

Green for Go: A Color-Coded Progressive Skills Orientation

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Purpose

- Orientation in the perioperative space tends to be lengthy due to a variety of factors (lack of previous exposure to environment, acquisition of new skills, breadth of knowledge needed for RNs to assume care of patients in varying surgical service lines, etc.)
- Stoplight orientation planning model serves as a guide for orientees and nurse educators that supports gradual acquisition of skills for RN orientees across a variety of service lines and is adaptable to a facilities orientation plan as well as individual orientee needs

Relevance

- Hospital Demographics
 - 14 ORs
 - Level One Trauma Center
 - Nurses are expected to circulate in a variety of surgical specialties once off orientation (general, gynecologic, gynecologic oncology, urology, plastics, otorhinolaryngology, pediatrics, orthopedic trauma, orthopedic joints, neurosurgical, and orthopedic spine)
 - 6-month total orientation for RN orientees
- RN turnover rates reached 35% for our department, compared to a national average of 19%
- Orientation into open positions was additionally challenged by
 - Lack of consistent experienced preceptors to guide orientee progress
 - Orientee perception of burden in amount of new knowledge and skills to be acquired
- Led to orientees feeling unsupported in learning and ultimately leaving the department to pursue other departments either while on orientation, or shortly after completing orientation
 - During rounding with RN educator, every orientee mentioned burden of skill acquisition and feeling lost on setting improvement goals for next week and where their focus should be

Implementation

- 2-year cumulative feedback from
 - Lead nurses in each surgical specialty
 - Newly established preceptor council
- Baseline operating room skills common to all surgical cases listed in orientation “skeleton”
 - Skills are then divided into columns
 - Red- Orientee will observe preceptor
 - Yellow- Orientee will perform with preceptor oversight
 - Green- Orientee can perform independently
- Template orientation plan created with suggested progression of baseline skills from red to yellow to green categories
- Surgical specialty specific information gathered from service line lead
 - Specialty specific items always start in the yellow “perform with preceptor” column and are moved on a weekly basis to the green “perform independently” under the discretion of the service line lead or preceptor
- Orientees meet with educator during weekly debriefs to facilitate movement of tasks between columns
 - Educator then provides the next week’s goal sheet at the end of the meeting and places a secondary copy in the orientees folder to be viewed by preceptors

General Week 2	Perform Independently	Perform with Preceptor	Observe preceptor
	<input type="checkbox"/> Load patient information into stryker Surgicount <input type="checkbox"/> Tie in Sterile Team Members <input type="checkbox"/> Call STA at beginning and end of case <input type="checkbox"/> Move Patient from Stretcher to OR table <input type="checkbox"/> Apply monitors/ sequentials <input type="checkbox"/> Transfer patient from OR table to stretcher/bed	<input type="checkbox"/> Bed Set-up <input type="checkbox"/> Equipment Check <input type="checkbox"/> Pre-Op Interview <input type="checkbox"/> Apply active/passive warming devices <input type="checkbox"/> Assist anesthesia with induction <input type="checkbox"/> Apply Bovie Pad <input type="checkbox"/> Timeout <input type="checkbox"/> Attentive to field needs and retrieves requested supplies during case <input type="checkbox"/> Open Sterile Supplies <input type="checkbox"/> Pour Sterile Fluids <input type="checkbox"/> Room Turnover Specialty Specific* preceptor to check off move to independent	<input type="checkbox"/> Patient Look up <input type="checkbox"/> Counting <input type="checkbox"/> Cord plug in/Equipment set up <input type="checkbox"/> Charting <input type="checkbox"/> Obtain and pass medications <input type="checkbox"/> Prepare Dressings <input type="checkbox"/> Prepare for next case <input type="checkbox"/> Call PACU CS and PACU handoff <input type="checkbox"/> Complete End of Day checklist
		<input type="checkbox"/> supine positioning <input type="checkbox"/> drive robot <input type="checkbox"/> undrape robot <input type="checkbox"/> route screens <input type="checkbox"/> specimen handling <input type="checkbox"/> abdominal prep <input type="checkbox"/> hovermatt <input type="checkbox"/> bariatric case positioning	

General Equipment	Seen In Use	Independent in Use	Verbal Walkthrough	Week 2 Competencies Due (Can be found in orientation binder)
Davinci robot				
Savi Scout				
SpyGlass				
Gamma Probe				
Trident				
Harmonic				
Hovermatt				<input type="checkbox"/> Hovermatt
GI Scope/ Precleaning				<input type="checkbox"/> Trumpf Table

Example of Stoplight Report Week 2 Overall OR orientation, General Surgery Service Line

Results

- Overwhelmingly positive feedback from RN preceptors and orientees
 - Form is easy to use in checklist format
 - Allows for cohesive orientee progress overview
 - Improved handoff between preceptors on status of orientee’s skills acquisition
- Criticisms of form
 - Tasks were not arranged in a particular order
 - Low use equipment in each specialty was missing
 - Insufficient feedback space for preceptors to write down progress goals and challenges with orientee
- Improvements
 - Form is now arranged in OR case flow order and by complexity of skill/oversight needed
 - Additional chart created for low utilized equipment to track if orientee has either seen in use, used in practice or been verbally walked through the use
 - Back of form is now fully centered on feedback columns
 - One column for things that went well and one column for things that could be improved upon
 - Preceptor required to write 3 topics in each column per day
- Dramatic reduction in orientation time seen with nurses who transferred into surgical services from outside departments
- Orientees no longer report overwhelmed feeling during check ins and are clear in their weekly goals and feel prepared to come off of orientation
- Since implementation, 0 of 9 orientees has left our department in the first year of employment, with only 1 of 9 orientees transferring to another procedural unit at 15 months

Conclusion

- Implementation of a progressive skills orientation has been very successful in our department, enabling our orientees to come off orientation faster and feeling more comfortable being on their own
- While this model has been developed specifically for RNs in the perioperative space and our specific unit, structure and function can be adapted to a wide variety of nursing specialties and job roles
 - More work is currently being done on our unit to facilitate a similar document for our surgical technologists