

# Benchmarks™: Under Construction; Redesigning the Clinical Precepted Experience Using an Evidence Based Tool



Sylvia Sloane Jones DNP, ARNP, RNC-MNN Ronda LaVigne MHA, BSN, RN, NE-BC Susan Mahoney MS, RN, NE-BC



The traditional approach of arbitrarily determined precepted timeframes does not foster an individualized clinical precepted experience. Secondly, it creates a missed opportunity to improve the stewardship of orientation dollars.

## Project Aim

To share an innovative evidence based tool that helps hospitals accurately determine a transition nurse's readiness to independently manage a full patient assignment.

## Results

Outcome data revealed Benchmarks:

- ❑ Applicable to new graduates enrolled in transition to practice programs and experienced new hires.
- ❑ Foster individualized clinical precepted experiences and standardizes vocabulary for preceptors to assess competence.

## Methodology

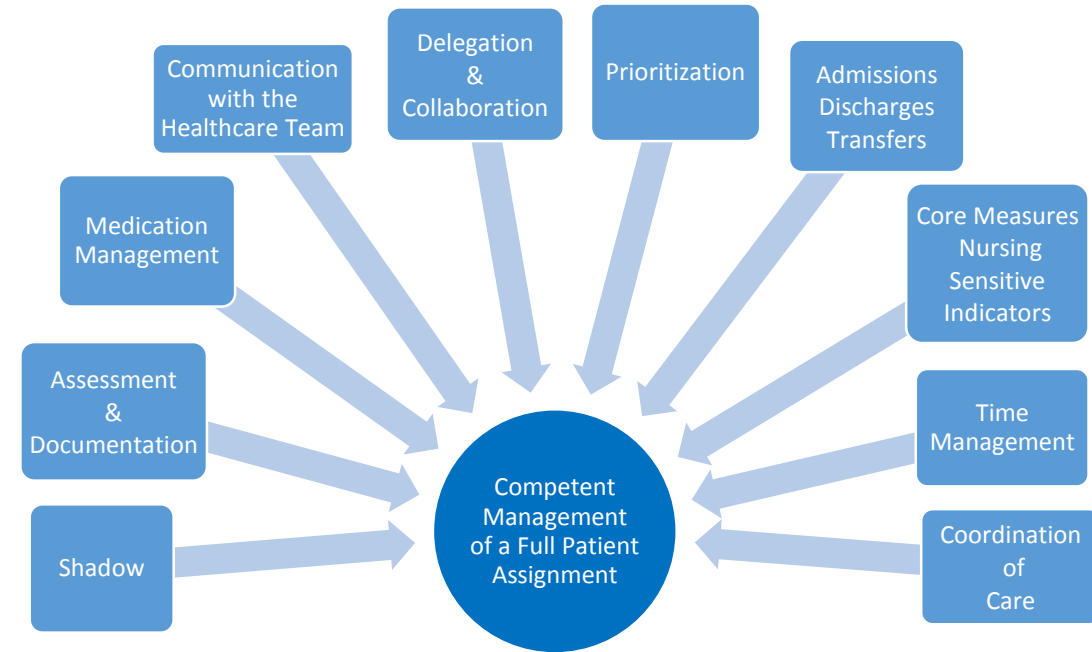
Review of national healthcare organizations' competency position statements became the genesis for development of Benchmarks.

Benchmarks: A set of eleven categories each comprised of measurable criteria to illustrate the knowledge, skills, and behaviors necessary to independently manage a full patient assignment.

After 12-month, multi-state, multi-hospital beta test conducted, Benchmarks introduced to pilot units at Broward Health in Ft. Lauderdale, Florida.

Electronic platform used to document real-time progress of Benchmark achievement

## Benchmarks



## Lessons Learned

- ❑ Use of Benchmarks depends on Nurse Leader, Preceptor and Transition Nurse engagement and full understanding of its intent.
- ❑ Requires ongoing coaching and support
- ❑ Allow sufficient time for nurses to integrate new approaches