

Residency Transition-to-Practice Programs for Nurses

Roles and Responsibilities

Introduction

Clearly defined roles and responsibilities are crucial for the success of a Residency Transition-to-Practice program (TTP program). Based on the literature review, three primary roles as well as two important additional roles were identified. These roles and responsibilities may vary based on organizational structure and facility resources. For these roles, this section provides recommendations regarding roles and responsibilities specific to Residency TTP programs, and resources with further information.

The primary roles include:

1. Nurse Resident
2. Preceptor
3. Residency-TTP Program Coordinator
4. Nurse Manager/Supervisor
5. Executive Sponsor

Nurse Resident

Definition

Per ANCC: “An individual who has graduated from an accredited nursing program, is licensed, and is participating in a Residency program”.

Roles/Responsibilities

- Assures patient safety is the first priority
- Maintains open communication with preceptor, coordinator and manager
- Demonstrates willingness to learn and improve knowledge and skills
- Displays a positive and responsive attitude to feedback from preceptor
- Collaborates with preceptor to evaluate patient care and reflect on decision-making and problem solving activities
- Develops working relationships with all members of the healthcare team
- Role models the integrity, ethical comportment, and professionalism of a nurse

Preceptor

Definition

The preceptor is a staff nurse with demonstrated ability to integrate knowledge, attitudes, values, and skills as a nurse leader among her/his peers. The preceptor practices at the competent, proficient or expert level and is able to facilitate active learning and transition into practice for the nurse resident.

The preceptor has received formal training for the role and able to establish an effective relationship with the nurse resident. This relationship is one-to-one and time-limited, serving to guide and supervise the nurse resident to promote their clinical competence, skill development and confidence.

Qualifications

- Experienced nurse (ideally 2 years or more in the clinical setting where they will precept) who meets or exceeds staff nurse performance expectations; in good standing according to organization policies regarding time and attendance and job performance
- Demonstrated teaching ability and deliberate caring practices in support of the nurse resident
- Positive role model and passion for nursing with a desire to share the practice with others
- Successfully completed a preceptor course and verbalized willingness to serve as a preceptor

Roles/Responsibilities

- Assures safe practice of nurse resident and a safe learning environment at all times
- Acts as the Clinical role model and social guide, teacher, facilitator of learning, motivator, advocate, assessor, and peer reviewer
- As a teacher, actively assists the nurse resident to integrate knowledge, clinical skills, experiences
- Facilitates and models the skills to establish and develop relationships with all members of the team with whom the nurse resident will be working
- Provides consistent, direct and timely feedback to the nurse resident thru the context of peer review
- Serves as a role model for effective communication and collaboration skills among the team and with the patient/family
- Collaborates with the nurse resident to evaluate patient care and reflect on decision-making and problem solving activities
- Advocates for patient assignments to facilitate skill and clinical reasoning development, while ensuring the nurse resident is assigned patients who most often represent the top 5 diagnoses on the unit. Thoughtful and deliberate assignment to patients with higher acuity or complex care based on the nurse resident's abilities, confidence and competence (simple to complex)
- Provides positive and constructive feedback, and supports the nurse resident to set realistic and measurable goals for progress over time
- Teaches time management and prioritization of care using positive communication skills
- Understands and operates from a novice-to-expert framework

Resources

- [Preceptor E-Learning Program](#) (American Association of Critical-Care Nurses)
- [Preceptor Training Module \(NCSBN\)](#)
- See *Preceptorship* in Bibliography

Residency TTP Program Coordinator

Definition

The Residency TTP Coordinator is a nurse leader whose primary responsibility is to design, implement, and evaluate a Residency TTP program that supports the nurse's transition to professional in practice.

Qualifications

- Nurse with advanced clinical practice/academic teaching background preferred
- Demonstrated ability to apply evidence and other relevant sources of information. Able to apply adult learning principles, teaching methods, novice-to-expert theory in their practice
- Respected by peer group and credibility with staff nurses across the organization
- Model critical thinking and clinical reasoning skills
- Effective coach and mentor to others as an educator and leader
- Expert organizational and time management skills
- Effective communicator (oral, written, email)
- Foster nurse resident to find a long-term mentor (refer to Appendix A)
- Identify qualified nurses to be educators

Roles/Responsibilities

- Serves as Instructor and facilitator
- Provides coaching and mentorship to preceptor and nurse resident
- Demonstrates coaching behavior consistent with a culture of mutual respect and trust
- Integrates as an expert clinician in Residency TTP program development and implementation
- Provides clinical support in selected practice areas
- Utilizes integrative learning approaches to assist with clinical reasoning and skill development of nurse resident, including case studies and simulation

Other Recommendations

- Distinct job description and budgeted FTE

Resources

- Sample job description (attached)

Nurse Manager/Supervisor

Roles/Responsibilities

- Creates and sustains a healthy work environment, while expecting staff to engage in assimilation of the nurse resident. Demonstrate the model "it takes a village" to facilitate the nurse resident's success
- Facilitates socialization (or delegates to appropriate unit leadership) to introduce the nurse resident to staff, physicians, and other team members
 - Holds staff accountable for positive attitudes, team collaboration
 - Demonstrates adherence to a zero tolerance for bullying, abusive, or disruptive behavior
- Manages the nurse resident's (and preceptor's) schedule

- Supports reasonable patient-nurse ratios and assignments for preceptor/nurse resident, e.g. adjusts care model to facilitate successful orientation of nurse resident
- Evaluates preceptor relationship to assess compatibility between the preceptor and nurse resident
- Establishes and maintains routine and scheduled meetings with the nurse resident and preceptor, together and separately with each one on one,
 - One on one meetings with the nurse resident will facilitate relationship building and development required for the assimilation and satisfaction for the nurse resident
 - One on one meetings with the preceptor will provide time to deepen working relationships, and to clarify and/or reinforce expectations for the nurse resident's successful transition. In addition, this time should be spent to discuss the nurse residents progress, identify problems early, and create strategies for success as needed for both the preceptor and new nurse
 - Meeting with the preceptor and nurse resident

Resources

- [AONE/AACN Nurse Manager Certification](#)
- Nurse Manager Skill Assessment, e.g. [The Art of Leading Others](#)

Executive Sponsor

Roles/Responsibilities

- Facilitates use of business case models with the ability to analyze defined metrics
- Supports Residency TTP program philosophically, in action and financially
- Implements and/or participates in a Residency TTP Advisory Board linked with Schools of Nursing to evaluate and continuously improve Residency TTP Programs.
- Ensures a healthy work environment that supports all nurses; nurse residents are specifically supported in the form of Residency TTP and healthy work environments.