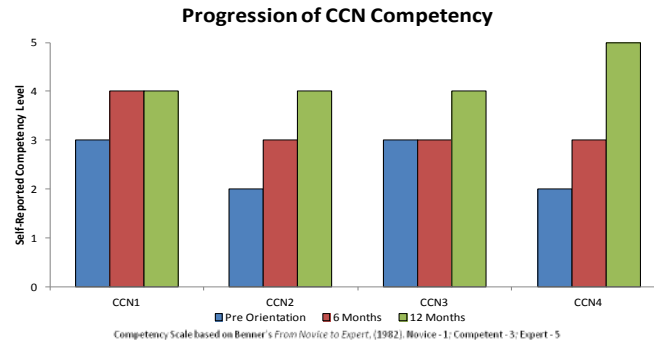
Develop and implement evidence based, standardized orientation and leadership development for core charge nurses (CCN) compared to current unit-based orientation which has inconsistent content and structure.

Synthesis of Evidence

- Majority of literature Grade B or C
- Limited research on orientation and leadership development.
- CCN education needs to be priority for organization.
- Inadequacy of preparation for complexity of CCN role.
- Lack of understanding the CCN learning needs.
- Desire for education on staff engagement and enablement.
- Support for standardized and comprehensive orientation program.
- Consensus for incorporation of individual role duties and responsibilities into orientation and development education.
- Desire for practice consistency among CCNs.
- Consensus for immediate knowledge to function effectively in role.
- Desire for standardized evaluation of competency.
- Consensus for continued leadership development for evolving role.

fradettem@centracare.com

Pre/Post Measures



Evaluation

- 4 CCNs currently in pilot; results through 12 months post-orientation.
- CCNs level of competency increased from pre-orientation.
- CCNs reported competency in all aspects of the CCN role and progression of competency.
- CCN desired goals of orientation and leadership development program correlate with those expressed in the literature.

EBP Practice Change

- Comprehensive and structured two year orientation and leadership development program.
- Program facilitator meets with unit leadership to provide overview of program.
- Orientation & Leadership Development Plan
 - Based on CCN duties and responsibilities found in the literature
 - Provides structure to program
 - Outlines content covered, objectives, and topic experts
- Orientation
 - Three didactic days & two clinical shifts
 - Mock daily agenda guides didactic section; includes content topic and objectives
 - Clinical experience checklist provided
- Leadership Development
 - Begins one month post orientation and continues for two years
 - Provided timeline guides when to schedule classes
- Self-competency survey completed pre-orientation, 6 months, 1 year, and at program completion.

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