

Learning Activity:

LEARNING OBJECTIVES	EXPANDED CONTENT OUTLINE
1. Describe the influences that impact novice nurse practitioner(NP) transition into practice.	A. Health care delivery demands B. NP competencies and role expansion C. Novice NP demands D. The NP Mentorship Program to support NP transition into practice
2. Relate mentoring concepts to NP transition into practice.	A. Mentoring concepts through a nursing lens: 1. Teaching-learning process 2. NP career and psychosocial development 3. Mentoring formal and informal relationships 4. Mentoring relationship quality characteristics
3. Describe the NP Mentoring Program development	A. The NP Mentorship Program development underpinnings: 1. Benner's(2000) Novice to Expert Model 2. Donabedian's (2005) structure and process framework B. The NP Mentorship Program Structure Standard: 1. Mentorship committee responsibilities 2. the mentorship program coordinator role 3. Definitions: mentor, mentee, preceptor, mentoring relationship, onboarding C. The NP Mentorship Program Process Standard: 1. formalizing mentoring relationships 2. Mentor-mentee matching 3. Quarterly mentoring invitational meetings 4. Formative and summative evaluation: 1. Quarterly mentoring invitational feedback and continuous NP mentorship coordinator communication 2. NP job satisfaction survey, NP job retention, Mentoring relationship quality, career and psychosocial functions
4. Derive the implications of the NP Mentorship program for future research, NP orientation, residency, and fellowship programs.	A. Mentoring opportunities for peer, group, and mentoring circles B. Future research implications: 1.mentor's perspectives and mentoring relationship evaluation 2.multiple mentoring strategies to promote NP transition into practice 3.the impact of long term mentoring relationships on NP clinical practice 4.evaluation of a mentorship program's impact on NP orientation, residency and fellowship programs