

Training Guidelines
2026

AORN Peri-Op 101 RN Program

Key Guidelines:

- “One KP” training for all O.R. nurses trained in N. Cal Region
- Incorporates Caring Science, Team STEPPS communication tools, Surgical Check lists and Highly Reliable Surgical Team HRST Patient Safety Program components into the expectations of practice and care in the perioperative arena including O.R.

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NCAL Patient Care Services, Clinical Operations

Overview

This program uses the AORN Perioperative 101 Curriculum for Perioperative Operating Room (O.R.) Training, Orientation and Education for Nurses without previous O.R. Experience.

The first 6 months will focus on AORN Modules, Simulation in the lab, and Hands on Experience. The next 6 months is at the local facility in training; total of 12 months.

The Association of peri-Operative Registered Nurses AORN 101 online-curriculum is offered within 23 AORN modules, combined with simulation labs and clinical rotations at the hiring facility over 24 weeks. **Prior to hire, it is strongly recommended that interested applicants shadow an experienced Operating Room RN in the operating room.** The didactic course work and simulation labs will take place at designated Kaiser hub Hospitals. Hubs will vary based on need. The 23 modules have been developed to provide a foundation for novice inexperienced nurses to effectively care for intra-operative patients using quality evidence-based practices and professional standards of care. The simulation labs and clinical rotations will complement and augment the on-line training. The curriculum offers 39.8 hours of CEs for RNs who pass the final exam with 80% or higher and includes evidence-based practices, reference and reading lists, tests, and participant and instructor handouts/guides.

The 23 modules are:

1. Anesthesia
2. Assessment
3. Endoscopic Surgery
4. Environmental Cleaning
5. Health Care Information Management
6. Hemostasis Management
7. Medications
8. Organizational Influences & Patient Outcomes
9. Patient & Family Education
10. Patient Positioning
11. Patient Safety
12. Patient Skin Antisepsis
13. Post-anesthesia Care
14. Professionalism
15. Safe Use of Equipment
16. Sterile Technique
17. Sterilization Process

18. Surgical Draping
19. Surgical Hand Antisepsis & Scrub Attire
20. Surgical Instruments
21. Surgical Specimens
22. Transmissible Infection Prevention
23. Wound Closure & Healing

On Hire

The hiring Manager shares the expectation that the training schedule will require a minimum of 40 hours a week for approximately 24 weeks, with additional orientation to surgical specialties after the initial 6-month training. Training/orientation timeline will be extended as needed. Trainees must complete their AORN Peri-Op 101 online course work within 6 months from the date the course is started. The final exam allows 4 hours for completion. Trainees are allowed 3 attempts to pass the examination. No time off should be taken during the first 6 months of the course. Manager confirms that new employee/transfer has completed:

- BLS (Basic Life Support)
- Orientate New hire (Trainee) to department and complete Department

Objectives

*Standardized approach that uses a blended learning approach for new staff nurses who are hired into training positions with no previous **Operating Room** 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 perioperative experience.
2. Outline the use of the AORN Peri-Op 101 didactic curriculum and compliment with coordinating critical reasoning exercises, simulation training, skill development and clinical assignment in general surgery or similar.
3. Provide a comprehensive standardized program to help the new O.R. nurse to integrate into the O.R. care environment as a member of the surgical care team, clinically and interpersonally.
4. Ensure that the inclusion of Caring Science and Care Experience behaviors are nurtured throughout the program and embedded from the beginning into patient care throughout the surgical experience.
5. Deliver curriculum that will support the new O.R. nurse to assess and care for perioperative patients in surgery based on the diverse patient population served in the O.R. using evidence-based practices.
6. Demonstrate examples of application of knowledge, skill, and competency for identified procedures conducted within the Operating Room.
7. Complete module objectives within the AORN Peri-Op 101 curriculum.
8. Complete KPHC Optime course (1 day) coordinated by region
9. Successfully complete the curriculum and pass the final examination.

Roles and Responsibilities

OR Trainee

- ☐ Maintains a working KP email and Microsoft Teams access
- ☐ Completes all didactic and online modules, simulation sessions and patient care assignments as planned by Program instructors, On-site OR Educator/ANM/Managers/Directors and Clinical Preceptors.
- ☐ Completes daily log documenting clinical experience
- ☐ Completes Preceptor evaluations
- ☐ Completes tests associated with each AORN Peri-Op 101 module.
- ☐ Completes final AORN Peri-Op 101 exam with passing grade 80% or higher

Unit Preceptor:

- ☐ Completes KP approved preceptor training to include completion of the Mosby's Preceptor Healthstream Module and in-person class with O.R. focused learning
- ☐ Maintains a working KP email and access to Microsoft Teams
- ☐ Has access to educational resources including AORN's Guidelines for Peri-operative Practice, Alexander's Care of the Patient in Surgery 16th ed and Berry and Kohn Operating Room Technique via clinical library.
- ☐ Meets with trainee and educator/instructor weekly.
- ☐ Provides constructive feedback to trainee and completes trainee evaluations to track progress.
- ☐ The RN preceptor may circulate and precept the trainee, in the scrub role, with an assigned experienced Surgical Technologist.
- ☐ Reviews and incorporates orders, protocols, policies, workflows, and equipment as part of the training.

OR Educator (Onsite):

- ☐ Oversees and guides the implementation of the AORN peri-op 101 curricula within the blended learning orientation and standardized training program.
- ☐ Formally meets weekly with trainee and manager to ensure the trainee is progressing in his/her training and can apply the knowledge from AORN peri-op 101 to clinical skills and experiences. This weekly conference is documented.
- ☐ Meets regularly with preceptors and shares communication expectations.

Manager:

- ☐ Assigns preceptors 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 and to address issues which may require management intervention.

Preceptor must complete approved preceptor training.

*Onsite Educator oversees and supports implementation of **AORN Peri-op 101** curriculum, blended learning, clinical assignments, and training progress.*

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

Access to AORN Peri-Op 101 content, Resources & HealthStream

The AORN Peri-Op 101 curriculum has been purchased by Regional PCS Leadership for new staff nurses hired into the Perioperative Training Program without previous perioperative experience. This curriculum is supported by online access via the KP clinical library to:

- AORN Guidelines for Perioperative Practice
- Alexander's Care of the Patient in Surgery (17th ed./2023)
- Berry and Kohn's Operating Room Technique (15th ed./2025)

The 23 modules and Cine-Med AORN video library audio and visual resources which complement the 23 modules are available via Kaiser vetted online learning platforms. The final AORN Peri-Op 101 proctored exam will be accessed via the designated learning platform. The passing grade is 80% or higher.

Managers - need additional preceptors? The “NCAL Initial Preceptor Online Training-Mosby's” curriculum is available in HealthStream. After course completion, the ‘preceptor in training’ is required to attend an interactive virtual or in person regional preceptor training course.

- ☐ *Contact NCAL Regional PCS at HSAdmin@kp.org to assign the Mosby's Preceptor courses to identified eligible RNs. Your employee's name, NUID, and Kaiser email address will be needed for access.*





Supporting a learning environment is critical to the success of the trainee.

The preceptor needs access to the program content to ensure current and shared knowledge and practice

They encourage critical thinking by asking more probing questions while ensuring trainee feels safe and supported in this challenge.

Recommendations

Managers / Trainee Design:

- ☐ Provide the P101 trainee with a laptop. They will need this when traveling to Pleasanton for the first 4-6 weeks to complete the AORN P101 courses in HealthStream.
- ☐ The trainee will be traveling the first 4-6 weeks to Regional Pleasanton PCS Space, Building E, 4th Floor. There the trainee will complete the AORN modules, attend Sim Training, and will be guided with calendars and a pathway.
- ☐ The trainee may have to attend some trainings on a Saturday at a designated facility during the first 6 months of the program.
- ☐ Provide a quiet space for weekly preceptor/educator/manager meetings with the trainee
- ☐ Follow the course calendar for trainee clinical assignments with preceptor.
- ☐ Didactic learning with instructor delivered AORN content will be at designated hub facilities. When possible, connect learning from modules with corresponding patient assignments when trainees are in the clinical setting.
- ☐ Simulations to stimulate critical thinking based on learned knowledge and skills will be provided at the Hub
- ☐ If possible, assign trainee to an anesthesia provider when module 12 (Anesthesia) is being taught in didactic or scheduled with local facility (see schedule/calendar)
- ☐ Assign trainee to Sterile Processing Department to see the SPD process (will be noted on calendar)
- ☐ Create time for trainee to ask questions with preceptor and/or onsite coordinator (e.g., notebook or journal to bring back to unit, blog, Idea book, case scenarios).
- ☐ Ensure preceptor's patient assignment supports a learning environment for the trainee as well as support from the department

For Preceptors:

- ☐ Preceptors need to have access to the content that the trainees are receiving (e.g. student and/or instructor manuals). Create a preceptor binder with content they need to know to support and reinforce the learning.
- ☐ Encourage preceptors to participate in teaching sections of the didactic education when possible.
- ☐ Preceptors are encouraged to ask more probing questions in a safe way to facilitate critical thinking.

Transition to Practice

Intentional Design:

6 months does not an OR RN make, the expectation at the conclusion of 6 months AORN peri-op 101 training is that the OR RN Trainee will demonstrate the following:

- Focused patient assessment with the ability to put the pre-operative patient at ease
- Ability to work well with the multidisciplinary surgical team
- Ability to communicate the patient's needs to the other members of the surgical team
- Ability to utilize critical thinking skills and adapt surgical principles to practice
- Adherence to hospital policies and procedures pertaining to perioperative practice
- Good communication skills, an understanding of TeamSTEPPS and the universal protocol to include briefing, time out and debriefing
- A team-based approach to patient care
- Be a patient advocate
- Able to scrub a basic general case
- Able to circulate a basic surgical case
- 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 perioperative Nursing is critical to the success of the trainee and ultimately the experience of our patients.

The next 6 months (**NOT** covered in first 6 months)

Following successful completion of the Periop 101 the new OR RN will continue to need to be supported in the perioperative arena which includes

- Orientation with team lead or preceptor to surgical specialties to meet the needs of the department which may include:
 - Cardiac surgery
 - Orthopedic surgery
 - Ophthalmic surgery
 - Vascular surgery
 - Genitourinary (GU) surgery
 - Gynecologic and Obstetric surgery
 - Head, Neck and Sinus Surgery
 - Thoracic surgery
 - Reconstructive and plastic surgery
 - Podiatry surgery
 - Bariatric surgery
 - Neurosurgery
- Receive annual required training in LASER safety
- Recommendation: Defer call for 1 year from start of program; trainee needs to do "buddy call" before call is assigned.