

## Prerequisites

One of the following

- Texas RN license
- Compact State RN license
- Temporary Texas RN license

New graduate RN or RN with less than 6 months nursing experience

Current BLS for Healthcare Providers Certification

BSN or ADN planning to pursue BSN

Able to work full time

## Selection Criteria

Professional commitment to:

- “Serving Humanity to Honor God”
- Patient safety and privacy
- Patient/family advocacy
- Excellence in nursing practice
- Positive collaborative relationships
- Life long learning



## Additional Information & Application

Visit our careers website & apply at [www.joinMethodist.com](http://www.joinMethodist.com)

Network with Methodist Healthcare Recruitment Team

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Education & Research Department

## Methodist Healthcare Nursing Residency Programs

Medical/Surgical  
Critical & Monitored Care  
Emergency Department  
Intensive Care  
Telemetry  
Intermediate Care  
Progressive Care  
Pediatric/PICU  
Neonatal Intensive Care  
Labor & Delivery  
Perioperative

*Nursing Residency start dates and length  
are program specific*

## Program Description

Methodist Healthcare Nursing Residency Programs consist of intensive structured specialty orientation designed to support transition of the graduate registered nurse to bedside nursing practice in a specific clinical setting. Each Nursing Residency focus's on development and verification of proficiency in key entry level technical, interpersonal and critical thinking skills required for safe practice. Residents are introduced to the Methodist Healthcare mission, interact with members of the healthcare team and acquire knowledge of regulatory requirements related to clinical practice in an acute care setting.

Methodist Healthcare System Education & Research Department supports all Nurse Residency Programs coordinating learning activities, time and attendance, feedbacks and other personnel related functions. Each Nurse Resident is designated as a full time, 40 hours/week employee. Upon completion of the program, the Resident is reclassified to the appropriate hours/week schedule (ex. 36 hours/week) and transferred to the unit of hire



## Program Objectives

Upon completion of Nurse Residency the Nurse will be able to:

### 1. Patient Centered Care

Provide safe, compassionate and coordinated patient centered care within the staffing model established for the patient population served

- a. Care for average patient assignment (designated nurse to patient ratio)
- b. Care for patients with nursing care needs/acuity reflective of an average unit workload
- c. Recognize limitations and seeks assistance appropriately

### 2. Teamwork and Collaboration

Function effectively within nursing and between inter-professional teams fostering open communication, mutual respect and shared decision making to achieve quality patient care

### 3. Evidence-Based Practice

Integrate best current evidence with clinical practice with patient/family preferences and values for delivery of optimal care

### 4. Safety & Quality Improvement

Reduce risk of harm to patients and providers through compliance with approved system processes, regulatory requirements and outcome data

### 5. Information Technology

Appropriately utilize information and technology to communicate, manage knowledge, mitigate error and support decision making

Adapted from: Phase I November 2005, Quality & Safety Education for Nurses (QSEN), Robert Wood Johnson Foundation (RWJF)



## Residency Experience

A preceptor-led practicum facilitates the novice nurse's transition to professional practice at the bedside. Each Resident is assigned a nurse preceptor and works the preceptor's unit schedule for 32-36 hours/week. Clinical experiences are selected to provide the new nurse the opportunity to acquire the necessary knowledge skill and proficiency essential to the provision of safe, evidence-based care. Application of critical thinking and technical skills in the planning and provision of care are key components incorporated in patient care, simulation and classroom experiences. Four to eight hours per week are devoted to simulation (SimLab) training and clinical instruction. Verification of proficiency and individual Resident progress is shared and documented through skills checklists, competency completion and preceptor provided weekly feedback. Both individual and group support encourage dialog and peer sharing of learning experiences. Patient assignments increase in acuity and complexity as the Resident progresses.