

2016

Best Practice for Core Charge Nurse Orientation and Leadership Development

Melissa Fradette

CentraCare Health, fradettem@centracare.com

Follow this and additional works at: http://digitalcommons.centracare.com/nursing_posters



Part of the [Other Nursing Commons](#)

Recommended Citation

Fradette, Melissa, "Best Practice for Core Charge Nurse Orientation and Leadership Development" (2016). *Nursing Posters*. 58.
http://digitalcommons.centracare.com/nursing_posters/58

This Book is brought to you for free and open access by the Posters and Scholarly Works at DigitalCommons@CentraCare Health. It has been accepted for inclusion in Nursing Posters by an authorized administrator of DigitalCommons@CentraCare Health. For more information, please contact schlepers@centracare.com.



Best Practice for Core Charge Nurse Orientation and Leadership Development



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

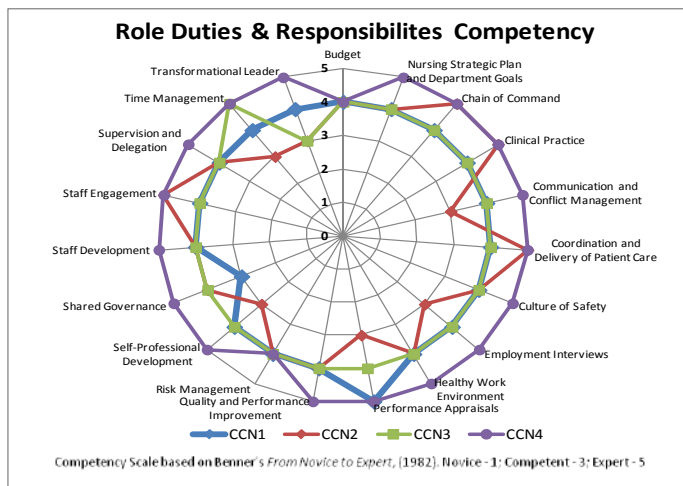
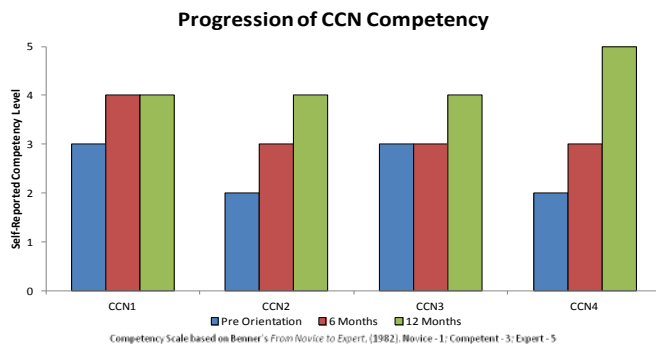
Purpose Statement

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.

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.

References

- Benner, P. (1982). From novice to expert. *The American Journal of Nursing*, 82(3), 402-407.
- Berbarie, T. (2010). *Charge nurse program builder: Tools for developing unit leaders*. Danvers, MA: HCPRO.
- Enterkin, J., Robb, E., & McLaren, S. (2013). Clinical leadership for high-quality care: developing future ward leaders. *Journal of Nursing Management*, 21(2), 206-216. doi:10.1111/j.1365-2834.2012.01408.x
- Krugman, M., Heggem, L., Kinney, L., & Frueh, M. (2013). Longitudinal charge nurse leadership development and evaluation. *The Journal of Nursing Administration*, 43(9), 438-446. doi:10.1097/NNA.0b13e3182a23b26
- Patrician, P., Oliver, D., Miltner, R., Dawson, M., & Schwarzkopf, R., Smith, M. (2011). Are you a transformational leader? *Nursing Management*, 42(9), 44-50.
- Wojciechowski, E., Ritze-Cullen, N., & Tyrrell, S. (2011). Understanding the learning needs of the charge nurse: implications for nursing staff development. *Journal for Nurses in Staff Development*, 27(4), E10-E17. doi:10.1097/NND.0b013e318224e0c5