

LOOPING: A STRATEGY TO INTEGRATE NEW GRADUATE NURSES WITH THE INTERPROFESSIONAL TEAM

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Structure

What is looping?

Looping is a structured program where New Graduate Nurses (NGNs) learn roles and responsibilities of the interprofessional team (IP Team). NGNs spend 50 hours during the 1st 16 weeks of orientation “looping” with IP Team members across the continuum of care.

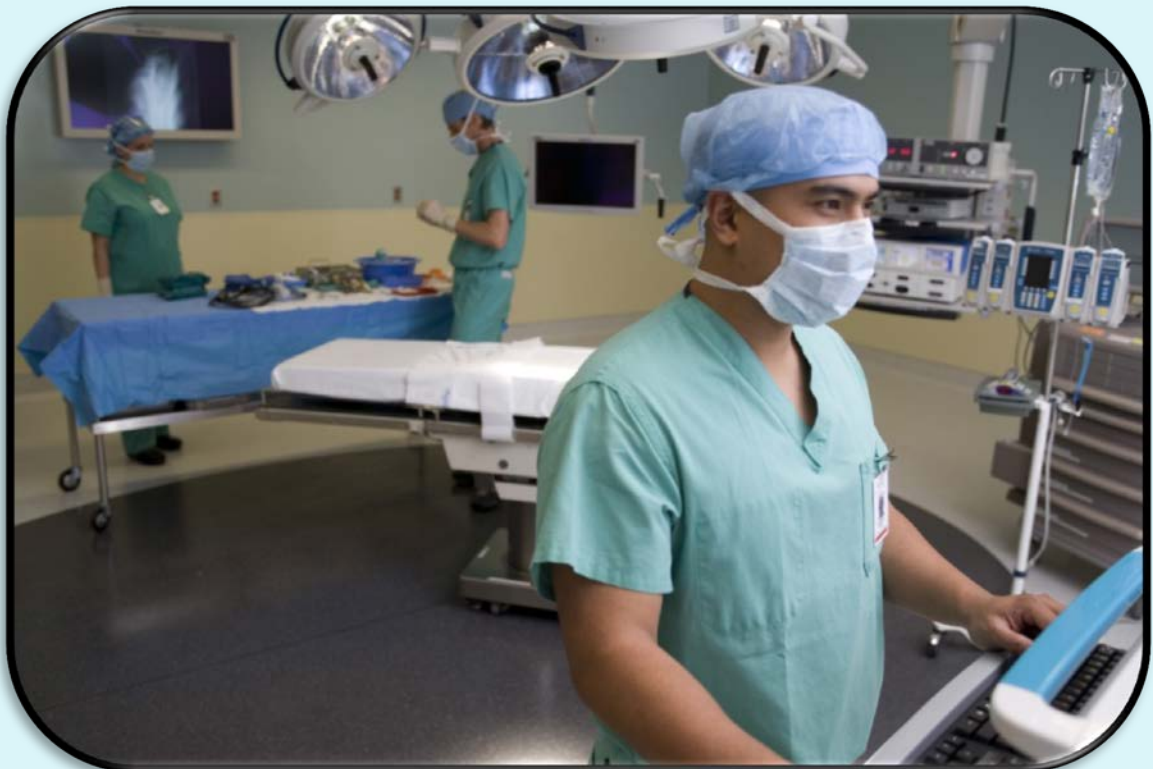
What are the goals of looping?

- Integrate new graduate nurses with the IP Team
- Enhance knowledge of the care continuum

How is looping scheduled?

The Nurse Residency Program manager creates a calendar and distributes it to IP Teams, departments, and NGNs.

Room	Name	Rapid Response Team 4 ^a	ED 4 ^a	OR/SPA 6 ^a	Pulmonary 2 ^a	Vascular Access 2 ^a	Occupational/ Speech/Physical Therapies 3 ^a	Cath Lab 2.5 ^a	Administrative Liaison 2.5 ^a	Pharmacy 1.5 ^a	Wound Team 2.5 ^a	Case Management 2 ^a	Home Health 6 ^a
1		10/18 (0700-1100)	10/18 (1130-1530)	10/7 (0600-1400)	9/22 (0630-0830)	9/22 (0830-1030)	8/25 (1300-1600)	9/22 (1100-1330)	9/22 (1330-1600)	10/7 (1400-1530)	8/25 (0800-1030)	8/25 (1030-1230)	8/18 (0830-1430)



Process



How are looping expectations set?

Objectives, written using the framework **Observe-Determine-Act**, move the experience from simply observational and address the knowledge, skills and attitudes the new graduate nurse needs to effectively work with IP team members.

Department	Observe	Determine	Act
Emergency Department	• Describe the role and responsibilities of a nurse working in the ED and the flow of the ED patient	• Describe trauma resuscitation and patient hand-off between caregivers	• Coordinate admission between ED and unit • Validate appropriateness of admission for level of care through assessment of patient upon arrival • Recognize the role of the ED nurse in the admission process
Home Health	• Describe the role and responsibilities of the Home Health nurse	• Identify assessment skills needed for initial patient intake and discharge planning • Identify the importance of completing a physical assessment for Home Health population • Describe process of developing a care plan to meet patient specific goals • Discuss effective teaching skills to educate patients and families	• Coordinate patient discharge with Home Health case manager • Individualize patient needs for discharge planning • Appreciate the Home Health nurse role as part of a patient's continuum of care
Operating Room/Surgical Pre-Area (SPA)	• Determine the nursing role responsibilities when preparing patients for a surgical procedure and discuss the informed consent and patient hand-off to the procedural area processes	• Identify the importance of completing the pre-operative orders including assurance of the availability of pre-operative diagnostic results • Monitor and evaluate a patient in the SPA who is having a surgical procedure	• Validate verification of the surgical consent against the Physician Order • State the steps required to complete the pre-operative checklist in Cerner prior to transfer to the SPA • Acknowledge the role of the Operating Room/SPA nurse caring for patients in procedural areas
Pharmacy	• Differentiate between the role and responsibilities of a Pharmacist versus a Pharmacy Technician	• Discuss the preparation of IV medications and pharmacy management of inventory for Pyxis machines • Describe how the Pharmacy Technician stocks the Pyxis • List the purpose of Pharmacy Clinical Services Rounds	• Collaborate with the pharmacist on duty related to patient nutrition, pharmacokinetics, pain management and anti-coagulation management • Value the specialized knowledge of Pharmacists and Pharmacy Technicians
Physical Therapy	• Determine the role and responsibilities of a Physical Therapist and evaluate a physical therapy assessment	• Define the Safe Patient Mobilization Program and how it is used for patients • State the importance of early mobilization of patients and the shared PT/RN roles in care planning	• Determine when a patient needs a physical therapy evaluation • Monitor patient progress and effectiveness of functional status • Respect the knowledge of the Physical Therapist and his/her contribution to patient care

Outcome

How is looping evaluated?

NGNs complete a program evaluation survey to evaluate the IP Team looping experience and his/her own learning.

PROGRAM EVALUATION – Pharmacy Looping

Please help us improve our education programs by responding to this survey.

DIRECTIONS: Match numbers listed at the left side of this form to the corresponding items listed below. Fill in the appropriate box using the following scale:

1 = Strongly Disagree 2 = Disagree 3 = Agree 4 = Strongly Agree NA = Not Applicable

	1	2	3	4	NA
INSTRUCTOR/FACILITATOR					
1. Knowledgeable about subject					
2. Energy and enthusiasm kept participants engaged					
CONTENT – THE FOLLOWING OBJECTIVES WERE MET:					
“Observe”					
3. Differentiate between the role and responsibilities of a Pharmacists versus a Pharmacy Technician					
“Determine”					
4. Discuss the preparation of IV medications and pharmacy management of inventory for Pyxis machines					
5. Describe how the Pharmacy Technician stocks the Pyxis machine					
6. List the purpose of Pharmacy Clinical Services Rounds					
“Act”					
7. Collaborate with the Pharmacist on duty related to patient nutrition, pharmacokinetics, pain management and anti-coagulation management					
8. Value the specialized knowledge of Pharmacists and Pharmacy Technicians					
LEARNING EFFECTIVENESS:					
9. I understood the material presented					
10. I learned new knowledge and/or skills					
JOB IMPACT					
11. I will apply the new knowledge and/or skills learned in my practice					
RESULTS					
12. This program will improve my job performance					
13. After this experience, I will discuss how I will use the new learning with my colleagues					
This program will have a significant impact on:					
14. Safety					
15. Quality					
16. Regulatory					
17. Cost					
18. Satisfaction					
RETURN ON INVESTMENT					
19. This program was a worthwhile investment in my career development					
PLEASE PROVIDE A FEW TANGIBLE EXAMPLES OF HOW YOU WILL APPLY THE NEW KNOWLEDGE AND SKILLS LEARNED:					

Quantitative and qualitative results (comments) are used to validate learning, update objectives and enhance IP Team experiences.

Qualitative Quotes

- I learned how pharmacy functions and how to communicate with the pharmacy for more efficient outcomes.
- The pharmacists who gave me the tour of the pharmacy was genuinely interested in improving the nurse-pharmacy department collaboration.



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