

2021-2023 Nurse Residency Program Goals

Category	Sub-category Description	Goal	Organizational Goal Alignment
Nursing Professional Development	Organizational advancements in areas such as presentations, publications, evidence-based projects implemented, and research studies:	<p>90% of Nurse Residents will research, develop, and presents an EBP project before their 2 year or 3328 hourly commitment.</p> <p>One Resident will submit an abstract for consideration for a poster presentation at a regional or national conference before the Resident(s) 2 year, or 3328 hourly commitment.</p>	Nursing Shared Governance Vision VVH Mission
Practice-based knowledge, skills and attitudes	Clinical Proficiency	100% of the Nurse Residents will score 80% or higher on the clinical knowledge assessment (i.e the Healthstream JANE assessment) for each Nurse Residents specific area of practice.	Shared Governance Vision VVH Mission
Self-Reported	Participant/Resident competence:	Data for <i>Resident Overall Confidence</i> will be at or above benchmark on the 12 month survey	VVH Vision
Financial	Participant successful completion rate	80% of Nurse Residents will remain employed at Valley View by the end of their 2 year, or 3328 hourly, commitment.	VVH Vision
Patient Outcomes	HRO Tools	NR implement HRO tools as evidence by good catch awards and feedback received from the interdisciplinary team.	VVH Mission