

# Critical Care RN Training Program

## Key Guidelines:

- “One KP” training for all ICU nurses trained in N. Cal Region
- Incorporates Caring Science, Team STEPPS communication tools, procedural check lists and conceptual framework on highly reliable team practices for ensuring patient safety.
- Promotes evidence-based training.

## Training Highlights:

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## Overview

This program uses the American Association of Critical Care Nurses (AACN) Essential of Critical Care Orientation (ECCO) Curriculum for teaching critical care concepts. Coupled with facility orientation at the bedside and didactic lectures, this program prepares nurses with no prior critical care experience to practice in the ICU/CVICU

The AACN online- curriculum is offered within 18 HealthStream modules, combined with simulation labs and clinical rotations at the hiring facility over 14-16 weeks. The didactic course work and simulation will take place at local facilities or regional office. The 18 modules have been developed to provide a foundation for inexperienced critical care nurses to effectively care for critical care patients using quality evidence-based practices and professional standards of care. The simulation labs and clinical rotations will compliment and augment the on-line training. CEUs are provided by the AACN website after completion of each ECCO module for a total of **75.45 CE hours**. The modules are:

- Global Perspectives in the Care of Critically Ill Patients (2 modules)
- Cardiovascular Disorders (4 modules)
- Pulmonary Disorders (2 modules)
- Hemodynamic Monitoring (2 modules)
- Neurologic Disorders (2 modules)
- Gastrointestinal Disorders (1 module)
- Renal Disorders (2 modules)
- Endocrine Disorders (1 module)
- Hematological Disorders (1 module)
- Multisystem Disorders (1 module)

## On Hire

Hiring Manager shares expectation that the training schedule will require a minimum of 36-40 Hours a week for approximately 14-16 weeks.

Training/orientation timeline will be extended as needed. Trainees must complete their ECCO modules within 3 months from the date the ICU specialty program starts. Manager confirms that new employee/transfer has completed or is scheduled to take:

- BLS (Basic Life Support)
- ACLS (within first 4 weeks)
- Complete Department Orientation Check list – please upload all into eSmartFile Manager upon completion.

## Objectives

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*Standardized approach that uses a blended learning approach for new staff nurses who are hired into training positions with no previous Critical Care experience*

1. Provide the NCAL medical centers with a standardized approach that uses blended learning for new/transferring staff nurses who are hired into training positions with no previous critical care experience.
2. Outline the use of the AACN ECCO module didactic curriculum and compliment with coordinating critical reasoning exercises, simulation training, skill development and clinical assignment in the ICU/CCU.
3. Provide a comprehensive program outline to help the new ICU nurse integrate into the critical care environment as a member of the care team, clinically and interpersonally.
4. Ensure that the inclusion of Equity Diversity and Inclusion, Caring Science, High Reliability Organization and Care Experience behaviors are nurtured throughout the program and embedded from the beginning into patient care throughout the training program.
5. Deliver curriculum that will support the new critical care nurse to assess and care for critically ill patients based on the diverse patient population served in the medical center using evidence-based practices.
6. Demonstrate examples of application of knowledge, skills, and competency for identified diagnoses and procedures conducted in the ICU.
7. Complete module objectives found within the AACN ECCO curriculum.

# Roles and Responsibilities

## ICU Trainee

- Completes all didactic and online modules, simulation sessions and patient care assignments as planned by Program instructors, On-site Educator/ANM and Clinical Preceptors.
- Completes daily log documenting clinical experience
- Demonstrates characteristics of adult learning principles and seeks out resources when clarification and assistance is needed.
- Demonstrates clinical competency with skills/assessment/knowledge integration for each ECCO module in Health stream
- Completes unit's competency orientation document.

## Unit Preceptor:

- Must complete KP approved preceptor training.
- Preceptor training includes completion of the "NCAL Initial Preceptor Online Training- Mosby Preceptor" HealthStream module and in-person class with ICU focused learning.
- Has access to educational resources including AACN ECCO Preceptor Guide.
- Meets with trainee and educator/instructor weekly.
- Provides constructive feedback to trainee and completes trainee evaluations to track progress.
- The RN preceptor assesses progression of the trainee and seeks out opportunities to expand the trainee's knowledge and skills.
- Reviews and incorporates orders, protocols, policies, workflows and

## Critical Care Educator/NPDS or CNS Onsite:

- Oversees and guides the implementation of the ECCO curriculum within blended learning orientation and training program.
- Formally meets weekly with trainee and manager to ensure the trainee is progressing in his/her training and able to apply the knowledge from the ECCO modules into the clinical skills and experience. This weekly conference is documented.
- Meets regularly with preceptor and shares communication expectations.

## Manager:

- Assigns a primary and secondary preceptor to the trainee and ensures the preceptor's patient assignment supports a learning environment for the trainee.
- Joins weekly/biweekly sessions with trainee, preceptor, and program facilitator to ensure trainee is progressing through their training and to determine if any issues have surfaced that requires management interventions.

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*Preceptor must complete approved preceptor training.*

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*Onsite Coordinator oversees implementation of AACN ECCO curriculum, blended learning, and progress of orientation.*

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*Manager supports a learning environment and ensures orientee integration as a member of the nursing care team, clinically, and interpersonally*

## Transition to Practice

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### Intentional Design:

4 months does not make an ICU RN! The expectation at the conclusion of 4 months critical care specialty training is that the ICU RN Trainee will demonstrate the following:

- Focused patient assessment with the ability to put the critical care patient at ease
- Ability to work well with the multidisciplinary team with the ICU
- Ability to communicate the patient's needs to the other members of the health care team
- Ability to utilize critical thinking skills and adapt critical care principles to practice
- Adherence to hospital policies and procedures pertaining to the delivery of patient care.
- Good communication skills, an understanding of High Reliability Organization and the universal protocol to include briefing, time out and debriefing
- A team-based approach to patient care
- Be a patient advocate
- Able to competently manage unstable and critically ill patients.
- Able to perform and/or assist with critical care procedures
- Documents patient care in KP Health connect

*Supporting a learning environment that allows the new nurse to focus exclusively on the art and science of critical care nursing is critical to the success of the trainee and ultimately the experience of our patients.*

## BEYOND FELLOWSHIP

### Intentional Design:

Critical Care lectures will be offered Monthly to Quarterly for up to 1 year following preceptorship to strengthen and revisit critical care topics.

- Topics will be driven by fellows through a poll given out at the end of the program.
- Lectures will be given by content experts and made available to all fellows who have been through the program.

