Best Practice for Core Charge Nurse Orientation and Leadership Development

Melissa Fradette  
*CentraCare Health, fradettem@centracare.com*

Follow this and additional works at: https://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.  
https://digitalcommons.centracare.com/nursing_posters/58
**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
**Progression of CCN Competency**

- 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
  - 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