

SARATOGA HOSPITAL

# NURSE RESIDENCY PROGRAM



ALBANY MED Health System

SARATOGA HOSPITAL





***Saratoga Hospital is the Saratoga region's leading healthcare provider and the only acute-care facility in Saratoga County. The hospital's multispecialty practice, Saratoga Hospital Medical Group, provides care at over 20 locations, delivering the programs and services that can have the greatest impact on individual and community health.***

## **RELATIONSHIP BASED CARE**

Our Professional Practice Model provides the philosophical foundation, and practical infrastructure for nursing and interprofessional patient care. In 2009, while preparing for Saratoga Hospital's Magnet re-designation, the community of nurses at Saratoga Hospital explored, reaffirmed, and endorsed Relationship Based Care. A model for Transforming Practice as the encompassing framework for their professional practice model. This model is grounded by the philosophical foundation of Relationship Based Care as promulgated in Creative Health Care Management (CHCM). Relationship Based Care is congruent with Saratoga's long held nursing philosophy and, at a more granular level, was seen as framework to guide how nurses practice, collaborate, communicate, and develop professionally. This framework guides nurses as they provide the highest quality care for the patient, families and the community served by Saratoga Hospital.

## **CONTACT**

**Susan Lewsey**

*Senior Recruitment Specialist*

**SLewsey@saratogahospital.org**

518-886-5705

**Lesley Caracci MS, RN**

*Residency Program Coordinator*

**LCaracci@saratogahospital.org**

518-886-5340

# SHARED GOVERNANCE SYSTEM AT SARATOGA HOSPITAL

## MISSION

The Nursing Organization Shared Decision-Making Structure of Saratoga Hospital is a dynamic partnership between leadership, nurses and other healthcare professionals to promote collaboration, facilitate deliberation and decision-making, foster accountability for improving patient outcomes, quality, and enhancing work life balance.

## VISION

Promote nursing evidence-based practice through empowerment, autonomy, and teamwork while supporting an environment reflective of the Saratoga Hospital relationship-based care model.

## GUIDING PRINCIPLES

1. Shared Decision-Making
2. Evidence-Based Practice
3. Leadership
4. Standardized Practice and Operations

## STRUCTURE

The Nursing Organization Shared Decision-Making Structure consists of nine committees and an oversight council, the shared governance council, aimed at standardizing practices and improving patient outcomes. Each committee has two co-chairs serving approximately two-year terms, with staggered start dates to promote continuity and learning, ensuring that their terms overlap for ongoing progress.

## SHARED GOVERNANCE COUNCIL

The Shared Governance Council oversees these nine committees, endorsing nursing practice changes that affect workflow and patient outcomes. If a change impacts most nurses, it is discussed in the council. Quarterly, committee co-chairs report achievements, and committees can seek guidance or approval from the council. For urgent approvals, a vote is conducted via email and discussed in the next meeting.



# TRANSITION TO PRACTICE

**The Registered Nurse Residency Program (RNRP)** was established at Saratoga Hospital in 2018 to help new graduate nurses transition into their professional roles, aligning with the standards of the American Nurses Credentialing Center (ANCC) Practice Transition Accreditation Program (PTAP)©. The program allows learners to:

- Enhance knowledge and skills from their academic training.
- Gain clinical competence through practice-based learning with guidance from preceptors and mentors.
- Receive consistent support and oversight during their transition.
- The RNRP also serves as a valuable recruitment and retention tool for the hospital.

## OBJECTIVES

By the end of the RN Residency Program, the participant will:

- Demonstrate organization and prioritization of knowledge, skills, and attitudes necessary to ensure safe patient care.
- Recognize available resources when individual professional limitations requires seeking assistance to meet patient clinical practice needs.
- Implement communication and advocacy techniques with patients and interdisciplinary staff members.

## DESIGNED FOR

- Graduate Nurses/Recent RN graduates
- Registered Nurse (RN) with less than 12 months experience as an RN
- Newly licensed RNs hired at Saratoga Hospital

## AREAS OF RESIDENCY

- Medical/Surgical Units
- Intensive Care Unit (ICU)
- Emergency Department (ED)
- Labor and Delivery
- Mental Health Unit (MHU)
- Ambulatory Practices



This program aims to provide newly registered nurses with the vital resources necessary to evolve into skilled, confident, and knowledgeable professionals in their field. Graduates of this program will walk away with tools that will benefit them throughout their careers, as well as unique generational knowledge that sets this program apart from others.

**Toni Bishop-McWain DNP, RN, NEA-BC, CNRN, CCRN-K**

VICE PRESIDENT OF PATIENT CARE SERVICES AND CHIEF NURSING OFFICER



## *A successful comprehensive transition to practice upon hire to Saratoga Hospital.*

### COHORT STRUCTURE

As an RN Resident, you will be assigned to a Cohort and attend 6 months of monthly educational sessions with your cohort team members. The program is designed to ease your transition from a novice to competent nurse. The program builds upon your academic program. Teaching methodologies include didactic learning, simulation and engaging team activities applicable to Nursing Practice at Saratoga Hospital. Coordination with specialty practice setting onboarding is maintained.

### THE EDUCATION DESIGN FOR RN RESIDENTS INCLUDES

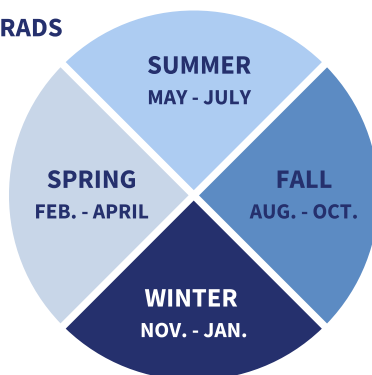
- Monthly face-to-face sessions with hands-on skill demonstrations and simulations to enhance critical thinking.
- Additional specialty-specific education outside the monthly program.
- Bi-weekly meetings for the first three months with a clinical nurse educator and preceptor, transitioning to monthly and then as needed.
- Individual intervention plans are developed if concerns arise regarding the RN Resident's progress.

### PRACTICE BASED LEARNING

The RNRP offers practice-based learning support through bi-weekly meetings with a **unit clinical educator and nurse preceptor** during the first three months, helping nurses transition into practice. If issues arise, an individual intervention plan is developed. After this period, monthly meetings continue for three months, culminating in closure meetings. These sessions aim to support new nurses and enhance their comfort with available resources and support on their units.

The monthly **instructor-led educational program** spans six months, utilizing hands-on demonstrations, simulations, and team activities. The curriculum covers skills such as critical thinking, peer support, documentation, communication, medical equipment use, medication administration, emergency scenarios, IV therapy, palliative care, and wound care. It also includes learning activities focused on applying situational awareness to critical patient events.

### NOW ACCEPTING GRADS







*"The knowledge I gained from this program reinforced many aspects of what I learned from nursing school. It's a great benefit not many hospitals have and promotes safety for new practicing RNs."*

*"Made me feel more comfortable, confident and competent to use my knowledge to advise and treat patients"*

*"Gives new RNs guidance and support to hone their newly acquired clinical skills under supervision to provide comfort and experience in the practice setting."*

*"Getting to know new nurses around the hospital as well as the teachers, creates an environment conducive to succeeding."*

*"I am more knowledgeable in my career. I feel more confident while doing patient care."*

*"It was nice to have an outside person to check-in with during orientation to make sure you were doing okay, that your preceptor is on track, and you are getting along."*

*"I learned how to prioritize my patients in my assignment and finish documentation on time even when I feel my assignment is busy."*

*"My residency experience at Saratoga was great! I was welcomed by supportive and friendly staff who made the transition from student to nurse a positive experience. I was able to meet other new nurses through the program which helped the experience feel more relatable."*

## TESTIMONIALS

## RN RESIDENCY CLINICAL FOLLOW-UP PLAN

| Orientation   | Clinical Follow-Up Meeting Frequency |   |
|---|--------------------------------------|---|
| <b>Months 1-3</b>   | Every 2 weeks (minimum)              | If individual action plan is required, clinical follow-up may be needed more frequently |
| <b>Months 3-6</b>   | Once a month (minimum)               |   |
| <b>Beyond 6 months</b><br><i>(for specialty units with extended orientation: ED, ICU, OB)</i> | Once a month (minimum)               |   |

### SPRING COHORT

#### February – April Hires

Wednesdays

Time: 0800-1600

| Month         | Location   |
|---------------|------------|
| May – October | 59D, 2A/2B |
| June          | 59D, 2A/2B |
| July          | 59D, 2A/2B |
| August        | 59D, 2A/2B |
| September     | 59D, 2A/2B |
| October       | 59D, 2A/2B |

### SUMMER COHORT

#### May – July Hires

Tuesdays

Time: 0800-1600

| Month     | Location   |
|-----------|------------|
| August    | 59D, 2A/2B |
| September | 59D, 2A/2B |
| October   | 59D, 2A/2B |
| November  | 59D, 2D    |
| December  | 59D, 2A/2B |
| January*  | 59D, 2A/2B |

### FALL COHORT

#### August – October Hires

Wednesdays

Time: 0800-1600

| Month     | Location      |
|-----------|---------------|
| November  | 59D, 2C       |
| December  | 59D, Sim Room |
| January*  | 59D, 2A/2B    |
| February* | 59D, 2A/2B    |
| March*    | 59D, 2A/2B    |
| April*    | 59D, 2A/2B    |

### WINTER COHORT

#### November – January Hires

Tuesdays

Time: 0800-1600

| Month     | Location   |
|-----------|------------|
| February* | 59D, 2A/2B |
| March*    | 59D, 2A/2B |
| April*    | 59D, 2A/2B |
| May*      | 59D, 2A/2B |
| June*     | 59D, 2A/2B |
| July*     | 59D, 2A/2B |

\*following year

# CLINICAL FOLLOW UP PLAN & SCHEDULES

## ***Your 5-Year Roadmap for Achieving Success at Saratoga Hospital***

### **PRE-HIRE**

- Expectations
- Letter – BS in 5 Years
- Nursing Annual Report
- Professional Development Plan
- Shared Governance Tool

### **AT HIRE**

- Focus is on Competency Development
- Week One - Hospital and Nursing Orientation
- Practice Setting Orientation

### **AT SIX MONTHS**

- Goal Setting
- Competency Rollup... what is left to achieve?
- Complete Residency Program
- Certification Information
- SGC Orientation
- Professional Development Orientation
- Goal- BS in 5 years
- Mentor/Mentee Plan... Do you have a match?

### **AT 6 -12 MONTHS**

- Shift Transition
- Attend Units Specific/Core Curriculum Education
- Establishing mentor/mentee relationship
- PEAKS Program
- Attend three different SGC committee Meetings

### **ONE YEAR EVALUATION PROCESS**

- Joined a committee
- One Year Performance Evaluation
- Leader connects and makes a plan
- Evaluation KISS (What should we keep doing? What can we improve upon?  
What should we start doing? What should we stop doing?)
- Goal Setting
- Unit Based Council Orientation
- Maintenance of Competency for the job role and the practice setting
- Manage career planning



### AT 18 MONTHS

- Manager connection and planning
- Meeting of Mentee and Mentor with Manager
- Summary of Next Steps
- Certification Plan
- Goal Setting

### AT TWO YEARS

- Goal Setting
- BS in 5 years
- Eligible to sit for Certification examination/ completion of core curriculum education for specialty
- Assign webinar on academic degrees
- Become a Mentor or Preceptor
- Matriculate in a BS Nursing Program

### AT 3 YEARS

- Become a Shared Governance Member
- Goal Setting
- Become a Mentor or Preceptor

### AT 4 YEARS

- Goal Setting
- Next Degree or Certification
- Succession Planning

### AT 5 YEARS

- Next 5 years -goal setting
- Next Degree or Certification
- Succession Planning



# NURSING EXCELLENCE AT SARATOGA HOSPITAL

## PROFESSIONAL EXCELLENCE AND ADVANCING KNOWLEDGE (PEAK) PROGRAM

The PEAK Program serves as a development pathway for our registered nurses by recognizing nursing excellence through the continuous opportunity for new knowledge, personal growth, and collaborative relationships. This program is open to all Registered Nurses in full- or part-time positions.

## SUMMER STUDENT INTERNSHIPS

Our 10-week summer internships provide nursing students with an educational opportunity to improve their nursing skills in the clinical setting while also receiving summer employment. We offer two internship programs, one for nursing students who are about to attain junior status, and another for nursing students ready for a higher level of learning.

## NURSING SCHOLARSHIP PROGRAM

The Nursing Scholarship Program was established in 2002. Since then, more than 200 scholarship recipients have graduated with associate, bachelor's, or master's degrees in nursing and approximately 40 annually earn their degrees each year. Our competitive benefits include a generous tuition assistance option that can be used as part of our partnership program with Maria College for an RN to BS degree program, as well as for financial support in pursuing general and specialty certifications.

## COMMUNITY ENGAGEMENT

Saratoga Hospital nurses provide care beyond the bedside that extends to community members promoting health and wellness.

### VOLUNTEERISM IN OUR COMMUNITY

- American Heart Association Heart Walk
- Mollie Wilmot Radiation Oncology free Skin Cancer Screening
- Harness Racing for a Cause for National Kidney Foundation
- Speaking with Youth about Nursing
- The Kweilyn Taylor Survivor Retreat
- 518 Day
- Home Safety Kits for Shelters
- St. Jude's Children's Research Hospital Walk
- Community fundraising for Albany Veterans Miracle Center

### VOLUNTEERISM IN SUPPORT OF ORGANIZATIONAL GOALS

- Cantina Fun Run
- Saratoga Hospital Gala
- Saratoga Hospital Golf Invitational
- Nursing/Staff Trunk or Treat



*A robust nursing professional practice encompasses the perception of nursing roles, their application to influencing patients, families, communities, and interdisciplinary teams and the integration of new knowledge and evidence. Saratoga Hospital nurses achieve and excel in our professional practice—an achievement we proudly celebrate!*

### **NURSING EXCELLENCE AWARDS**

Every year, nursing professionals are recognized by their peers for outstanding achievements in nursing excellence and various categories, including Innovator in Nursing, Transformational Leader, Licensed Practical Nurse of the Year, Exemplary Professional Practice RN, Nurse Extender of the Year, and Nurse Empowerment.

### **DAISY AWARD**

The DAISY Foundation was created and implemented in 1999 by the family of Patrick Barnes, a 33-year-old man that died from an autoimmune disease. DAISY stands for Diseases Attacking the Immune System. The Foundation sought to recognize extraordinary nurses who provide care to patients and families every day. This is how the DAISY Award was brought to life. This prestigious award recognizes nursing excellence as a cornerstone of recognition programs in over 2,500 hospitals around the globe. Recipients are honored with a surprise ceremony on their unit attended by members of hospital leadership and co-workers where their nomination is read and award bestowed. Each of these individual awardees are subsequently recognized internationally on the DAISY Award website.

“

The opportunities for career advancement at Saratoga Hospital are genuinely exceptional and distinctive. Leadership is committed to fostering employee growth, helping them succeed, and enabling them to reach their fullest potential.

**Karen J. Schaak MHA, BSN, RN, CMSRN, OCN**  
RN CLINICAL NURSE MANAGER  
A3/C3/OUTPATIENT TRANSFUSIONS

”



Interested in joining our  
team of nurses?

Scan the QR Code or visit  
**saratogahospital.org**  
to learn more.



ALBANY MED Health System

**SARATOGA HOSPITAL**

211 Church Street  
Saratoga Springs, NY 12866  
[saratogahospital.org](http://saratogahospital.org)