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.

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.

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

Outcome

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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