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Best Practice for Core Charge Nurse Orientation and Leadership Development

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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.

Pre/Post Measures
- Progression of CCN Competency
- 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
  - 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.

References