



SESSION NAME

**An Innovative Approach to Educating
the Novice Perioperative Nurse**

SPEAKERS

Margaret Camp, MSN, RN
Diana K. Schmitz, BSN, RN
Aaron Moore, BSN, RN

SESSION NUMBER

0030

DATE/TIME

Monday, March 31, 2014, 4-5pm

CONTACT HOURS (CH)

1.0

SESSION OVERVIEW:

Learn how one organization addressed the challenge of educating perioperative nurse while optimizing existing resources. A pilot program to consolidate perioperative education for six hospitals was developed in the fall of 2012. The education component (Periop 101) was done centrally with clinical rotations to include all six facilities. In an effort to select the best candidates, several processes were instituted, including personal interviews, profile assessments, and panel interviews. Responses to job postings yielded 62 interested candidates from several states, including Alaska. Based on the personal interviews and profile assessments, 42 individuals were selected for face-to face panel interviews. Thirty individuals made the final selection process. A total of 22 individuals (17 new graduates and five experienced nurses) started the six-month program on February 4, 2013. The program was a combination of didactic lectures that included Periop 101, Cine-Med Videos, Subject Matter Expert lectures, and managed clinical experiences. Lessons learned as a result of the pilot and recommendations on modifications for future programs will be shared.

OBJECTIVES:

1. Discuss the rationale for developing the program.
2. Describe the selection process.
3. Review the program structure.
4. Discuss the program experience.
5. Review the "lessons learned" from this experience.

SPEAKER BIOGRAPHIES:

Margaret "Peggy" Camp, MSN, RN, is currently an independent consultant and is teaching Periop 101 for HealthOne in Denver Colorado. She has consulted with vendors to educate them on their interactions with health care organizations. Prior to retiring in March 2012, Peggy was the clinical resource director for the continental division of HCA, a health care company for 11 years where she was responsible for providing clinical support and expertise to the division facilities in identifying and implementing supply cost savings initiatives. Prior to joining Supply Chain Services, she was the director of surgical services at North Suburban Medical Center in Thornton, Colorado. A perioperative nurse for over 40 years, Camp has practiced as a staff nurse, manager, and administrative director in surgical services. She also was a director for perioperative education at AORN. She earned her diploma in nursing from St. Peter's Hospital in Albany, New York, her BSN from Metropolitan State College in Denver, Colorado, and her master's in nursing administration from the University of Colorado Health Sciences Center in Denver.

Peggy has been a member of AORN since 1980 and has spoken at conferences locally, regionally, and nationally on various perioperative nursing topics, including hemostasis, ambulatory surgery, reimbursement, perioperative PI, patient education, and preparing for TJC. Camp has published various articles on perioperative nursing and has been a contributing author for several nursing texts on perioperative nursing.

Aaron Moore, BSN, RN, is a new perioperative nurse. He was accepted into the HealthOne Perioperative 101 Pilot Program in February 2013. Aaron has been a leader in the class and has continued to seek out the knowledge and skills needed to be a successful perioperative nurse. Clinical feedback from the facilities about Aaron is that he has quickly grasped the concepts needed to practice safely as a perioperative nurse. Aaron will graduate from the program in August 2013 and will be assigned as a staff nurse in the OR at one of the HealthOne hospitals. Prior to enrolling in his BSN program, Aaron was a river guide in Utah for four years. The skills he gained from this experience have allowed him to quickly adapt these skills into those needed in the OR.

Diana K. Schmitz, BSN, RN, is a new perioperative nurses who started in the HealthOne Periop 101 Pilot Program in February 2013. As a participant in the program, Diana has been a very engaged and enthusiastic person and has continually sought out opportunities to expand her knowledge and skills to allow her to be a successful perioperative nurse. Prior to entering the nursing program at the University of Michigan, Diana earned a Bachelor of Science in exercise science and worked as an exercise specialist at Sparrow Hospital in Lansing, Michigan. Diana was on the Dean's list at the University of Michigan and was awarded the Spirit Award in 2012. Diana is an OR staff nurse in a metro Denver HealthOne hospital.

SPEAKER CONTACT INFORMATION:

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FACULTY DISCLOSURE:

Peggy Camp: 7. No conflict.

Aaron Moore: 7. No conflict.

Diana Schmitz: 7. No conflict.

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• System Overview

- Six acute care hospitals in major metropolitan area
- Total number of operating rooms –
- Total number of surgical cases -

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Rationale for Program Development

- Current Critical Need for Perioperative Nurses within the system
 - ❖ Facilities had 20+ openings in the Inpatient ORS
 - ❖ Facilities utilizing at least 3-5 travelers (18-30)
 - ❖ Internal resources (Perioperative Educators) limited
 - ❖ Facilities (in past) had limited success in running their own programs

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• Recruitment Process

- National Advertising
- Local Announcements

• Results

- 62 Applicants
- Nationwide Responses
- Primarily new grads

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Selecting Applicants

Step One

- Review of applications (education, experience)
- Review of personal letters

Step Two

- Personal Interviews (phone and in person)
- Profile Assessment

Step Three

- Select top 40 candidates

Step Four

- Conduct Panel Interviews

Step Five

- Select top 30 candidates
- Make initial job offers
- Background checks
- Finalize applicant list

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• **Lessons learned**

- Profile Assessment invaluable
- Allow for last minute adjustments
- Clearly define expectations and commitments
- Trust your “intuition”

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The Interview process – the Candidate’s perspective

- What were the positives?
- What were the negatives?
- What went well?
- What would you recommend for the future?

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Program Curriculum

- Periop 101
 - ✓ Was the content beneficial
– why/why not
 - ✓ What recommendations do
you have for improvement?

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Program Curriculum

➤ Subject matter expert lectures

- ✓ What was helpful
- ✓ How did this add to your
knowledge?
- ✓ What recommendations do you
have for improvement?

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Program Curriculum

➤ **Cine-Med Videos**

- ✓ Did the videos enhance your learning?
- ✓ What was most helpful?

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Clinical Experiences

- Share the format
- What was most beneficial?
- What would you do differently?
- Did the experience prepare you to practice safely?

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Field Trips

- How did these enhance your learning?
- Would you recommend for future classes?

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Discuss the program experience

- ✓ What motivated you to pursue perioperative nursing?
- ✓ What were the initial challenges?
- ✓ What were the benefits of the program structure?
- ✓ What were the limitations of the program structure?
- ✓ What was the most important thing you gained from the program?
- ✓ Would you do this again?
- ✓ Would you recommend this type of program?
- ✓ Why/why not?

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Lessons Learned

- Overcoming Technology challenges
- Need for Leadership commitment
- Engaged Preceptors
- Scheduling of clinical rotations
- Timely performance feedback

Current Update and Outcomes

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Evidence-based References

- “AORN Guidance Statement: The value of clinical learning activities in the perioperative setting in undergraduate nursing curricula”, *AORN Journal* 86(2), pp265-269, August 2007.
- Cafira, A and Janiszewski Goodin, H, “Using games to provide interactive perioperative education”, *AORN Journal*, 94(4), pp370-248, October 2011.
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- Sewchuk, D, “Experiential Learning – A Theoretical Framework for Perioperative Education”, *AORN Journal* 81(6), pp 1311-1317, Jun 2005.

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