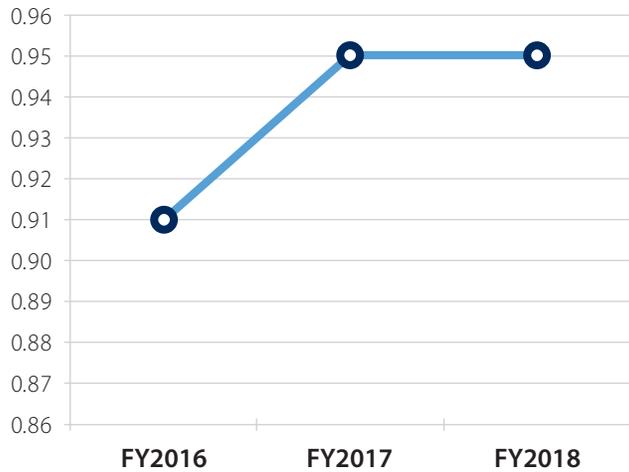


NURSE RESIDENCY PROGRAM OUTCOMES

The Nurse Residency Program has maintained a one-year retention rate above 90% since 2012. The National average is 83%.



Accreditation

The Nurse Residency Program at Sarasota Memorial Hospital is accredited with distinction as a Practice Transition Program by the American Nurses Credentialing Center's Commission on Accreditation in Practice Transition Programs.



Sarasota Memorial Nurse Residency Program

PAST PARTICIPANT TESTIMONIALS

"The SNAPP program helped me with the confidence to interact confidently with the Rapid Response Team and the patient's family as an advocate for the patient."

"SNAPP lets me know I am not alone in many of my thoughts and feelings...it helps me build confidence in my daily practice."

**For more information, contact our
Nurse Recruiter at (941) 917-6110**



NAD-115 (6/20) HK/TAR



1700 S. Tamiami Trail, Sarasota, FL 34239
(941) 917-9000 | smh.com

INTRODUCTION TO RESIDENCY

The first year as a newly licensed nurse has a direct impact on your future nursing career. The transition from academia to the acute care setting can be challenging.

The Institute of Medicine (IOM) recommends a comprehensive nurse residency program to support nurses' completion of a transition-to-practice program into new clinical practice areas.

As a Sarasota Memorial Nurse Resident, you will participate in a comprehensive structured residency program, which includes time on our specialized Nurse Residency Unit, followed by a year of professional development seminars and activities to support you through your first year.



SARASOTA MEMORIAL NURSE RESIDENCY UNITS

Residents are provided with an experienced full-time clinical coach to help you develop confidence and competence for the duration of the program. Knowledge-based classes, human patient simulation and clinical experiences help develop the skills, knowledge, caring and safe practice necessary for your career.

GOALS OF NURSE RESIDENCY UNITS

Our Nurse Residency Units offer a safe environment for newly licensed nurses to provide:

- ▶ Safe medication administration
- ▶ Nursing assessments, including problem recognition and management
- ▶ Documentation of assessment findings
- ▶ Foundational communication strategies to communicate with peers, patients, family, physicians and hand-off (SBAR).

LEARNING OBJECTIVES

Orientation learning goals and objectives are individualized and based on prehire baseline knowledge, skill and assessment tests. Your educator and clinical coach will continually share feedback and discuss goals and objectives at weekly progress meetings.



RESIDENCY TRAINING

Nurse Residents in our 14-month program pursue the following:

- ▶ Demonstrate competency in management and care of acute patient care events
- ▶ Identify resources available to them to develop their professional practice
- ▶ Discuss significant events in their practice and coping strategies
- ▶ Demonstrate effective communication strategies to build positive relationships

Nurse Residency Development Days (NRDD)

First 2 months

These 2-hour classes include hands on simulation, case studies and round table discussion with small groups once a week, aiding in identifying priorities, problem management, and critical thinking.

Seminar for Novice Nurse Advancement of Professional Practice (SNAPP)

Last 12 months

These 2-hour classes include expert speakers and simulations that allow for the newly licensed nurse to identify resources within the organization that they can utilize to improve their practices.

These classes occur once a month.



RESIDENCY COHORTS

All Nurse Residents are hired into a cohort of peers. Cohort size varies to allow for an intimate experience as part of a group of professionals all starting their journey into the nursing profession at the same time. Applications and interviews are considered throughout the year, however, nurse residents must pass the NCLEX and be hired to an RN position prior to their start date in the Nurse Residency Program.