

# Neuro Critical Care Orientation Pathway

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# Graduate Nurse Orientation

- Introduce graduate nurses to new concepts, technology, procedures and policies
- Enhance nurse competence
- Nurse competence leads to improved quality of care
- Improve retention by closing the gap between nursing programs and independent practice
- Anxiety of the new to practice GN

# Challenges



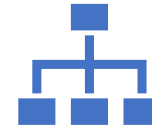
Tremendous shortage  
of nursing staff



Post pandemic  
graduate nurses with  
minimal clinical hours



Less experienced  
nurses precepting



Lack of structure to  
orientation process



Graduate nurses  
practicing in a specialty





# Previous Orientation Process

- Place GN with an experienced RN preceptor
- Preceptor chooses how to tailor the program
- Bi-weekly meetings with Clinical Trainer and Nurse Manager



# Improving the Orientation Process

- Create a program to improve graduate nurse competence
- Improve quality of care
- Provide consistency in both neuro critical care units
- Provide the orientee and preceptor with a structured orientation program
- Ensure crucial elements are included in orientation program including organizational policies and procedures
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# New Orientation Pathway

- Tiered skills acquisition approach
- Encourage nurses to practice to their full scope
- Utilizes a novice to expert model
- Level 1-basic orientation where focus is on rules, policy and procedure
- Level 2-focus on organization and prioritization

Weeks 1-4- level 1 patients (acute care)

Weeks 5-8-level 2 patients (step-down)

Weeks 9-12-level 2/3 combo leading up to 2 level 3 patients

Weeks 13-16-2 level 3 patients leading up to level 4 patients (singles)



# Weekly Corresponding Activities



Unit activities  
(admissions etc)



Equipment



Skills



Focused assessment



Documentation



Policies and  
procedures



IV therapy and critical  
medications (drips)



# Orientation Pathway Manual



Weekly guide to  
activities



Mandatory report  
sheet



Biweekly meetings  
with unit leadership



Helpful instructions,  
tips and tricks (self-  
scheduling)



ICU expectations of  
care



Common procedures  
and medications



# "Stroke Certified Registered Nurse (SCRN) Certification"

*Jessica Urtz MSN, RN, NEA-BC, SCRN, CNRN*



No disclosures



# SCRN Certification

- The SCRN (Stroke Certified Registered Nurse) certification is a credential for nurses who specialize in stroke care
- The certification is offered by the American Board of Neuroscience Nursing (ABNN)
- Earned and maintained by more than 5,500 nurses, the Stroke Certified Registered



# Why get certified?

- Enhancing specialized knowledge and skills
- Improving patient outcomes
- Professional credibility and career advancement



# SCRN Exam Content

The SCRN examination is composed of 170 focused and in-depth questions

Domain areas below:

- Anatomy, Physiology, and Etiology of Stroke
- Hyperacute Care
- Acute Care
- Postacute Care
- Primary and Secondary Preventative Care



# Eligibility requirements



Current, unrestricted RN license,



A minimum of at least one (1) year full-time (2,080 hours) of direct or indirect stroke nursing experience within the last three (3) years.



# Upstate Neuro ICU Certification Process



We identified a need that our newer nurses required assistance with both the process and their confidence in signing up for the SCRn exam.



We created a process for nurse managers and nurses to sign up and pre-pay for tests through our institution.



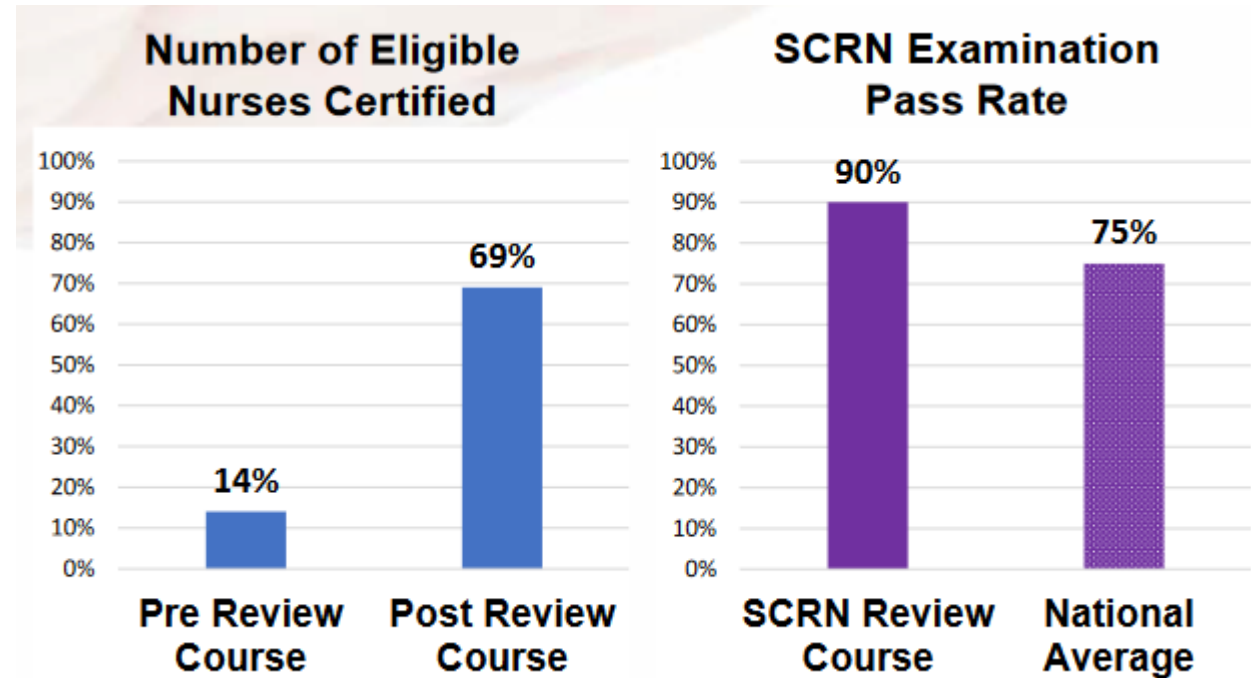
After signing up for the exam, the nurses attended an 8-hour SCRn review course developed by our trainers, which is based on the test domains.



We provided a copy of the SCRn review book to each nurse

# Upstate Neuro ICU Certification Process

- The next step was to sit for the exam, here are the results:



# Poster Presented at AANN

## Stroke Certified Registered Nurse (SCRN) Review Course to Increase the Number of Certified Nurses

Jessica Urtz BSN, RN, SCRN, CNRN; Taryn G. Lindquist FNP-C, SCRN, CNRN, NVRN-BC; Kyle Choquette MSN, RN, SCRN, CNRN, NE-BC

### Abstract

Advanced education and training gives nurses the knowledge to facilitate and implement specialized care to patients, as well as their families. Achieving a certification in stroke allows registered nurses to professionally develop within the neuroscience specialty.

### Introduction

A Stroke Certified Registered Nurse (SCRN) review course was developed in order to provide structure, support, and study guidance for nurses preparing to sit for the SCRN board examination. The course was developed by two certified nurses, with support from the nurse manager. Previously, there was a lack of support for nurses who were preparing to sit for their SCRN exam. Nurses would need to purchase review books and study independently for exam. Historically, nurses within the unit would sit for the exam without properly preparing and would be unsuccessful. Only 14 percent of eligible nurses (1-year in the neuroscience specialty) had their SCRN certification. With implementation of the review course, our goal was to achieve a 60 percent certification rate for eligible nurses on the neuroscience step-down unit.



**References:**  
Hickey, J., 2014. *The Clinical Practice Of Neurological And Neurosurgical Nursing*. Philadelphia: Wolters Kluwer/Lippincott Williams & Wilkins.  
Livesay, S., 2014. *Comprehensive Review For Stroke Nursing*. Chicago, IL: American Association of Neuroscience nurses

### Objectives

- To increase the number of Stroke Certified Registered Nurses (SCRN) for the purpose of promoting professional development, knowledge of specialty, and to increase patient outcomes through quality improvement.
- To prepare participants to be successful and pass the Stroke Certified Registered Nurse (SCRN) board examination.

### Methods

The class content and structure was developed by two certified nurses; the clinical trainer and the assistant nurse manager. A PowerPoint was developed to mimic the flow of the SCRN review book from AANN to help the nurses follow as they study. Every nurse was signed up for the exam prior to the class by the nurse manager, as the organization pays for the nurse certification fee. Nurses also signed out the AANN stroke review books from the nurse manager as 10 were purchased as a part of the class content. Nurses would return the books post test. The duration of the class was eight hours & taught by the two nurses who developed the content. The review class coordinates with SCRN exam windows and the class would be held one month prior to exam window. The course would start with a lecture of the PowerPoint for the morning session with brief quizzes at the end of each of the eight chapters. The class would then break for lunch. The afternoon would start with an 120 question practice exam. See figure 1 for class schedule. After everyone in the class was finished, exam questions were reviewed as a group, and discussed for additional learning.

After the class, each nurse would be scheduled to take the exam within the next month. Post exam, follow-up with each nurse was achieved through an online survey. This survey would obtain feedback related to content, about their experience with the exam, as well as opportunity for improvement.

**Disclosure:** The authors of this presentation listed above have no relevant financial disclosures



### Outcomes

Prior to the SCRN review course development, only 14 percent of eligible nurses were certified on the neuro-step down unit. Post review course, 69 percent of eligible nurses held their SCRN certification. The first cohort was held in June 2018, and all 6 out of 6 nurses passed the exam. The next two cohorts were held in December 2018 and April 2019. In both cohorts, 6 out of the 7 nurses who enrolled passed. This made the SCRN review course's overall pass rate 90 percent. The SCRN National pass rate, which was reported by AANN in 2018, was 75 percent.



### Conclusion

After implementation of the SCRN review course, there was a significant increase in the number of certified nurses in the neuroscience step-down unit. Nurses who completed the course and achieved certification were surveyed and found that they felt like they were invested in their own professional development. The review course continues for any nurse who has greater than a year of neuroscience experience. We have had 6 cohorts to date, and plan on continuing to hold review classes that follow the AANN's SCRN exam date windows.



# Where are we now:

- The neuro ICUs boast the highest certification rates in the hospital, a testament to our commitment to excellence.
- We continue to make it a priority to support our nurses in achieving their certification goals within 1-2 years of joining the team.



# Next Steps:

- SCR N 2024 exam window – February, May, September
- The ABNN offers study resources and preparation materials to help nurses prepare for the certification exam.
- Visit the official website of the ABNN for the most up-to-date and accurate information on eligibility requirements, exam content, and application procedures.

