

# Nurse Practitioner Onboarding in the Pediatric Intensive Care Unit

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## Background and Significance

- Pediatric Nurse Practitioners (PNPs) are an integral part of most pediatric intensive care units (PICUs)
- Significant variability in NP training programs, NP role in the PICU and onboarding practices across intuitions
- Paucity of literature describing best practices for orientation of new NPs to the PICU

## Purpose

- Describe the current state of our PICU NP onboarding process
- Develop and implementation of NP orientation program

## Innovation and Evaluation

- Utilized Kern's curriculum development methodology
- Targeted needs assessments of PICU NPs at SLCH (n=15, 100% response rate)
  - 72% extremely or somewhat dissatisfied with NP onboarding practices
- Utilized existing program checklists and published workplace-based assessments and curricula developed for physician learners to develop a 6-month orientation program
- Program utilizes peer and MD mentorship, frequent self-assessment (clinical skills and medical knowledge) and workplace-based assessment
- Orientating NP gains clinical exposure outside of division, with clinical days with consulting services (Neuro, ID, Asthma Team) and in the OR for airway experience
- NP also participates in an individualized simulation (communication and case scenarios), team simulation and self-guided didactic curriculum.

## Preceptor Expectations

- Weekly orientee evaluations/checklist
- Bi-monthly evaluation
- Frequent communication using Teams channel
- Provide in the moment feedback to orientee
- Open and honest communication with NP program leadership regarding orientee

## Orientee Expectations

- Get sign out and preround prior to starting service block
- Understanding basic physiology of patient's disease process
- Attend all RRTs and Codes
- Attend weekly professor rounds and monthly M&M scenarios

## Outcomes

Two NPs have completed this program

Volume of feedback provided to orienting NPs and preceptors has increased

Overall strong satisfaction of orienting NPs and team members

Regular meetings between orientating NP and program leadership has allowed for real time, continuous improvement and modifications



## Discussion

- Peer and physician mentorship, regular feedback and workplace-based formative assessments allows for a flexible and individualized NP onboarding program
- Next steps include refinement of workplace-based assessments and development of individualized curricula focused on NPs with experience outside of the PICU