

The Nurse Practitioner Mentorship Program: Supporting Role Transition into Practice



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NONE

Learning Objectives

1. Describe the influences on Nurse Practitioner (NP) transition into practice.
2. Relate mentoring concepts to NP transition into practice.
3. Describe the development of the NP Mentoring Program.
4. Derive implications of the NP Mentorship program for future research, NP orientation, residency, and fellowship programs.

Evolving Nurse Practitioner Challenges

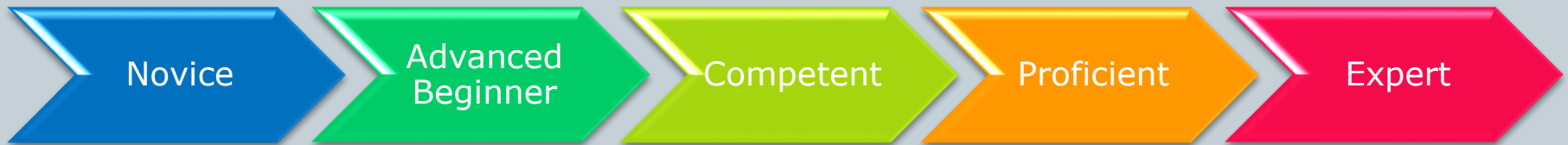


- Health care delivery, regulatory, & governmental demands
- Evolving NP academic preparation:
 - Masters, post-masters certification
 - Ph.D., & Doctor of Nursing Practice (DNP)
- NP competency development

NP Role Transition



Benner's Novice to Expert Framework



Benner, 2000

Nurse Practitioner Mentoring Relationships



NP Mentorship and Transition into Practice



Modeling

Encouraging

Nurturing

Teaching

Opportunity seeking

Relationship building



Organizational Commitment to Novice NP Role Transition



- Benner's Novice to Expert framework
- Mentoring as a teaching learning process in nursing
- NYU Hospitals Center DNA Conceptual Model:
 - Practice, collaboration, communication,
 - Professional development

NP Mentoring Program Framework



- Donabedian's (2005) quality of health conceptual model(structure/process/outcomes):
 - Structural Standard-program goals, NP mentoring and preceptor role definitions, formalized program evaluation
 - Process Standard-matching logistics, quarterly mentoring circles, surveys & evaluation

NP Mentoring Program Foundation



- Advanced Practice Nursing(APN) Leadership and Chief Nursing Officer support
- The NP Mentoring Committee members
- The NP Mentoring Program Coordinator:
 - mentoring program orientation toolkit, matching, problem solving, invitational planning, formative & summative program evaluation activities
 - The critical link to success

NP Mentoring Program Committee



- In 2014, Committee formation: APN mentoring program structural and process standards development
- Promote newly hired NP role transition in the first year of clinical practice.
- Support professional role development of NP mentors and mentees and clinical ladder advancement.
- Encourage a mentoring organizational culture.

NP Mentoring Program Structural Standard



- A one-year formal mentoring program that supports novice NP transition into practice.
- NP mentors and mentees are matched and assigned.
- Guidelines for mentoring initiation, closure, and program evaluation.

Structural Standard Definitions



- The NP Mentor is an experienced APN who fosters novice NP career and psychosocial development
- The NP Mentee is a newly hired novice APN transitioning into clinical practice
- The NP Preceptor is an APN who supports specific orientation goals and competency development

NP Mentoring Program Process Standard



- NP Mentor directory development
- NP mentor, mentee, & preceptor education
- Mentee orientation to the NP Mentoring Program
- Preceptor educational live continuing education
- NP mentor-mentee pairing & troubleshooting

NP Mentoring Program Process Standard (cont.)

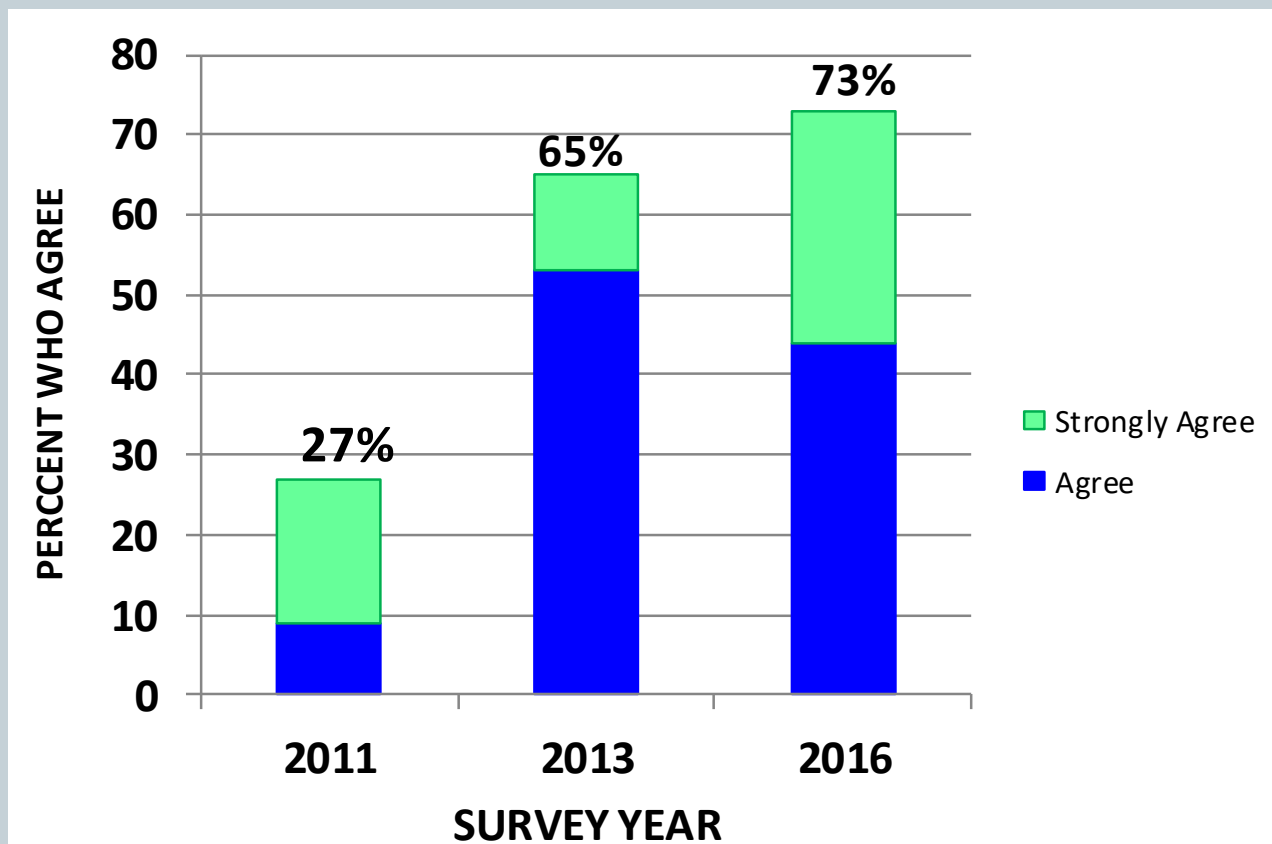


- Time commitment and participation requirements
 - Mentor-Mentee communication and contact
 - Quarterly Mentoring Circle invitational meetings
- Mentoring program evaluation logistics:
 - Formative and summative mentoring program evaluations
 - Email follow up on mentoring matches and requests

NP Mentoring Program Implementation



NP Orientation Survey 2011 - 2016: “Ongoing mentorship and support continue to be available”



NP Mentoring Program Evaluation

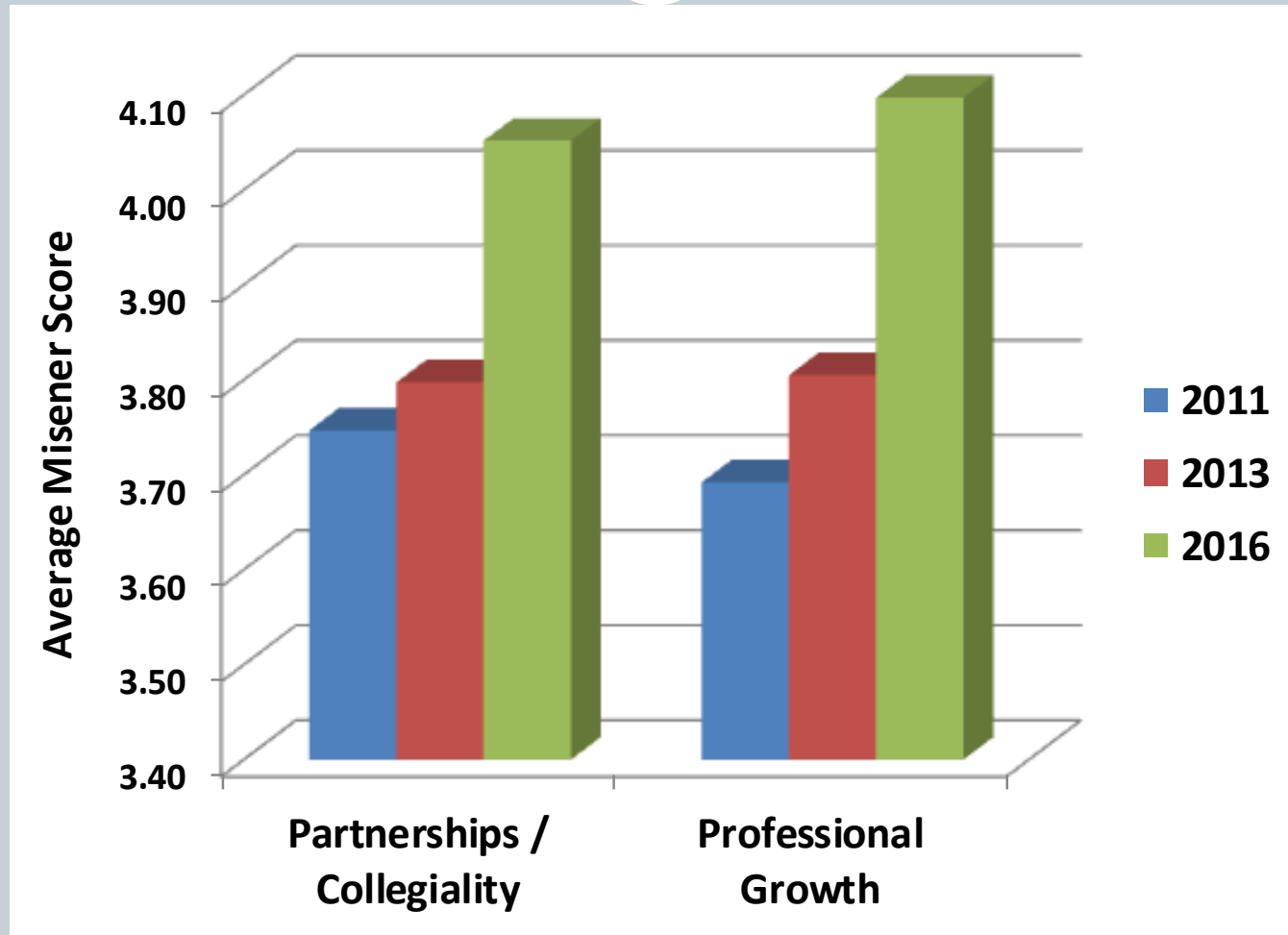


Mentoring Program Surveys at 1, 3, 6 & 12 months

Challenges:

1. Time commitment and ongoing communication
2. Variable length and timing of the mentoring relationships
3. Clinical demands competing with mentoring program participation
4. Continued educational support for the NP mentor, mentee, and preceptor roles

Misener NP Job Satisfaction Survey: Comparison of Responses in 2011, 2013 & 2016



The Future of the NP Mentoring Program



- The NP Mentoring Committee transformed into the NP Mentoring Program Council
- Mentoring program expansion to advanced practice nursing specialties and roles
- Mentoring Circle evolution: peer, group, mentoring strategies
- Online education development for NP mentors mentees, and preceptors

NP Mentoring Program Research Implications



1. Evaluate formal mentoring programs' impact on NP orientation, residency, and fellowships and health care delivery.
2. Evaluate the NP mentor learning needs, career development, job satisfaction, and job retention.
3. Develop mentoring strategies that foster individual and group NP career and psychosocial development.

NP Mentoring Program Research Implications (cont.)



4. Investigate the long term effects of formal and informal mentoring relationships on NP career and psychosocial development.
5. Implement mentoring programs to support the experienced ANP transition to new role responsibilities.

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- Carolyn Wray-Williams , MS, RN, ANP, NE-BC, Director of Advanced Practice Nurses

The NP Mentoring Program Acknowledgements: Structural & Process Standards Development



The APN Mentoring Structural and Process Standards Committee Members

Chairperson: Patricia Bartley Daniele, Ph.D.,
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