Paperless Precepting: Innovative Use of Electronic Resources for Orientation

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Disclosures

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Hello from Colorado!
Mags as a New Grad

Nurse Residency Program
Clinical Orientation Manual

uchealth
<table>
<thead>
<tr>
<th>ICU RN PERFORMANCE CRITERIA</th>
<th>Content Reviewed with employee</th>
<th>Competency Assessed &amp; Validated</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Initials</td>
</tr>
<tr>
<td>State class of drug and effect on hemodynamics to include: MAP, SVR, CO, Preload, Heart rate</td>
<td></td>
<td></td>
</tr>
<tr>
<td>*Vasopressin</td>
<td></td>
<td></td>
</tr>
<tr>
<td>*Levophed</td>
<td></td>
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<tr>
<td>Temporary Transvenous Pacemaker</td>
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<tr>
<td>Differentiate modes (DDD, VVI, AAI)</td>
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<td></td>
</tr>
<tr>
<td>Define failure to capture, failure to sense</td>
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<td></td>
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<tr>
<td>Demonstrate emergency pacing</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Call MDs independently (notify preceptor)</td>
<td></td>
<td></td>
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<tr>
<td>Actively participate on rounds</td>
<td></td>
<td></td>
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<tr>
<td>Delegate effectively to:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Preceptor, charge RN, CNA, clerk, physician</td>
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<td></td>
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<tr>
<td>Manage orders independently</td>
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</tr>
</tbody>
</table>
What was this like as an Educator?


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That way

???

This way
From the Literature

- Inconsistency within an orientation program
  - Leading to inconsistencies in nursing practice
- Challenges when individualizing
- Learners do not all benefit from the same method of teaching
- Cost and duration of orientation
- Turnover!
Practice Expectations and Constant Change

Care of the Septic Patient: A Challenge our Old Way of Thinking Struggled to Address


You get the point! How can we task our preceptors and learners with staying up to date, when this is just one example of how quickly evidence-based practice can change?

Dates and details from: http://www.survivingsepsis.org/About-SSC/Pages/History.aspx
Planning a Change

• Variability is hard to control

• Individualization is difficult

• Learners come in all shapes and sizes!

• Research shows that new, younger healthcare employees gravitate to online and electronic based learning
Wish List

- One-stop shop
- Standardized reference content
- Saves time searching
- Available at the point of care
- Impossible to misplace
- Accessible 24/7 and off-site
- Available for ongoing reference post-orientation
Without Losing...

Things we liked about paper tool and wanted to keep:

- Organized, stepwise approach to on-boarding
- All orientees held to the same standards
- Knowledge and skill components
- Track progress through orientation
## Electronic Resources... the ICAT

### Initial Competency Assessment Tool

#### UCHealth "Example" Intensive Care RN

<table>
<thead>
<tr>
<th>Performance Criteria</th>
<th>Educational Resources Available</th>
<th>Content Reviewed</th>
<th>Competency Assessed &amp; Validated</th>
</tr>
</thead>
<tbody>
<tr>
<td>General</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Electronic Health Record</td>
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</tbody>
</table>
Demonstrate documentation of admission assessment |  
Demonstrate notification and documentation of critical results |  
Demonstrate order review, management, and maintenance |  |
| Vascular Access       |                                |                 |                                 |
| Demonstrate insertion, assessment and care of peripheral IVs |  
Demonstrate assessment, care, and documentation of central line |  
Review differences between central line and indwelling catheter |  
Demonstrate IV tubing maintenance |  
Review implanted port access and de-access procedures |  |
| Professional Expectations |  |  |  |

### Return all orientation paperwork

In the event that this tool is revised to perform an examination, I will do so in the following:

- Review the revised content and make all necessary changes.
- Sign the revised version to ensure alignment with the updated requirements.

The signatures below indicate that the Performance Criteria have been reviewed and when indicated, competency has been assessed and validated. The employee agrees to practice in accordance with the related policy/procedure and has had the opportunity to ask questions.

<table>
<thead>
<tr>
<th>Performance Signature</th>
<th>Reviewer Initials</th>
<th>Employee Initials</th>
</tr>
</thead>
</table>

**EDUCATOR / DESIGNER SIGNATURE**

*This signature indicates successful completion of the initial Competency Assessment Tool*

Author/Content Experts: UCHealth Competency Standardization Committee

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### Customizable Tool

<table>
<thead>
<tr>
<th>uchealth</th>
<th>Initial Competency Assessment Tool</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>UCHealth Endoscopy RN</strong></td>
<td></td>
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<tr>
<td><strong>UCHealth Acute Care RN</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Postpartum RN</strong></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Employee Name:</th>
<th>Title:</th>
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</table>

**Links to EDUCATIONAL RESOURCES AVAILABLE**

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</table>
What did this look like?
Build in Excel
Add Resources

What you need:
An electronic storage platform for resources
Share Electronically

What you need:
An electronic file-sharing platform

Educator “owns” a copy of the document for each orientee
• Shares the file with editing privileges with the orientee and their preceptors
• Orientee and preceptors can all access and work on the document
Benefits: Anecdotal and in the Literature

- Time savings!
- Standardization
- Efficiency
- Potential for cost savings
Challenges

- Ongoing updates to content and hyperlinks
- Inconsistent computer skills
- Educator turn-over

"Las cadenas se cortan por el eslabón ma" (CC BY-SA 2.0) by hemanpba
Challenges

• Every orientee and preceptor needs access to resources
Challenges

- Signature security
- Completed document storage
- Archiving
Evaluation

What’s the verdict?
Testimonials from preceptors and orientees
Thank you for coming!

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Margaret Forbes
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http://www.picserver.org/images/highway/phrases/thank-you.jpg CC by 2.0
References


Surviving Sepsis Campaign. History. Retrieved February 15, 2019 from: [http://www.survivingsepsis.org/About-SSC/Pages/History.aspx](http://www.survivingsepsis.org/About-SSC/Pages/History.aspx)