

# Successful Accreditation of a Practice Transition Program: Teamwork at its finest

Midland Memorial Hospital

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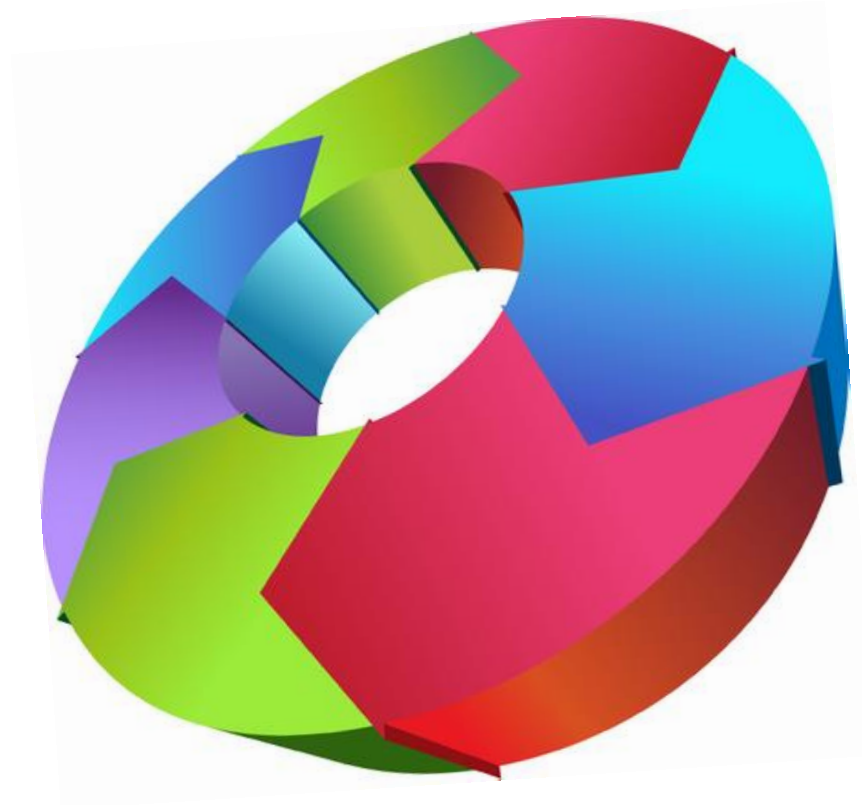
# Why accreditation

- Illustration of Quality Standards
- Promote support for new nurses



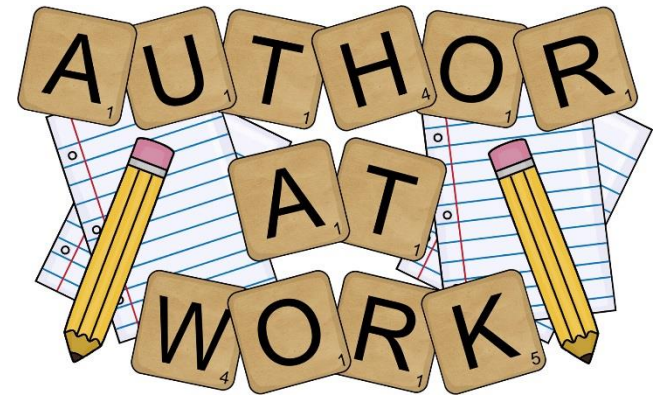
# The Process

- Criteria
- Gap analysis
- Time Line



# Assignments

- Writers
  - Based on roles within the residency program, responsibilities for data collection, and knowledge of program
- Editor
  - Not involved with the organization's residency program
  - Vital to maintain objectivity



# Standards

- **Program Overview.**
  - This section is the foundation of the document and illustrates the general structure of the organization, program leadership, expected quality outcomes associated with the transition program, and key roles within the program
- **Organizational Enculturation.**
  - The section of Organizational Enculturation focus on welcoming the residents into the culture. The goal is to align with the facilities mission, vision and values, the ANA scope and standards of their practice and into the facilities culture in general
- **Development and Design.**
  - This section focuses on the faculty expertise who develop and present the residency program didactic portions, all aspects in regards to the development of the curriculum, and process and development of the competencies established for the residents.

# Standards

- Practice Based Learning
  - This section focuses on the processes in place that facilitate the residents life-long learning clinically and professionally and examines the organizations processes in place that assist in the identification of a resident's gap in knowledge, examination of resident's learning needs, preceptor training and processes nursing professional development. This domain has one criterion and is focused on illustrating the organization's commitment to supporting Nursing Professional Development.
- Quality Outcomes.
  - This section focuses on describing the impact the transition program has had on patient outcomes as well as the organization.

# Barriers

- One of the major issues was providing documentation
  - Eg. ethical judgment making by a resident and how were they coached through the process
- Tracking quality outcomes data on the residents, which became a gap that we identified a plan to correct
- Not having one common place for storage of power points, course objectives, and references
- No common place or schedule was noted for editing and updating of presentations
- The organization did not have a policy or form that clarified when each course would be reviewed and updated



# Key Components

- Administrative support...financial and beyond
- Consistent documentation of the various program processes
- Connect the dots of all the many moving pieces of the transition to practice process.
- Understating the overall program value
- Making further improvements to the program.





The image features a white background with several white, 3D question marks scattered across it. The question marks vary in size and orientation, creating a sense of depth and movement. In the center of the image, the word "Questions?" is written in a black, serif font. The overall composition is clean and minimalist, focusing on the theme of inquiry.

Questions?