

# VA Central Iowa Health Care System

## REGISTERED NURSE TRANSITION-TO-PRACTICE RESIDENCY PROGRAM

### Introduction

The Registered Nurse Transition-To-Practice (RN TTP) Residency Program at VA Central Iowa Health Care System (VACIHCS) helps new Registered Nurses (RNs) transition from the role of a student to a professional RN. The one-year program includes both clinical and professional transition elements, with classroom/core curriculum, and preceptor and mentor components. Residents will access online modules from the University of Iowa College of Nursing, Iowa Online Nurse Residency Program (IONRP).

### Mission

The program's mission is to provide the RN Resident with an experience that will give additional training to enhance patient care at the bedside and to support development of professional behavior and leadership in the nursing profession.

### Program Goals:

By the end of the RN residency program, the graduate nurses will:

1. Transition from entry-level, advanced beginner nurse to competent professional nurse, levels defined by Benner's "Novice to Expert" theory (1984).
2. Develop effective decision-making skills related to clinical judgment and performance.
3. Provide clinical leadership at the point of patient care.
4. Strengthen their commitment to nursing as a professional career choice.
5. Incorporate research-based evidence into practice.
6. Formulate individual career development plans.

### Program Objectives

#### Clinical Practice

The RN Resident will:

- Manage changing patient conditions.
- Provide patient and family education.
- Demonstrate critical thinking skills to care for Veterans.

#### Leadership Development

The RN Resident will:

- Manage the delivery of patient care for optimal outcomes.
- Apply effective resource management skills.
- Communicate effectively with patient's, family, and health care team members.
- Manage patients', family members', or team members' conflicts.
- Observe nursing leadership roles.

#### Professional Role Transition

The RN Resident will:

- Provide ethical leadership to advocate for patients and their families.
- Provide culturally competent care.
- Apply evidence-based techniques to manage stress.
- Apply the concepts of evidence-based practice.
- Adopt a culture of lifelong learning.

## Curriculum Topics

1. Transition from Student to Professional Nurse
2. Communication
  - Communicating with patient care providers
  - Communicating with the health care team
  - Conflict management
  - Patient education
3. Responsibilities of the Professional Nurse
  - Quality
  - Safety
  - Evidence-based practice
  - Instructions for development of quality improvement or evidence-based practice project to be completed by the end of the residency
4. Decision-Making at the Point of Care
  - Prioritization
  - Delegation
  - Critical thinking
  - Time management
  - Culturally responsive care

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