

# Implementing an Evidenced-Based Pediatric Acute Care RN Fellowship Program

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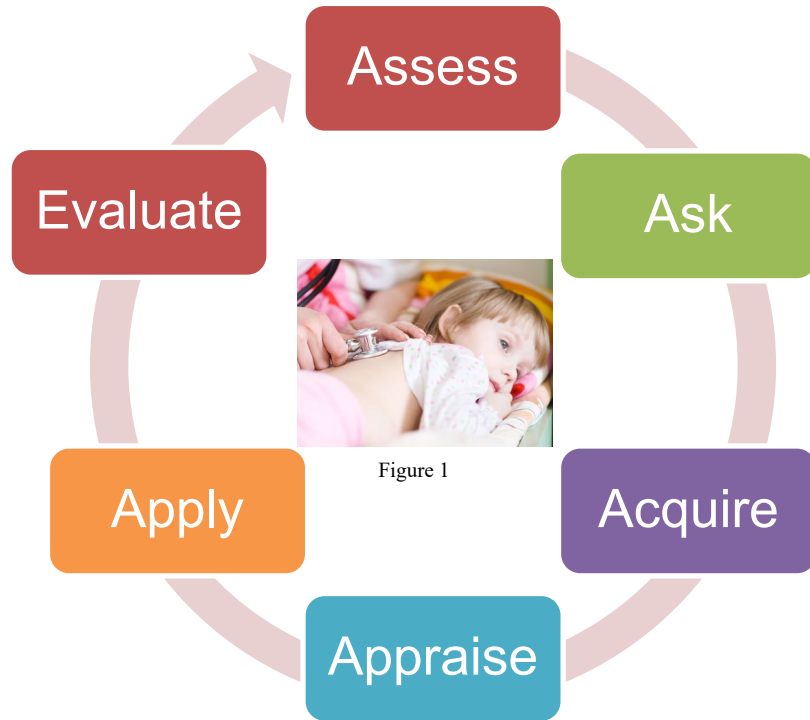
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- This presentation will not discuss the off-label or investigational use of a drug, biological product, or medical device name.

# Objectives

- Discuss issues the organization experienced in recruitment and retention
- Identify three program objectives
- Discuss frameworks utilized in curriculum development
- Describe the characteristics of an evidenced-based transition to practice program
- Identify at least 3 ways to measure outcomes for a transition to practice program

# Evidenced-Based Research and Practice



- Evidenced-Based Practice and Research Always Begins with the Patient and Ends with the Patient!

# Need Identified for a Pediatric Acute Care RN Fellowship Program

- Recruitment Challenges
- Turnover
- Pediatric as a Specialty
- Geographic Challenges of West Coast of Florida



Figure 1



Figure 2

# Question Formulated

- What is the best practice for developing an acute care pediatric RN fellowship program curriculum?



Figure 1

# Program Objectives

- Create a curriculum for the Pediatric Acute Care RN Fellowship Program utilizing evidenced-based practice, competency-driven concepts, and incorporate elements of both nursing and learning theories with the input of invested stakeholders.
- Implementation of curriculum by spring 2022.
- Measurement of program outcomes.

# Scope

- Focus on registered nurses with a minimum of one year of practice with the adult population to pursue their desire to become a pediatric nurse at Johns Hopkins All Children's Hospital in the Acute Care areas.
- Hiring areas include Acute Care Float Team, Hematology/Oncology, Pediatric Medicine, and Surgical Neurosciences.



# Elements to Consider When Developing a Curriculum

- Vision, Mission, Values
- Philosophy
- Overarching Goals
- Frameworks
- Interdisciplinary Approaches
- Resources



Figure 1

# Nursing Professional Practice Model

- Vision
- Inter-Professional Practice
- Professional Practice
- Nursing Culture



Figure 1

# Vision, Mission, and Values of Organization

- Premier Clinical and Academic Pediatric Health System
  - Innovation and Discovery
  - Pursue Excellence



Figure 1

# Literature Review: Acquire and Appraise

- Search Terms
  - for “Transition to practice” and “Fellowship program or residency” in Nursing
- Annotated Bibliography
  - 45 Research articles and books
- “New-to-Specialty”



Figure 1

# Literature Findings

- Robust literature available for nurse residency programs
- Increasing amount of literature about advanced practice nurses
- Turnover/Retention



Figure 1

# The Process of Planning

- Gather stakeholders
- Identify issues and trends
- Assess Needs
- Identify Frameworks



Figure 1

# The Pathway to Excellence Program® Framework



# Society of Pediatric Nurses© (SPN) Model

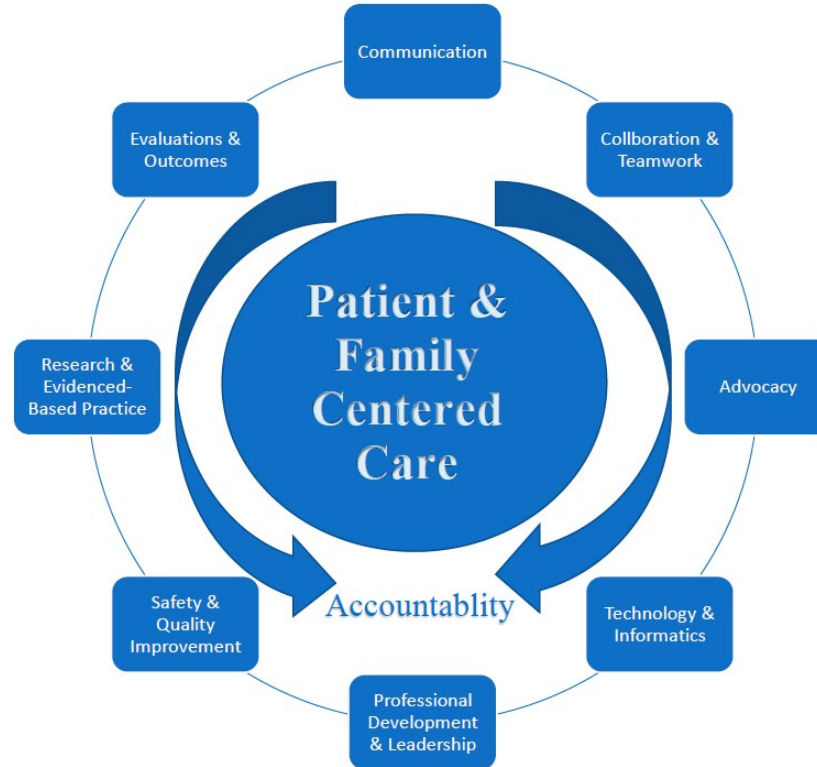


Figure 1

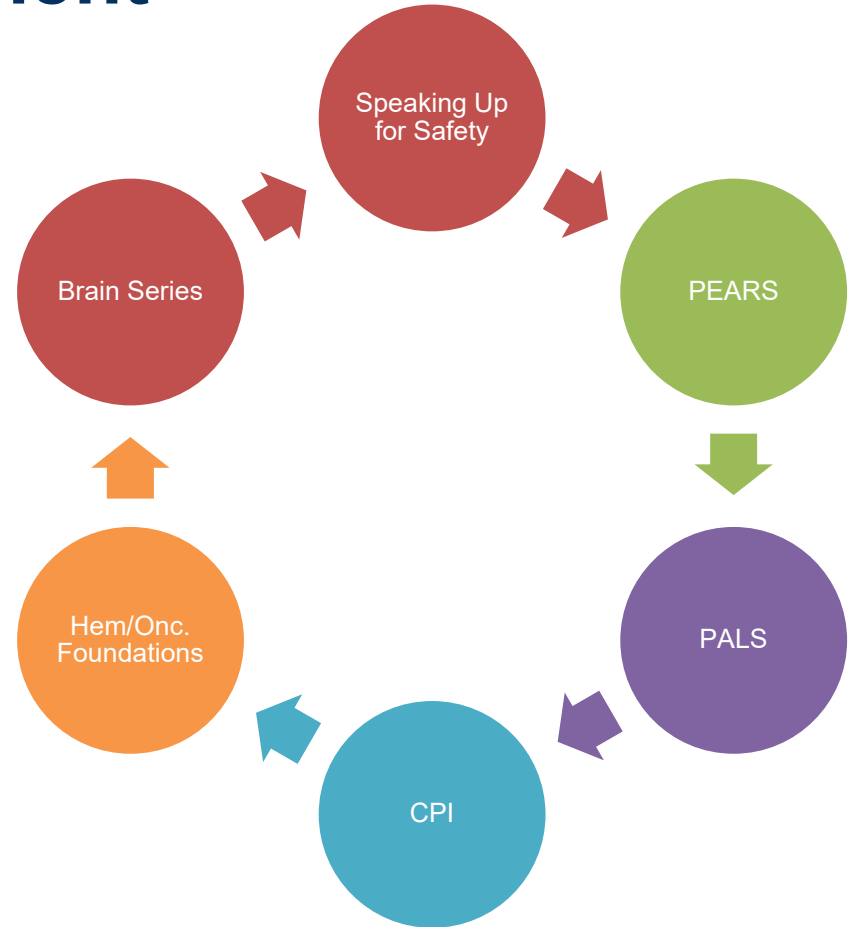


# Curriculum Framework: Kern's 6-Step Framework



# Curriculum Development

- Assessment of Existing Programs and Classes Offered at JHACH
- Reviewed Curriculum of RN Residency Program
- Trained Preceptors/Elite Preceptors



# SPN© Fellowship Course

- Interactive Online Course
- Competencies related to documentation, time management, and critical thinking
- Specific Topics



# The Practice Transition Accreditation Program® (PTAP)

- Reviewed TTP Accreditation
  - New Graduate RN
  - Fellowship
  - Advanced Practice Fellowship
- Reviewed Top 5 Pediatric Hospital Programs



Figure 1

# Current Fellowship Program

- Children's Hospital Los Angeles (CHLA)
  - PTAP Accredited RN Residency Program
  - PTAP Accredited RN Fellowship Program



# Current Fellowship Program

- Cincinnati Children's
  - PTAP Accredited RN Residency Program
  - RN Fellowship Program
    - > Focus Adult to Pediatrics



# Intervention/Application

- Customized 16-week competency-driven immersive clinical and educational experience.
- Focus on registered nurses with a minimum of one year of practice with the adult population to pursue their desire to become a pediatric nurse.
- We will teach the fellow everything needed to become a successful pediatric nurse.



Figure 1

Apply

# Evidenced-Based Characteristics

- Using Current Evidence to Drive Curriculum
  - Competency-Driven
  - Individualized Orientation
  - Utilizing Frameworks
  - Utilizing innovative teaching strategies to improve critical thinking and nursing judgement
- Standardized TTP Program
  - Cultivates Learning
  - Fosters Team Atmosphere
    - > Cohorts
  - Improves Confidence
  - Improves Job Satisfaction
  - Improves Retention



# Formative Evaluation Methods



Progress  
During  
Program

Figure 1



Self-  
Reflection

Figure 2



Testing

Figure 3

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Figure 2: Photo 62361663 © (n.d.). Dreamstime.com

Figure 3: Illustration 131194758 / Blood © DreamStockIcons (n.d.). Dreamstime.com

# Summative Evaluation Methods



Competency

Figure 1



Self-Reported  
Confidence in  
Competence

Figure 2



Employer/Program  
Evaluation  
Casey-Fink

Figure 3

# Program Outcomes Results

- Professional Development
- Practice-Based Knowledge, Skills, and Attitudes
- Self-reported
- Financial

100%

Demonstrate Professional Development as Preceptor

Confidence in Competence Self-assessment



C1: 100%

C2: 100%

C3: 57%

Total: 82%

Maintain Employment at least 12 months

PEARS AHA Test

100%

Results at one year  
Seventeen participants in Cohorts 1-3

# Improve/Control/Sustainability Plan

- Ongoing review of formative and summative evaluation methods.
- Annual program evaluation and curriculum review with stakeholder group; changes to curriculum to be made to ensure goals are met.
- Include unit leadership to assist with accountability to ensure 100% of surveys are completed.
- Implementation of Casey-Fink Graduate Nurse Experience Survey© 2023, a validated tool for transition to practice for RN fellowship programs.



Figure 1

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