

Nurse Anesthesia Clinical Mentorship Program

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Description

Project

- Implementation of a Clinical Mentorship Program

Problem

- Transition from registered nurse to student registered nurse (SRNA) is extremely challenging
- Struggling SRNAs facing inconsistencies in clinical setting
- Difficult to establish foundation in anesthesia when paired with different providers each day

Intended Project Outcomes

- Provide excellent clinical experience
- Build confidence and support struggling SRNAs
- Enhance basic concepts and skills necessary for safe anesthesia care

Literature Review

Article #1

- University of Pittsburgh received the Crystal Apple Award (most esteemed award in anesthesia) for their Clinical Mentorship Program
- Mentorship objectives: 1) smooth progression of role as student into the job market 2) increase satisfaction, involvement, and contribution of CRNA mentors 3) show appreciation and value to CRNAs 4) cultivate positive relationship between CRNAs and SRNAs

Literature Review

Article #2

- Studied characteristics of effective clinical mentors from CRNA and SRNA standpoint
- Qualities include: stimulates students' learning, encourages independence, motivates, engenders confidence, calm during stress, clinical confidence, flexibility, enjoys teaching, self-assurance, open-minded, individualizes teaching, empathetic, preceptor education, actively teaches, evaluating, communication skills, stimulates discussion, mentoring style, sensitive, accessible, positive role model, timely feedback, scholarly knowledge, and use of student care plan

Article #3

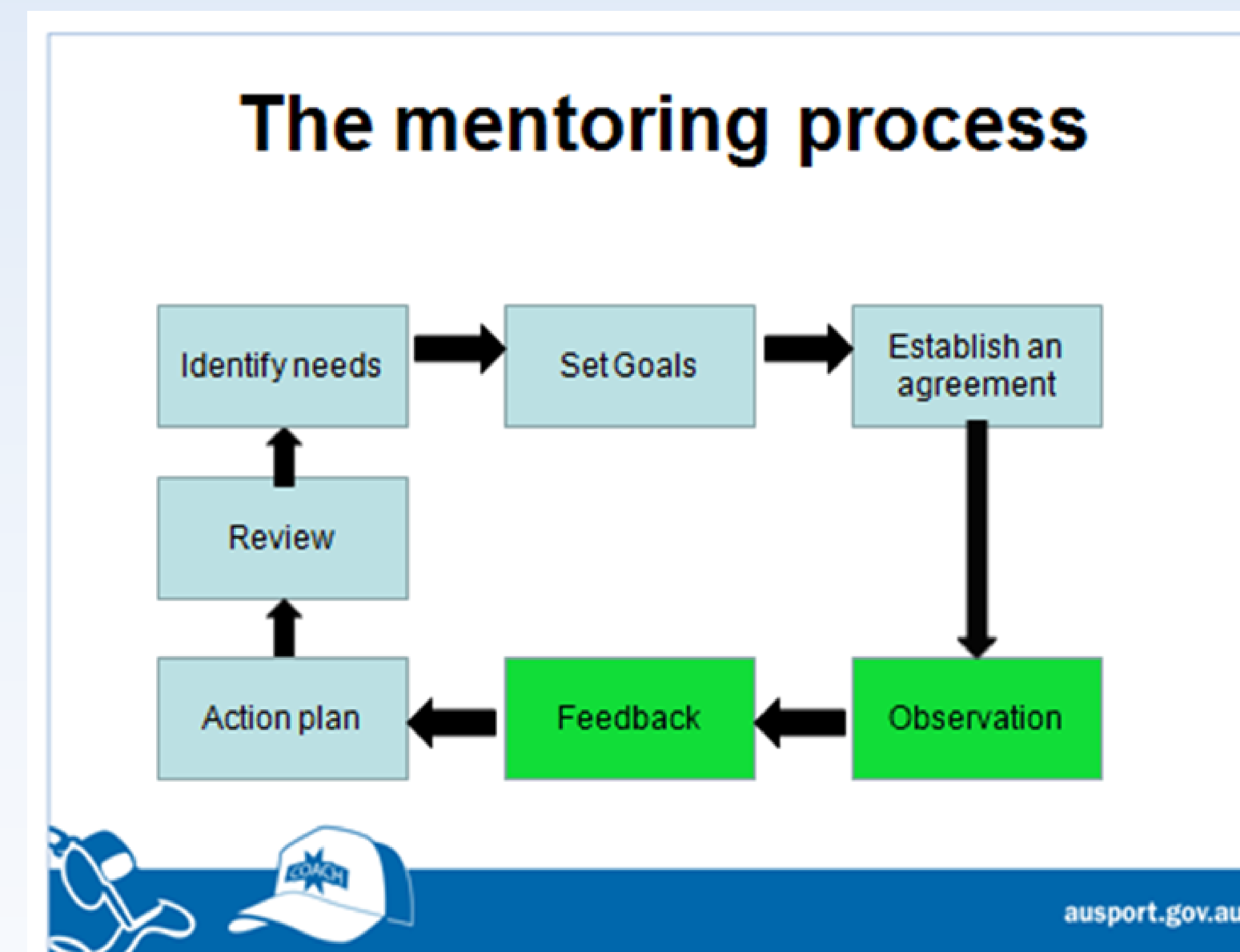
- Study on the perceptions of SRNAs on the clinical mentorship in their program
- SRNAs feel that CRNAs are their clinical mentor, while CRNAs feel that program director and didactic educators are student's primary mentors

Article #4

- Reviewed role of learning curves, mentorship, and balance in overcoming difficulties professionals encounter
- Choosing appropriate role models and mentors help progression through learning curves in a controlled, protected fashion

Method & Evaluation Plan

- Class of 2014 SRNAs were asked to nominate CRNAs that would be good mentors
- Nominees were invited to participate in the program
- When an SRNA is identified as struggling, then he/she will be paired with a mentor for 8 clinical days
- The student will be evaluated at the end of each clinical day via the student's table



Implications for Practice

- Fostering improvements in clinical care provided by SRNAs
- Students are guided by caring mentors
- Anesthesia groups can be confident that struggling students will receive specialized training
- Patients will feel safe and be confident in the anesthesia team

Conclusions

Barriers to Mentor Process

- CRNA & SRNA Scheduling
- Nominated CRNAs not interested in participating
- Nominated CRNAs work in specialty areas which may not be compatible with the program

Results

- Positive feedback was received from the Anesthesia group
- 11 of the 14 CRNAs accepted the role as a mentor
- Mentors received detailed information on the steps of the Clinical Mentorship Program
- NAP faculty received a list of all CRNA mentors

References

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