

Nurse Residency Program

St. Luke's Nurse Residency Program celebrating one year

Special points of interest:

- ◆ Cohort 1 is graduating in July—many cohort 1 members are continuing their education and looking forward to certification in their chosen specialties.
- ◆ Cohort 2 is beginning to explore EBP to examine practice and positively impact patient care.
- ◆ Cohort 3 has much to look forward to, including the dynamic seminar described on pages 2 & 3.
- ◆ Cohort 4 will begin Residency in August with 74 newly licensed RNs

In July St. Luke's Nurse Residency Program will celebrate the final seminar for our first full-year cohort. Our Facilitators are working together to build our residency program, developing dynamic hands-on activities to enhance Residents' clinical reasoning. We could not have accomplished so much so quickly without the help of many throughout the Network, from Medicine to Respiratory, Pharmacy, and Finance, to the Network Simulation Department and countless others, our success is largely due to you. Many thanks!



Resident Cohorts

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Cohort 1

Our August 2017 cohort is graduating residency in July. Residents have been working hard on Evidence-based research projects and will present their work at their final seminar, of July 18th from 9—12 in Laros Auditorium. Please come support our residents!

Cohort 2

Our December cohort is 95 strong. Residents have participated in simulated experiences to hone clinical reasoning and build confidence. Evidence-based practice project work is beginning for this cohort, as they are about halfway done their residency year. We are looking forward to a celebration in December for Cohorts 1 & 2

Cohort 3

57 Resident RNs make up cohort 3. Their seminars include enhancements suggested by our first two cohorts. One important addition is a full seminar devoted to Evidence-based Practice, to better support this important work.

Seminar Spotlight

Managing the Changing Patient Condition

As we continue our journey supporting and guiding our newly licensed St. Luke's RN's, we have been paving the way through monthly seminars. Mid way through the resident's seminar year the residents participate in our seminar dedicated to "Managing the Changing Patient Condition". This seminar was put together by taking a team of our facilitators, made up of seasoned nurse educators and bedside nurses. Through much discussion regarding vital information needed to best provide care to patients experiencing changing conditions, the following topics are discussed during the seminar:

Respiratory care:

The day begins with a review of respiratory care with a lecture provided by a Network Respiratory Therapist.

Covering different oxygen delivery systems, the lecture is designed to reinforce clinical knowledge of Registered Nurses to better deal with patients' declining respiratory statuses. Respiratory therapists work alongside nursing staff every day. The Respiratory therapist fields many questions, helping our new nurses gain the confidence needed



to provide the best possible respiratory support for our patients.



Rapid Sequence Intubation

(RSI): During RSI topic review there is a presentation provided by Jill Williston, RN regarding the components of the RSI box and how to help prepare for patient intubation. Providing residents with knowledge regarding safe steps to patient intubation builds confidence and familiarity with components to provide excellent patient care.

Rapid Response:

Residents are educated on the importance of utilizing the rapid response team if the patient's condition is declining. Residents hear scenarios regarding a patient's condition then, using critical thinking, the residents are asked what interventions might be appropriate to facilitate during the rapid response. Residents are able to share stories, reflect upon scenarios, and offer up advice they have learned in their short few months of nursing. Residents discuss appropriate criteria in which to call a rapid response.

Mock Code: During review of mock codes our critical care nurses and educators review vital

components during a code situation. Crash carts are provided to residents to review contents. RQI mannequins are provided to allow residents to practice proper hand placement for CPR, and bag masks to practice rescue breathing. Different cardiac rhythms and interventions are reviewed with residents by a simulator. Educators also review the standard use of our Life Pack device and how to properly use the machine in an emergency/code situation.



Neonatal/Maternal Mock Code and Rapid response:

Maternal and newborn care is highly specialized. Neonatal care content is taught by our Maternal/newborn educator Liz Heist. Liz, from St. Luke's Allentown campus, teaches new maternal/newborn and pediatric nurse residents emergency responses for newly delivered mothers and new born infants. Mock situations are created utilizing creative supplies to display a realistic scene for our new RNs. Hands-on training in a safe supported environment ensure our nurses have the tools they need to best support families at this most vulnerable of times.

Seminar Spotlight (cont'd.)...

Failure to Rescue: this topic is presented by Sherry Casey, RN nurse educator for Allentown Campus. Sherry discusses the importance of early warning signs that might signal a patient's declining status. Residents learn ways in which nurses and care team members can assess subtle changes in a patient that can indicate a declining status. Review of MEW scores and patients' presentations. Statistics are also provided to residents regarding failure to rescue. Case studies are reviewed to display examples of declining patient status.

Sepsis: Diana Tarone from Network Quality presents the Sepsis standards of care. The prevention of sepsis is of utmost importance during a patient's hospital stay.

Learning to detect the early warning signs, or become aware of the proper treatment pathway for sepsis helps the residents provide excellent nursing care coordination. The EPIC nursing support team also reviews proper documentation using the SEPSIS navigator.



At the conclusion of the changing of patient condition seminar the residents have provided amazing feedback with their appreciation of the education provided. Feedback from our current cohorts is that the Changing

Patient Condition seminar should occur earlier in the seminar schedule. For future cohorts, we will present this important topic closer to the start of residents' first year of clinical practice. Our goal for the new residents is to continue to support them as they gain knowledge during their first year of nursing. As we all know, nursing is a career of passion and ongoing education. By providing residents with as much practice, review, and case studies of patients with potential changing conditions we can continue to support our residents during their first year of immense growth and knowledge, ultimately leading to improving the quality of care provided to all of St. Luke's patients

Upcoming Seminars

Seminars are held in the Priscilla Payne Hurd Education Center at St Luke's Bethlehem at 8 AM. Feel free to stop by to see what our residents are up to.

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| July | 11th | Patient teaching and Evidence-based Practice |
| | 18th | Cohort 1 Evidence-based Practice Project Presentations Laros Auditorium
9:00—noon *Please join us if you're able* |
| | 25th | Pain management and End of Life |
| August | 1st | Culture and Ethics |
| | 15th | Communication, Conflict, & Conduct *Welcome Cohort 4* |
| | 22nd | Evidence—Based Practice |
| September | 5th | Seeking Certification & Advancing Education |
| | 19th | Self-care and Stress Management |
| | 26th | Managing the Changing Patient Condition |

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Nurse Residency Milestones

Congratulations to our Residents and Facilitators on the following happy events and accomplishments:

Graduations

Michelle Kanard BSN
Stacey Kerschner BSN
Charity Eck MSN

Marriages

Megan Derhammer
Emilee Wacendak

Growing Families

Rachel Hahn
Ashley Sensinger

Expecting

Keely Dreher

Career progression

Andrzej Przybylski—Critical Care Fellowship
Brittany Cunfer—transferring to SLB NICU
Meghan Derhammer—transferring to SLRA ED

