

Thank you for choosing UVA Health to grow your nursing career. Over the next 2 weeks, we hope to provide you with a robust and comprehensive orientation plan to set you up for success before you begin onboarding on your dedicated unit. This syllabus is a resource to help visualize your learning opportunities and resources to support your transition to practice!

Education and Onboarding Resources

Orientation

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Simulation and Procedures

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Nurse Residency Program

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Mentorship Programs

[Mentorship Programs](#)

Classrooms

Nursing Professional Development Services
999 Grove Street, Charlottesville, VA
Classroom 1160 and 1170,
Northridge
2965 Ivy Road, Charlottesville, VA
University Medical Center
1215 Lee Street, Charlottesville, VA

First Steps...Nursing Orientation and Simulation
Week 1

Monday	Tuesday	Wednesday	Thursday	Friday
HR Orientation <ul style="list-style-type: none"> • Onboarding • 1-9, IT, ID Badge • CNO Welcome • Wisdom & Wellbeing • NPDS • POCT (Glucose, ABGs) • Patient Companion Onboarding • Workday Learning 	Welcome <ul style="list-style-type: none"> • Infection Control • PolicyTech • Documentation • Stepping in 4 Respect • NPGO • Suicide • Advanced Care Planning • Medication Safety • Medical Emergency Response 	Welcome <p>INPATIENT</p> <ul style="list-style-type: none"> • Minimal Lift • Interoperability (IOP) • Patient Control Analgesia (PCA) • Nomogram • Falls • Restraints • HAPI <p>AMBULATORY</p> <ul style="list-style-type: none"> • Rooming • Charge Capture • Triage v. Intake • Checking on Patients • Documentation • Orders • Mobilization • and More 	EPIC & Modules	EPIC & Modules

Week 2

Monday	Tuesday and Wednesday	Thursday	Friday
<ul style="list-style-type: none"> • Infection Control and Prevention • Sharps Safety • Vitals signs • Cardiac Playground (e.g., Zoll defibrillator, GE Monitor) • POCT Testing & specimen labeling • HAI, CHG Treatment • Medication Administration and Management • Wound Management (e.g., culture, dressings) • Aspiration Prevention, Oxygen Therapy & Airway Suctioning 	Time as directed by Unit Manager and NEC	BLOCKED	BLOCKED

Next Steps...Learning in your Practice Area

For onboarding nurses and the nursing community, the preceptor becomes the carrier of culture, demonstrating the impact of culture in a way that exhibits its influence and impact on nursing practice and patient care. (Porter-O'Grady, 2024).

The Preceptor assists the new graduate nurse to focus on two concepts of readiness in nursing; practice readiness and workplace readiness. Practice readiness allows for a user-friendly environment for learning that supports safe, high-quality patient care; while workplace readiness shares with the new nurse a supportive clinical environment that offers positive, social experiences that create connections among the team members. (Porter-O'Grady, 2024).

UVA preceptors exemplify these concepts and share their expertise in clinical practice and team member experiences to give you full enculturation to your practice area.

*Your preceptor is your connection to the unit,
your patient, and your practice.*

Unit-based Education

Region	Educational Resources	Topics and Content
Adult Inpatient	Workday Relias Preceptor Essentials Lippincott PolicyTech Life Support Learning Center	CBL modules and Professional Development Core Curriculum classes based on Unit Peritoneal Dialysis PCCN Modules Preceptor Training Multimodal activities that support education of the following topics and areas for development: <ul style="list-style-type: none"> • Asepsis & Procedural (Lippincott) • Safety & Mobilization • Patient Education & Population Specific • Inter-professional Collaboration & Team Development
Adult Inpatient	Workday Relias Preceptor Essentials Lippincott PolicyTech Life Support Learning Center	<ul style="list-style-type: none"> • Rights to Medication & Regulatory (PolicyTech) • Emergency & Suicide • Standard Operating Procedures (PolicyTech) • Certification prep and CEs (Relias) • Mock Code, BLS, ACLS
Ambulatory Adults and Pediatrics	Workday Relias Preceptor Essentials Pediatric Learning Solutions Lippincott PolicyTech Life Support Learning Center	CBL Modules and Professional Development Core Curriculum Classes based on service line Preceptor Training Clinic-specific education to include multimodal activities that support education of the following topics and areas for development: <ul style="list-style-type: none"> • Asepsis & Procedural (Lippincott) • Safety & Mobilization • Patient Education for Specific Populations • Inter-professional Collaboration & Team Development • Rights to Medication & Regulatory (PolicyTech) • Emergencies & Suicide • Standard Operating Procedures (PolicyTech) • Certification prep and CEs (Relias) • Mock Code, BLS, ACLS, PALS (LSLC)

<p>Children's Hospital</p> <p>Peds Acute & IMU PICU NICU</p>	<p>Workday Relias Preceptor Essentials Pediatric Learning Solutions</p> <p>Lippincott PolicyTech Life Support Learning Center AWHONN</p>	<p>PEDS Acute & IMU</p> <ul style="list-style-type: none"> Acute Care Pediatrics New Hire RN Orientation Learning Program (Pediatric Transplant and Trauma CBLs, Peds Cardiac Defect education, and PLS: General Post-op Care of the Transplant Patient) (Due in 30 days) (Workday) Acute Care Pediatrics RN Education IMU Learning Program (Chest Tubes, Tracheostomy, Sepsis, Pediatric Cardiac care, craniotomy, Thoracic Trauma, Traumatic Brain Injury, and Pediatric Shock) (Due in 90 days) (Workday) Acute Care Pediatrics Blended Program (Due at the end of the first year) Trauma Core Curriculum Pediatric Core Curriculum Annual 4-hour trauma requirement
<p>Children's Hospital</p> <p>Peds Acute & IMU PICU NICU</p>	<p>Workday Relias Preceptor Essentials Pediatric Learning Solutions</p> <p>Lippincott PolicyTech Life Support Learning Center AWHONN</p>	<p>PICU</p> <ul style="list-style-type: none"> Clin 1 receives 10 Simulations Transplant Core Curriculum CRRT Aquadex Education on open chest and thoracic cardiovascular and post-operative cardiovascular Pediatric Advanced Life Support Procedural Sedation training Annual PICU CBLs + skills day (3x per year) Lecture day- vent and resp support, ABG, lab and Xray interpretation, common gtt's, bereavement, comet, NIRS, Sedation and withdrawal guidelines Mechanical Circulatory Support Devices: Ventricular Assistive Devices Clin 1s receive 28 PLS modules Annual 4-hour trauma requirement <p>NICU</p> <ul style="list-style-type: none"> Neonatal Orientation and Education Program. Families In Crisis Transition To Extrauterine Life Physical Assessment; The Respiratory System; Cardiovascular System; Gastrointestinal System; Metabolic and Nutritional Support; Renal and Endocrine

		<p>Systems; Hematology and Immunology; Neurologic System</p> <ul style="list-style-type: none"> • Issues Affecting the Late Preterm Infant; • Newborn Skin and Skin Care • Lactation Support in the NICU • Neonatal Procedures • Developmental Care and Management of Pain and Stress • Genetic Disorders and Congenital Anomalies • PLUS Unit Based Onboarding Classes (total 5 in-person classes covering various NICU topics) • Neonatal Resuscitation Program • NICU Preceptor Bootcamp
Critical Care	<p>Workday Relias Preceptor Essentials ECCO</p> <p>Lippincott PolicyTech Life Support Learning Center</p>	<p>Care of Critically Ill Pts; Cardiovascular Disorders; Pulmonary Disorders; Hemodynamic Monitoring; Neurologic Disorders; GI Disorders; Renal Disorders; Endocrine Disorders; Hematological Disorders; Multisystem Disorders</p> <ul style="list-style-type: none"> • 18 online modules (52 hours) due at 6 months (ECCO) • Orientation 20 weeks with a preceptor
Emergency Department	<p>Workday Relias Preceptor Essentials Pediatric Learning Solutions ED NRP</p> <p>Lippincott PolicyTech Life Support Learning Center</p>	<ul style="list-style-type: none"> • Cardiology; Shock & Sepsis; Respiratory; Neurological; Metabolic & Behavioral; • Trauma 1 and Trauma 2; • Gastrointestinal & Genitourinary; • Special Population: Obstetrical & Pediatric; Older adults and putting it all together (ED NRP) <p>Simulations & Case studies; Preceptor training; Clinical Judgement Rubric; Coach Material; Reflection Session topics (ED NRP)</p>
Perioperative	<p>Workday Relias Preceptor Essentials Peri-op Program</p> <p>Lippincott PolicyTech Life Support Learning Center</p>	<ul style="list-style-type: none"> • Peri-op 101- Based on AORN and Alexander's Care of the Patient in Surgery • In-person classes • 6-month orientation with preceptor
Procedural	<p>Workday Relias Preceptor Essentials</p>	<ul style="list-style-type: none"> • The Perception Prescription AIDET • Central Line Use • Chest Tubes - Atrium Oasis 3600

	<p>Lippincott PolicyTech Life Support Learning Center</p>	<ul style="list-style-type: none"> • Capnography and Pulse Oximetry Fundamentals • Heart Failure - Digital • IV Insulin Therapy Glucomander - RN • Malignant Hyperthermia Awareness and Response in Non-OR Settings • Procedural Sedation by Non-Anesthesiologists: Role and Responsibilities of Sedation Monitors, Proceduralists, and Sedation Providers • Standard Work for Transdermal Medication Patches in Perioperative and Procedural Areas • Pre- and post-procedure care • Cardiac monitoring, basic cardiac rhythms, 12 lead ECG • Procedural sedation • Zoll AED 3 and R Series defibrillator • Peri-anesthesia Nursing • Heart Center Core Curriculum • IV Insertion and Phlebotomy
<p>Women's Services Mother/Baby Labor & Delivery</p>	<p>Workday Relias Preceptor Essentials</p> <p>Lippincott PolicyTech Life Support Learning Center ASPAN</p>	<p>Women's Core Curriculum</p> <p>Safety and emergency preparedness; postpartum care; postpartum hemorrhage; newborn care; newborn complications; Antepartum Care and Complications; External Fetal Monitoring and Intrauterine Resuscitation</p> <p>Trial of Labor after C-section; Apnea of Premature infants; Breastfeeding basics, patient education, ethical and legal issues: cardiovascular disease and Pregnancy; Caring for the Patient Post Cesarean Section; Fetal monitoring; Maternal and fetal complications; Gestational diabetes; Uterine Atony; Shoulder dystocia; Neonatal congenital heart disease; Neonatal system-based conditions and emergencies</p>

How You Will Know You Are Learning?

Self-Evaluation

You will complete a self-evaluation that is based on a reflective assessment of what your skill set includes currently and areas for learning.

Preceptor Evaluation Tool

You and your preceptor will determine incremental goals for your precepted experience. Your preceptor will meet with you to review your performance and offer feedback on successes and opportunities for improvement.

Manager Orientation Checklist

Your Nurse Manager or Assistant Nurse Manager will meet with you every month for the first 6 months, to review your questions and concerns, as well as discuss your experience and enculturation to your practice setting. This is a wonderful opportunity for you and your leadership team to get to know each other and for you to learn more about your workplace setting.

References

- Bernstein, S. (2019) Being present: Mindfulness and nursing practice, *Nursing*, 49(6): 14-17
- Porter-O'Grady, T. & Malloch, K. (2024). Renewing the Nursing Culture: Sustaining the Professional Community of Practice Through the Role of the Preceptor, *Nurse Administrator Quarterly*, Vol. 48, No. 2, pp. 87–96