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SCHOOL OF NURSING

Evaluation of Maryland Nurse Residency Program Implementation

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Background

- In response to the IOM Future of Nursing (2011) report:
 - 2013: Maryland implemented Vizient/American Association of Colleges of Nursing (AACN) NRP in all acute care hospitals.
 - 2018: Implementation of the curriculum appeared to vary widely.
- Problem: 34 hospitals belonging to MONL Inc./ MNRC using standardized Vizient/AACN NRP
- Purpose: Examine the variability of NRP implementation in the hospitals

Methods

- Developed a standardized questionnaire examining program operations, duration, content, impact, and feedback
- Over 12 weeks: Interviews with NRP Coordinator or Director of Education
 - In-person, phone, or video conference

Results

20 out of the 34 hospitals completed interviews

Program Similarities	Program Differences
<ul style="list-style-type: none">• Face-to-face monthly seminars• Required evidence-based practice (EBP) participation• Evaluated success using recommended validated tools• Coordinators expressed difficulty understanding, teaching, and supporting residents with the required EBP initiative	<ul style="list-style-type: none">• Content• Policies• Nurse-resident work obligation contracts• Attendance• Make-up assignment requirements• Session length and frequency• Resident and coordinator feedback• EBP initiative support

Resident Comments

Residents Enjoy	Residents Need	Residents Dislike
<ul style="list-style-type: none">• Topics• Program• Application of topics to unit• Simulation• Clinical Reflections• Comradery among other residents	<ul style="list-style-type: none">• Interactive activities• EBP guidance• Session structure variety (i.e. speaker panel)• Handouts• Coaching on crucial conversations	<ul style="list-style-type: none">• Attending events• Soft-skill discussions• Topics which do not apply to unit

Conclusion

- Adoption of a standardized program ≠ standardized implementation and outcomes
- Leaders drive resources, program implementation and program success
- Program fidelity ensures equity in resident learning and achieves outcomes
- Findings will be used to develop a standardized core curriculum for hospitals to use
- Adoption will reduce variability and provide additional support