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.

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