



Nurse Residency Training Schedule



AdventHealth RN RESIDENCY PROGRAM – MEDICAL/ SURGICAL

Training varies at each campus. Candidates should reach out to their facility educator or recruiter for facility-specific training.

Week 1 (40)	Hours	Objectives	Learning Activities / Content	Presenter or Facilitator	CCNE Standard
Monday	8.0	New Employee Orientation	Didactic	Facility-based	
		• Welcome & Devotion			
		• Mission, Vision, Values, AdventHealth Brand			
		• Introduction to CREATION Health			
		• Active Shooter			
		• Emergency Preparedness			
Tuesday	1.0	CNO Welcome / Breakfast			
	1.0	Facility tour			
	2.0	Professional Development	Med/Surg Orientation Knowledge Inventory Tool (KIT) or BKAT	Educator	
		Lunch – Meet former Nurse Residents			
	1.0	Introduction to Online Resources		Educator/Informatics	
	0.5	Clairvia – Advanced Scheduling			
	1.5	DNR/Advanced Directives			
	1.0	Chain of Command			
Wednesday	8.0	Cerner Training	Hands-on training	Clinical Informatics Educator	
Thursday	3.5	Cerner Training	Hands-on training	Clinical Informatics Educator	
	1.0	Nursing Professional Practice Model	Didactic	Nurse Leader	
	0.5	Introduction to Medication policies	Didactic, WBT	Educator/Pharmacy	
	1.0	PYXIS Review and Access	Didactic, WBT, Complete forms for access	Educator/Pharmacy	
	1.0	Glucose Monitoring Policies/Procedure	Didactic, WBT, Complete forms for access	Educator/Lab	
	1.0	Specimen Collection/POC Testing/ Phlebotomy	Didactic, WBT, Demonstration/ Return Demonstration	Educator/Lab	
Friday		Nursing Skills	Skills Lab, Demonstration/Return Demonstration, Simulation, Policy Review, Videos, WBT Modules		
	.5	• Latex Allergies		Educator	
	1.0	• Infection Prevention & PPE		IP Coordinator	
	2.0	• CAUTI/CLABSI – Policies & Outcomes		IP Coordinator/ Educator	
	1.5	• Restraints & Patient Safety Devices		Educator	
	1.0	• Falls and Falls Prevention		Educator	
	1.0	• Lift Equipment		Educator	
	1.0	• Waste Management		Educator	

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Week 2 (40)	Hours	Objectives	Learning Activities / Content	Presenter or Facilitator	CCNE Standard
Monday	8.0	Patient Experience	Didactic, Role Playing with de-briefing, Videos	Patient Experience Lead	
		• Introduction to Hourly Rounding			
		• Bedside Shift Report			
		• RN/MD Rounding			
		• Today's Plan			
		• SBAR & Handoffs			
		• Service Recovery			
		• Transition of Care			
Tuesday		Nursing Skills	Skills Lab, Demonstration/Return Demonstration, Simulation, Policy Review, Videos, WBT Modules	Educator	
	1.0	• IV Pumps/Drug library			
	1.0	• Feeding Tubes / Feeding Pumps			
	1.0	• NG Tube Insertion / Removal / Care			
	1.5	• PCA / Epidural Pumps & Policies			
	1.0	• Chest Tubes			
	0.5	• SCDs / VTE Prophylaxis			
	0.5	• Bladder Scanner			
	0.5	• ECG Monitoring Equipment/Transport Equipment			
	1.0	• In-Room Orientation	Demonstration		
Wednesday	4.0	Introduction to Med/Surg Basics	WBT		
	1.0	Medication Test	WBT	Educator	
	1.0	Head-to-Toe Assessment	Didactic, Demonstration, Skills Lab, Simulation	Educator	
	1.0	Preparation for Surgery or Bedside Procedure	Didactic, Demonstration	Educator	
	1.0	IV Therapy – Initiating IVs	WBT, Skills Lab, Demonstration/Return Demonstration	Educator	

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Week 2 (40)	Hours	Objectives	Learning Activities / Content	Presenter or Facilitator	CCNE Standard
Thursday	4.0	IV Therapy – Initiating IVs	Shadowing in pre-op area or with IV Nurse (Tips & Tricks)	Vascular Access Team	
	1.0	Medication Safety	Didactic, WBT	Educator, Pharmacy	
	1.0	• Blood Administration	WBT, Policy Review, Return Demonstration, YouTube Videos	Educator	
	1.0	• Drains/Foley catheters & Nurse-driven protocol	WBT, Policy Review, Return Demonstration, YouTube Videos	Educator	
	1.0	• Wound Care	WBT, Policy Review, Return Demonstration, YouTube Videos	Educator	
Friday		EBP / Performance Improvement	Didactic, WBT	Quality Director	
	1.0	Safety Events / Sentinel Events / Just Culture	Didactic, WBT	Risk Manager	
	1.0	Ethical Decision-Making	Didactic, WBT	Educator	
	1.0	Quality – Nurse Sensitive Indicators	Didactic, WBT	Quality Director	
	1.0	HIPPA/Patient Confidentiality	Didactic, WBT	Privacy Director	
	1.0	Suicide Risk Assessment / De-escalation	Didactic, WBT	Educator, Quality, Risk	
	1.0	Suspected Abuse or Neglect	Didactic, WBT	Educator, Quality, Risk	



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Week 3 (40)	Hours	Objectives	Learning Activities / Content	Presenter or Facilitator	CCNE Standard
Monday	8.0	ECG Interpretation	WBT – Part 1	Self-directed	
			Didactic	Educator	
Tuesday	4.0	Cardiac Assessment	WBT	Self-directed	
			Didactic	Educator / Physician	
	0.5	Heparin Protocol / Anticoagulation	Didactic, Demonstration	Educator	
	1.0	Rapid Response Team	Simulation, Role play	Educator	
	1.0	Initiating Code Blue	Simulation, Role play	Educator	
	0.5	Blood Administration	WBT previously completed, Demonstration/Return Demonstration	Educator	
	1.5	Specimen collection	Didactic, Demonstration		
Wednesday	12.0	Clinical Shift	Married Model – Basic Assessments, Skills practice	Preceptor	
Thursday	12.0	Clinical Shift	Married Model – Basic Assessments, Skills practice	Preceptor	
Friday	----	----	----	----	

Week 4 (40)	Hours	Objectives	Learning Activities / Content	Presenter or Facilitator	CCNE Standard
Monday	8.0	ECG Interpretation	WBT – Part 2	Self-directed	
			Didactic	Educator	
Tuesday	12.0	Clinical Shift	Married Model – Assessments, Skills practice (Cardiac)	Preceptor	
			Didactic	Educator / Physician	
Wednesday	4.0	Respiratory/Pulmonary Assessment	WBT	Self-directed	
	2.0	Casey-Fink Assessment		Educator	
Thursday	12.0	Clinical Shifts	Married Model – Assessments, Skills practice (Cardiac)	Preceptor	
Friday	----	----	----	----	

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Week 5 (40)	Hours	Objectives	Learning Activities / Content	Presenter or Facilitator	CCNE Standard
Monday	8.0	ECG Interpretation	WBT – Part 3	Self-directed	
			Didactic	Educator	
Tuesday	12.0	Clinical Shift	Married Model – Assessments, Skills practice (Respiratory)	Preceptor	
Wednesday	2.0	Neuro Assessment	WBT	Self-directed	
			Didactic	Educator / Physician	
Thursday	12.0	Clinical Shifts	Married Model – Assessments, Skills practice (Respiratory)	Preceptor	
Friday	----	----	----	----	

Week 6 (38)	Hours	Objectives	Learning Activities / Content	Presenter or Facilitator	CCNE Standard
Monday	6.0	ECG Interpretation	WBT – Part 4	Self-directed	
			Didactic	Educator	
		Delegation	WBT	Self-directed	
		Critical Thinking	WBT	Self-directed	
Tuesday	12.0	Clinical Shift	Married Model – Assessments, Skills practice (Neuro & Renal)	Preceptor	
Wednesday	2.0	Clinical Shift	Married Model – Assessments, Skills practice (Neuro & Renal)	Preceptor	
Thursday		Regulatory			
	1.0	• CMS, TJC (or DNV), HFAP, Press Ganey	Didactic	Quality, PX, Educator	
		Professional Development			
	1.0	• Delegation (Discussion)	Didactic	Educator / Leadership	
	1.0	• Safety Events (Discussion)	Discussion	Educator / Leadership	
	2.0	• Critical Thinking / Clinical Judgement	Didactic	Educator / Leadership	
		• Introduction to Research Project	Didactic	Educator / CNS	
Friday	----	----	----	----	

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Week 7 (37)	Hours	Objectives	Learning Activities / Content	Presenter or Facilitator	CCNE Standard
Monday	2.0	Care of the Post-Op Patient	WBT	Self-directed	
	1.0	Palliative Care	WBT	Self-directed	
	2.0	Glycemic Management	WBT	Self-directed	
Tuesday	4.0	Leadership Experience	Leadership Shadowing	Educator / Nurse Leader	
	4.0	Continuum of Care	Shadowing – Follow patient through Surgery or ED Admission	Educator	
Wednesday	12.0	Clinical Shift	Married Model – Assessments, Skills practice	Preceptor	
Thursday	12.0	Clinical Shift	Married Model – Assessments, Skills practice	Preceptor	
Friday	----	----	----	----	

Week 8 (36)	Hours	Objectives	Learning Activities / Content	Presenter or Facilitator	CCNE Standard
Monday	4.0	Transition to Practice	WBT	Self-directed	
		Conflict Resolution	WBT	Self-directed	
		Communication & Collaboration	WBT	Self-directed	
		Care of the Mental Health Patient	WBT	Self-directed	
Tuesday	4.0	Transition of Care	Shadowing with Case Management	Educator / Case Mgt	
	4.0	Patient Experience	Shadowing with focus on Rounding	Nurse Leader/PX Director	
Wednesday	12.0	Clinical Shift	Married Model – Assessments, Skills practice	Preceptor	
Thursday	12.0	Clinical Shift	Married Model – Assessments, Skills practice	Preceptor	
Friday	----	----	----	----	

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Week 9 (36)	Hours	Objectives	Learning Activities / Content	Presenter or Facilitator	CCNE Standard
Monday	1.0	Workplace Violence	WBT	Self-directed	
	0.5	Recognizing Impairment in the Workplace	WBT (not in Elsevier yet)	Self-directed	
	0.5	Human Trafficking	WBT (coming 01/2019)	Self-directed	
	1.0	Stress Management / Resilience	WBT	Self-directed	
	1.0	Compassion Fatigue	WBT	Self-directed	
Tuesday	4.0	EMR (Cerner) Documentation Review	Instructor lead computer exercise and documentation review	Informatics Educator	
	1.0	Sepsis Bundles	Didactic	Quality Director/ Educator	
	0.5	CIWA Protocol	Didactic	Educator	
	1.0	Advanced Fluid & Electrolytes	Didactic/Case Study	Educator	
	0.5	Workplace Violence	Didactic/Discussion/Personal Reflections	Educator/Nurse Leader	
	0.5	Stress Management	Didactic/Discussion/Personal Reflections	Educator/Nurse Leader	
	0.5	Compassion Fatigue	Didactic/Discussion/Personal Reflections	Educator/Nurse Leader	
Wednesday	12.0	Clinical Shift	Married Model – Assessments, Skills practice	Preceptor	
Thursday	12.0	Clinical Shift	Married Model – Assessments, Skills practice	Preceptor	
Friday	----	----	----	----	

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Week 10 (40)	Hours	Objectives	Learning Activities / Content	Presenter or Facilitator	CCNE Standard
Monday	12.0	Clinical Shift	Married Model – Assessments, Skills practice	Preceptor	
Tuesday	4.0	Cardiac Skills / ACLS Prep	WBT, Didactic, Discussion		
Wednesday	12.0	Clinical Shift	Married Model – Assessments, Skills practice	Preceptor	
Thursday	12.0	Clinical Shift	Married Model – Assessments, Skills practice	Preceptor	
Friday	----	----	----	----	

Week 11 (36)	Hours	Objectives	Learning Activities / Content	Presenter or Facilitator	CCNE Standard
Monday	----	----	----	----	
Tuesday	8.0	ACLS	Certification Course	Training Center	
Wednesday	4.0	ACLS	Certification Course	Training Center	
Thursday	12.0	Clinical Shift	Married Model – Assessments, Skills practice	Preceptor	
Friday	12.0	Clinical Shift	Married Model – Assessments, Skills practice	Preceptor	



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Week 12 (37)	Hours	Objectives	Learning Activities / Content	Presenter or Facilitator	CCNE Standard
Monday	12.0	Clinical Shift	Married Model – Assessments, Skills practice	Preceptor	
Tuesday	12.0	Clinical Shift	Married Model – Assessments, Skills practice	Preceptor	
Wednesday	2.0	Training Program Graduation	Celebration / Awards / Lunch	Educator/Nursing Leadership	
	1.0	Program Evaluation	Confidential Feedback / Resident Discussion with Nurse Manager	Educator/Nurse Manager	
	1.0	Repeat BKAT (If needed)	Web-based Assessment	Educator	
Thursday	12.0	Clinical Shift	Married Model – Assessments, Skills practice	Preceptor	
Friday	----	----	----	----	

Includes 22 Clinical shifts = 264 hours

- Preceptor shifts include skills check-offs as opportunity presents
- Not all facilities will require ACLS, some may include BLS.
- NCSBN Offerings: Business of Healthcare, Informatics & Technology, Quality & Safety, Communication & Conflict Management, EBP & PI, Patient and Family Centered Care

