

# TRANSITION TO PRACTICE PROGRAM

Center for Professional Development and Practice

Children's  
MINNESOTA



## Description

Children's Minnesota champions the special health needs of children and their families. We offer a unique Transition to Practice Program designed to transition newly graduated nurses from the academic to the professional practice environment. This hybrid program combines didactic, simulation, eLearns, reflection, patient care experiences, & initial precepted clinical shifts. New nurses join together in-phase 1-of the Transition to Practice Program to complete basic pediatric and neonatal care components. In-phase 2- nurses are offered advanced training in their specialty area. As the nurse completes orientation and demonstrates competence in caring for patients in their specialty area they begin to work without a preceptor in-phase 3. On-going educational & advisory sessions occur during-phase 4 for the first two years of employment at a cadence of 6-9-12-18 & 24 months.

## Mission statement

Provide a welcoming environment to newly licensed nurses and provide enhanced support for the transition from academia to practice.

## Vision

Provide new licensed nurses with hybrid didactic and clinical opportunities to transition them into Children's Minnesota transformational leaders, and to seek new knowledge in innovation. Utilize the patient- and family-centered care model to guide nursing practice.

## Core components

**Didactic & Simulation:** Classroom and simulation lab experiences focus on core pediatric & neonatal content presented by experts from our Children's Minnesota team utilizing evidence-based practice.

**Patient Care Experiences:** Gain competence in core clinical pediatric skills in a unique system design. New graduates gain an expanded perspective of the Children's Minnesota system through experience in a variety of specialty units.

**Precepted Orientation:** One to one (1:1) collaboration with experienced preceptors to deliver safe and comprehensive clinical care to pediatric/ neonatal patients. Technical and critical thinking learning opportunities are designed for the unique learning needs of each clinician.

**Reflection:** Emphasis is placed on self-reflection through facilitated group discussions. New graduates strongly benefit from the opportunity to share and process in a safe environment.

**eLearn:** Online modules establish corefoundational knowledge of didactic content. A reversed learning model is followed to enhance clinical opportunities.

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## Program goals:

### Transition to Practice nurses will:

- Successfully transition into discipline, evidenced by safe patient care and completion of initial orientation competencies (Nursing Care Delivery).
- Be involved in one professional development activity by the 24-month advisory (Advancing Excellence).
- Rate satisfaction with program as greater than 3 (on a 4-point scale) on the summative foundations and 24-month advisory evaluations (Shared Governance).
- Be satisfied in clinician role at Children's Minnesota with retention rate above national benchmark at 24 months (Shared Governance).

## Expectations

- Prepared and participatory in all activities — lecture, simulation, class discussion, self-directed learning tools, case presentations with application of clinical experiences, and audio-visual.
- Check email for updates and hospital announcements.
- Be on time.
- Bring competencies to bedside.
- Complete assigned transition to practice program eLearns and new employee eLearns.
- Comply with dress code at all times.
- Cell phones need to be silenced.

## Schedule

0700-1530 (Reference Transition to Practice Foundations Calendar)

### Transition to Practice Program Padlet:



## Support for success: 0800-1630

Series 1 – 0800-1630 Virtual

Series 2 – 0800-1630 @ Simulation Center

Series 3 – 0800-1630 Virtual

## Specialty / care community classes

(Reference Orientation Overview/Timeline)

## Advisory sessions

Advisory sessions occur at 6, 9, 12, 18, and 24 months of employment. These educational gatherings have a clinical focus topic, professional goal setting, celebration of accomplishments, and sharing experiences through storytelling to further your ability to think critically. (Refer to Transition to Practice Advisory schedule)

## Member of a profession

Demonstrates behaviors that are characteristic of the nursing profession:

- American Nurses Association Pediatric and Neonatal Scope and Standards
- American Nurses Association Code of Ethics
- Nurse Practice Act
- Minnesota Nurses Association Contract Agreement
- Society of Pediatric Nurses
- Quality and Safety Education for Nurses (QSEN)
- REACH Nursing Professional Practice Model
- Interprofessional Education Collaborative (IPEC)

## Core abilities

- Think critically
- Develop self-awareness
- Communicate effectively
- Behave ethically and advocate
- Demonstrate collaboration and teamwork
- Engage in research & evidence-based practice

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## Milestone meetings / competencies

The learner will complete all program competencies prior to transitioning to independent practice in your permanent position. The Clinical Educator(s), Preceptor(s), Patient Care Supervisors, and Patient Care Manager will meet with you on multiple occasions during and at the end of orientation to review your progress in completing these competencies.

## Transferring communities

A common question that new clinicians ask themselves; "is this the right place for me?" Please know this is completely normal and the transition to practice team is here to support you. Please don't hesitate to discuss any changes you wish to make as your transition into practice will be impacted.

## Evaluation

It is your responsibility to complete evaluations. Evaluations include: each didactic foundation day, at the end of the foundations program, each support for success session, every specialty / care community course, each advisory session, and overall program evaluation at 24- month advisory.

## Dress code

Please refer to Children's Minnesota Dress Code Policy (#1024) for specific details regarding dress code. In patient care units, scrubs must be worn. Classroom attire is business casual or scrubs.

## Identification badges

Please refer to Children's Minnesota Identification Badge and Security Access Control policy (#920) for specific details regarding ID badges. Children's Minnesota identification badges must be worn at all times while in a Children's Minnesota facility. If you forget to wear your badge, report to the welcome center.

## Electronic devices

All electronic devices must be turned on vibrate and put away during class. If you are experiencing a family emergency please inform the educators so we may support you. We appreciate your cooperation in providing an environment conducive to learning for all.

## Diversity and inclusion

Educators invite you to share your unique perspectives on class topics based on your background. If we say something that is in any way inconsiderate or offensive, please let us know. It is also expected that participants will be considerate of educator and other program participants.

## Contact information

Center for Professional Development and Practice:

[childrens.education@childrensmn.org](mailto:childrens.education@childrensmn.org)

## Notes: