

Development of an Advanced Practice Provider Critical Care Orientation Program

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PROBLEM STATEMENT

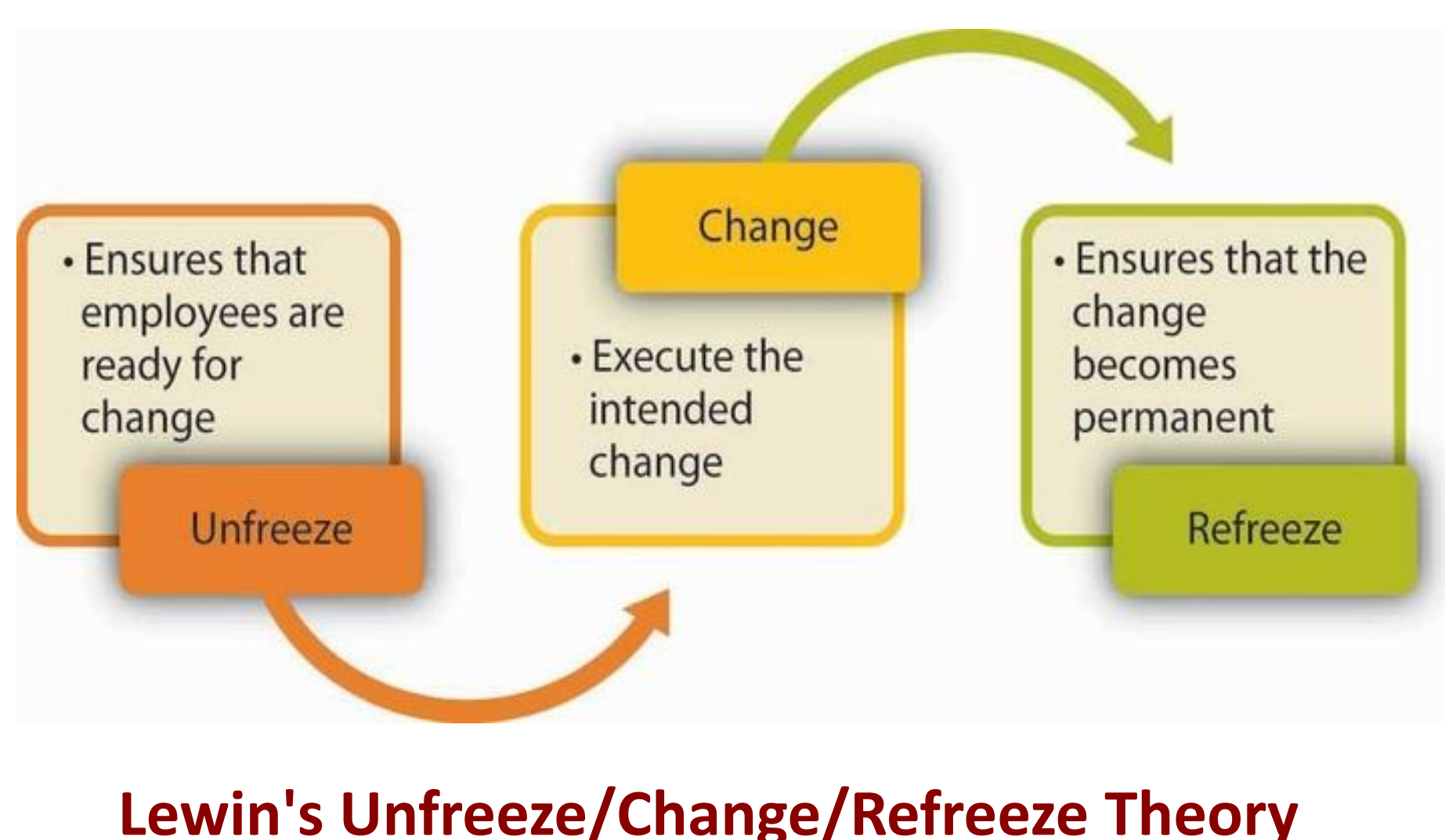
- Advanced Practice Provider (APP) orientation can have multiple challenges.
- Critical care is a uniquely specialized practice environment for APPs
- Many APPs are unprepared for independent practice in critical care units, having neither the full clinical knowledge nor procedural experience necessary to fully and competently care for intensively ill patients.
- Critical Care at Central Florida (CCCF) has recognized the issues of orienting APPs to Critical Care and wishes to improve the orientation process.

PROJECT PURPOSE

- To improve the orientation experience of APPs new to practice with CCCF
- Implement a Evidence Based Structured Clinical Orientation Program for CCCF
- Improve Advanced Practice Provider satisfaction
- Improve Advanced Practice Provider perception of readiness to practice

MODEL/NURSING THEORY

- Quality Improvement
- NLN Excellence for Nursing Education Model
- Lewin's Change Theory

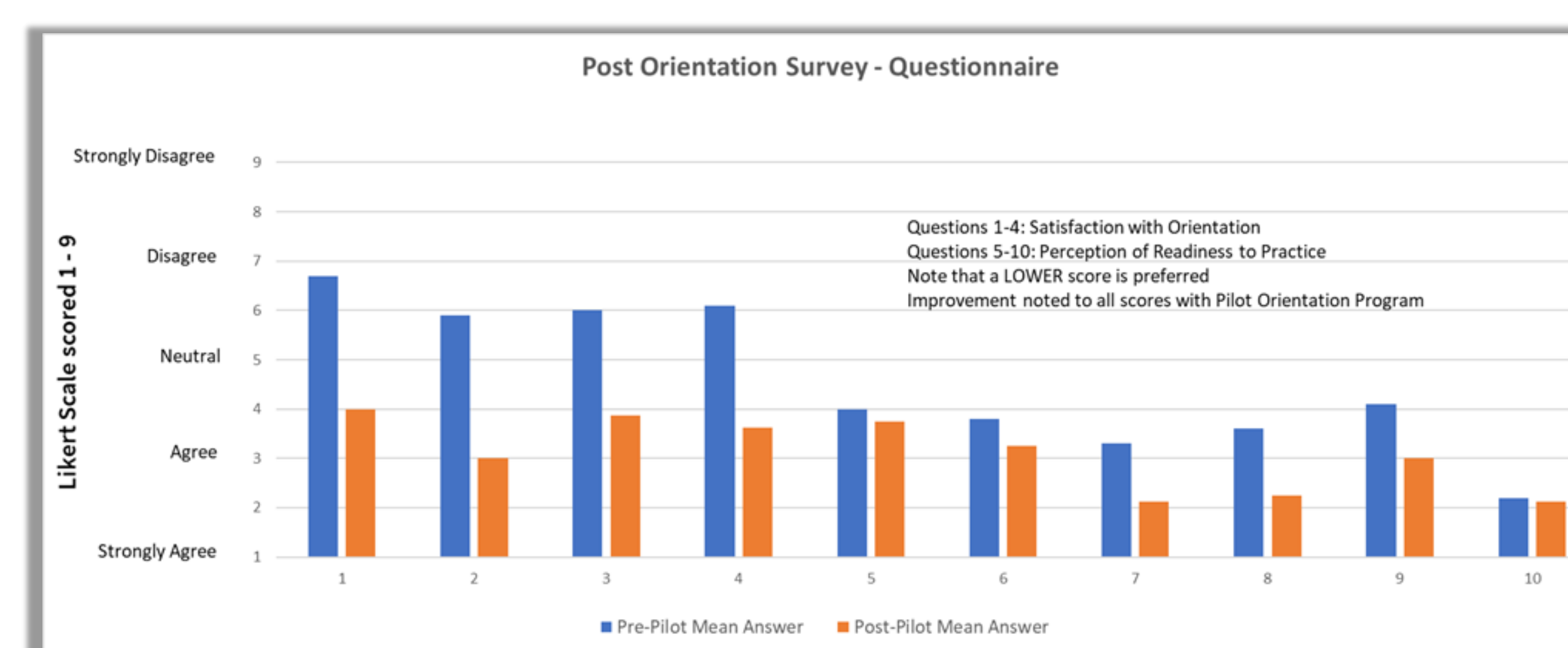


METHODS

- Subjects: APPs orienting to practice with CCCF**
- Post Intervention group – Eight APPs oriented with APP Critical Care Orientation Program
- Pre Intervention Group – 10 APPs oriented prior to APP Critical Care Orientation Program
- Setting**
- Critical Care Units of eight Central Florida hospitals serviced by CCCF
- Instruments/Tools**
- Clinical Checklist Tool
- Self Assessment Tool
- Post orientation survey derived from modified Casey-Fink Graduate Nurse Experience survey
- Four questions related to factors of Satisfaction with Orientation
- Six questions related to factors of Perception of Readiness to practice
- Intervention and Data Collection**
- Intervention - Self Assessment and Clinical Checklist
- Program ran over six months
- Post orientation survey questionnaires
- Survey questionnaire scored on 9 point Likert scale

RESULTS

Post Orientation Survey Questions with Mean Responses	Pre-Pilot Orientation		Post-Pilot Orientation	
	Mean Score	Standard Deviation	Mean Score	Standard Deviation
1. I was overall satisfied with my orientation process	6.70	2.007	4.00	2.138
2. I was satisfied with how my preceptors enabled my orientation and learning	5.90	1.922	3.00	1.773
3. I was satisfied with the opportunities to learn during my orientation	6.00	2.000	3.88	1.959
4. My orientation was targeted at an appropriate level to my experience	6.10	1.732	3.63	1.685
5. I feel comfortable working independently in my home critical care units	4.00	1.900	3.75	1.909
6. I feel prepared to practice independently as an APP in my critical care units	3.80	1.856	3.25	1.753
7. I feel prepared to perform central venous line placement independently	3.30	2.398	2.13	0.641
8. I feel prepared to independently manage a coding patient	3.60	2.179	2.25	0.886
9. I feel prepared to supervise/intubate a patient in respiratory distress	4.10	2.587	3.00	0.756
10. I am comfortable with knowing when to transfer a patient for a higher level of service	2.20	1.394	2.13	1.642



Post Orientation Survey Questions - mean responses grouped to domain	Pre-Pilot Orientation Mean Score	Standard Deviation	Post-Pilot Orientation Mean Score	Standard Deviation
Question 1-4 (Satisfaction with Orientation process)	6.175	1.771	3.625	1.845
Question 5-10 (Perception of readiness to practice)	3.5	2.004	2.75	1.437

(Note: All results above based on a 9 point Likert scale range: 1 = Strongly Agree to 9 = Strongly Disagree)

DISCUSSION

- Orientation of APPs to independent practice in critical care units is not standardized and has little scholarly research.
- Critical care orientation program developed to address current lack of structured program with documentation.
- Tools developed included Self-Assessment and Clinical Checklist.
- Post orientation surveys showed statistically significant improvement in satisfaction with orientation of 2.55 points ($p = 0.000$) on a 9 point Likert scale
- Post orientation surveys showed small but statistically significant improvement in perception of readiness to practice of 0.75 points ($p = 0.030$) on a 9 point Likert scale

IMPLICATIONS FOR ADVANCED PRACTICE NURSING

- Increases scholarly knowledge of potential tools for APPs orienting to practice in Critical Care Units
- Results indicate a structured program will increase APP satisfaction with orientation and APP perceptions of readiness to practice.

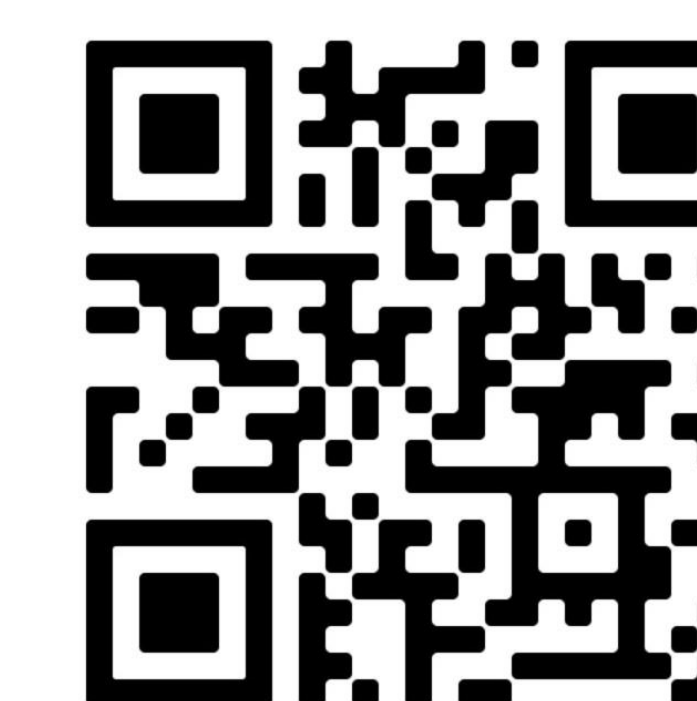
SUSTAINABILITY

- This is a pilot program that will need continued revision
- CCCF is committed to continuous improvement in this area

Self Assessment Tool

Clinical Checklist Tool

REFERENCES



An Evidence Based Advanced Practice Provider (APP) Critical Care Orientation program results in increased APP satisfaction with orientation and APP perception of readiness to practice.