

Nurse Residency Program

Facilitator: Lindsey Smith, MSN, RN

- The **Nurse Residency Program** is designed to facilitate the transition of the student nurse into the role of a professional, registered nurse at Martin Health System. The goal of the NRP is to provide an essential, structured and guided support system to the novice nurses by the Clinical Education Team. The Clinical Education Team's role is to support new acute care nurses in their professional development, be a resource person for questions and collaboration, enhance patient safety, improve nursing practice and retain our new nurses during the crucial first year period. The program enhances the knowledge base of novice nurses through integration of critical thinking skills, interpersonal skills, and technical skills within the Martin Health System. It provides the opportunity to apply the skills and knowledge required to care for assigned patients in a clinical setting, under the direction of an RN preceptor and then successfully transition to the role of the professional nurse who can function independently, safely and effectively within the acute care setting.
- The ten week orientation process expose participants to subject matter experts within the organization, hands on opportunities and high-fidelity simulation experience to assist with their professional development. After successful completion of the orientation the participants orient in different acute-care settings in all three of the Martin Health System facilities for ten weeks. After the initial twelve week training portion the new registered nurses begin providing safe, efficient, patient- and family-centered care to our community.

Quick breakdown:

- One year program (two year contract)
- Ten weeks of didactic training and preceptorship followed by bimonthly meetings over the span of 12 months for continued reinforcement of new knowledge.
- Ongoing collaboration with the program facilitator and mentors to continue developing advanced skills in order to function safely and effectively in the acute care environment.
- Program offered quarterly

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