

ANNUAL REPORT

2024

IGNRP

Iowa Online Nurse Residency Program

We are an innovative online nurse residency program designed to help recent graduates transition into their roles as professional nurses.

IOWA | NURSING



On the Cover: a nurse resident from VA Central Iowa Health Care in Des Moines, IA.

IONRP would like to thank Rebecca Miller, Creative Media Specialist at the University of Iowa College of Nursing, for traveling with our team to photograph three of our facilities and their nurse residents. Your exceptional photos have been invaluable throughout 2024, enhancing our social media, website design, and marketing materials. We also appreciate the collaboration and support from the facilities and site coordinators at VA Central Iowa Health Care System (Des Moines, IA), ChildServe (Johnston, IA), and Madison County Health Care System (Winterset, IA). Thank you for making this project a success.

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MESSAGE FROM THE DIRECTOR

As we conclude another successful year of the Iowa Online Nurse Residency Program, I am filled with immense pride reflecting on our team's remarkable achievements. This year was particularly significant as we celebrated our 10th Anniversary! It is not every day a grant-funded program extends far beyond its grant period, but here we are, a decade later, stronger than ever, and I couldn't be prouder. If anything, 2024 truly solidified our position in the world of transition to practice.

Over the last year, we have expanded our offerings to provide an even more holistic approach to supporting organizations in their efforts to guide new nurses through their transition to practice experience.

- We launched the **Nurse Residency Academy** to help organizations better prepare for implementing a nurse residency program. This coaching program identifies practice gaps before starting a residency, ensuring organizations maximize their investment.
- We also introduced the stand-alone **Clinician Wellbeing Course**. This course aims to develop the intrapersonal skills essential for boosting wellbeing and resilience in our fast-paced healthcare setting and is an ideal addition to any nurse residency, preceptor, or professional development program.
- 2024 also marked the launch of one of my favorite projects, the **Beyond Nurse Residency podcast**. I had the honor of sitting down with a number of experts on topics related to nurse residency and workforce development, bringing our listeners evidence-based information and actionable steps they can take to improve their practice.

The feedback has been overwhelmingly positive, and we are excited to continue offering these resources, as they perfectly complement both our **All Online and Blended Nurse Residency Program** and **Supporting Nurses** curriculums.

Looking ahead to 2025, there is much to be excited about. Season 2 of our Beyond Nurse Residency podcast is already in production, featuring some of the most influential leaders in the field. We are securing our spots and making travel arrangements for our favorite conferences, exploring collaborative opportunities to expand our program offerings, digging into our data and outcome tracking, and gearing up to review our curriculum.

With new collaborative opportunities on the horizon and our unwavering commitment to continuous improvement, we're set to make an even greater impact in 2025. Stay tuned for more innovative offerings, insightful discussions, and transformative partnerships. Together, we'll continue to advance the transition to practice experiences for new graduate nurses, bringing professional development resources to all corners of healthcare.

Nicole Weathers



Nicole Weathers, MSN, RN, NP-BC
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→ Highlights

- **10th Anniversary Celebration:** Marking a decade of success for the Iowa Online Nurse Residency Program.
- **Expanded Offerings:** Introduction of the Nurse Residency Academy and the stand-alone Clinician Wellbeing Course.
- **Positive Feedback:** Overwhelmingly positive responses to new resources and courses.
- **Beyond Nurse Residency Podcast:** Launch of a podcast featuring expert discussions on nurse residency and nursing professional development.
- **Looking Ahead to 2025:** Exciting plans for Season 2 of the podcast, conference participation, and curriculum review.
- **Commitment to Improvement:** Continuous efforts to enhance nurse residency programs and professional development.



COMPANY OVERVIEW

VISION

To provide every new graduate nurse, no matter their practice setting, with the tools and support necessary to enhance their transition to practice and lay the foundation for a successful career.

MISSION

To provide a cost-effective and innovative program to help nurses nationwide have a positive transition into practice.

VALUES

- Authenticity
- Growth
- Innovation
- Intentionality
- Service

MEET THE TEAM



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FACILITY SPOTLIGHT



Photos: (Left to Right) Jenna (Regenfuss) Carney, RN, and Reveille Sullivan, RN.

Celebrating Delta Health's Third Cohort of RN Residents

Delta Health in Delta, CO, proudly graduated its third cohort of RN residents. In collaboration with the Colorado Center for Nursing Excellence (CCNE), Delta Health launched its 12-month Nurse Residency Program in the summer of 2022, funded by the U.S. Department of Labor. The program, supported by the Iowa Online Nurse Residency Program, aims to provide new nurses with professional development and support throughout their first year.

Program Highlights

The residency program offers a blend of online learning, interactive experiences with guest speakers, group discussions, skill-building, and mentorship. It culminates in a professional experience project, where residents choose between a change project, case study, or committee work to address opportunities for improvement within the organization.

Looking Ahead

Delta Health Clinical Nurse Educator Shauna L. Meilner, DNP, MSN-Ed, RN, CCRN, CNE, praised the residents for their dedication and highlighted the positive outcomes of their projects. These initiatives benefit the organization and empower new nurses to make impactful changes in healthcare.

Congratulations to Delta Health on the successful graduation of their RN residents. We look forward to the continued success and contributions of these new nurses.

→ Professional Experiences

- **Jenna (Regenfuss) Carney, RN:** Carney worked on upgrading a Certified Nursing Assistant (CNA) report sheet to enhance accuracy and ensure the transfer of critical information between shifts. This includes details on oxygen requirements, telemetry, diet, and mobility issues.
- **Reveille Sullivan, RN (Med-Surg):** Sullivan's change project focused on reorganizing the Med-Surg storage room. By categorizing and color-coding supplies and replacing cumbersome shelving with wall-mounted bin holders, the project aims to improve efficiency, reduce nurse frustration, and save costs.

→ Site Coordinator

Shauna Meilner, DNP, MSN-Ed, RN, CCRN, CNE, Delta Health Clinical Nurse Educator, was featured in Episode 5 of the **Beyond Nurse Residency Podcast**.



Host Nicole Weathers celebrated Nurses Month and Nurses Week by highlighting residency coordinators and healthcare organizations excelling in supporting new graduate nurses. Shauna, along with coordinators from Iowa and Minnesota, shared insights into their impactful roles.

[LISTEN TO EPISODE 5](#)



FACILITY SPOTLIGHT

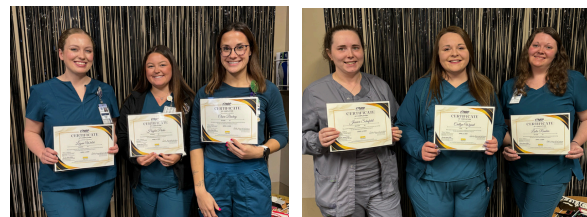
Marietta Memorial Celebrates Fourth Successful Cohort

Marietta Memorial Hospital's (OH) Nurse Residency Program proudly graduated 19 nurse residents on April 2, 2024. The nurse residents celebrated the completion of the year-long program and presented their professional experiences to nursing leadership and administration.

Professional Experiences from the April 2023 Cohort:

- **Blood Bank Bracelets:** Taylor Doughty, BSN, RN & Eric Stevens, RN, aimed to simplify blood bank bracelets and save valuable time during pre-transfusion, improving patient safety by reducing human errors related to patient identification.
- **Implementation of Handover Report Sheet:** Reni Siray, BSN, RN, Jay Alba, BSN, RN, & Kharla Yee, BSN, RN, developed a standardized handover report sheet to provide a clear and concise overview of the patient's status.
- **Accurate Lab Draw of Anticoagulation Levels:** Pam Morehead, RN, and Jean Varghese, BSN, RN, focused on decreasing lab inaccuracies by implementing evidence-based practices for drawing anticoagulation levels.
- **Implementation of Color-Coded Departmental Wristbands:** Maria Reniva, BSN, RN, and Donna Reniva, BSN, RN, aimed to improve patient identification, care coordination, and empower patients.
- **Decreasing Infection Rate in Central/Midline and Peripheral Lines:** Leslie Rankin, RN, Jessica Schofield, RN, and Caitlyn Wyant, RN, worked on improving patient outcomes and satisfaction by reducing infection rates.
- **Simplified Surgery Discharge Instructions:** Tara Joseph, RN, created easy-to-understand discharge instructions using a stoplight format to enhance patient comprehension.
- **Critical Alert Value:** Aries Bon Golez, BSN, RN, Jobel Laguador, BSN, RN, & Thomas Zuñega, BSN, RN, improved the timeliness of alert value notifications to enhance patient care.
- **Implementation of a Hospital Nursing Float Pool:** Haylee Parks RN, Claire Buckey RN, and Logan Welch RN, researched and implemented a float pool to increase staff satisfaction and retention.

"This cohort of nurse residents has been a wonderful bunch of nurses to work with. I love their dedication to improving patient safety and nursing processes by making meaningful contributions to the organization," said Site-Coordinator Denitra Hendershot, MSN, RN, Educational Services Specialist, Marietta Memorial Hospital.



➔ Site Coordinator

Denitra Hendershot, MSN, RN, Educational Services Specialist at Marietta Memorial Hospital, was featured in Episode 10 of the **Beyond Nurse Residency Podcast**.

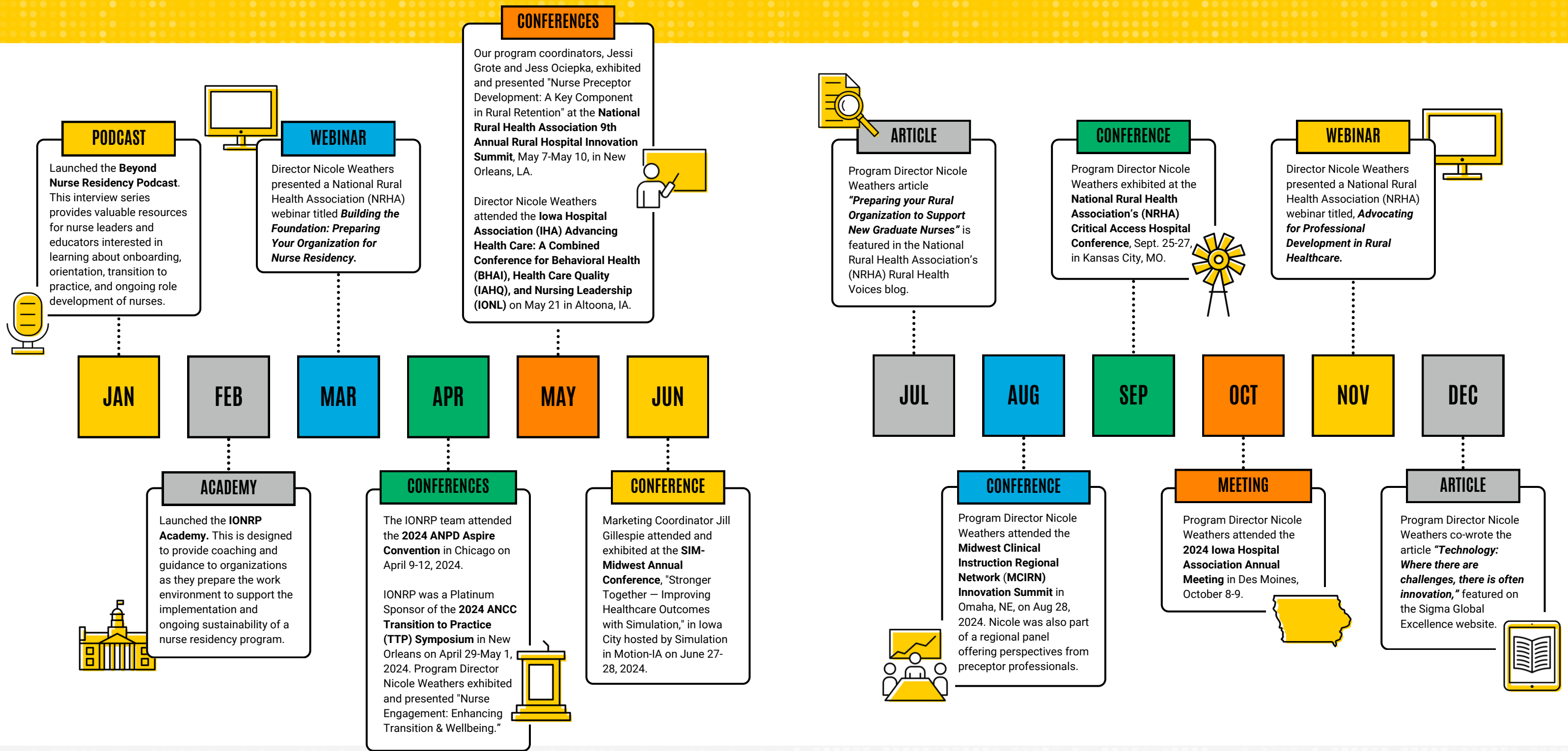


Host Nicole Weathers celebrated Nursing Professional Development Week (Sept. 14-20, 2024) by spotlighting on-site residency coordinators and healthcare organizations excelling in the professional development of their nursing workforce. Denitra, along with coordinators from Iowa and South Dakota, shared insights into their impactful roles.

[LISTEN TO EPISODE 10](#)



2024 YEAR IN REVIEW



QUICK FACTS 7 | **CONFERENCE** 4 | **PRESENTATIONS** 2 | **ARTICLES**

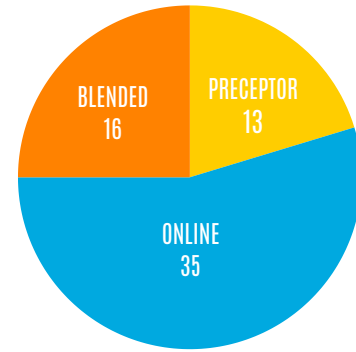
12 | **PODCASTS** 12 | **BLOGS** 2 | **NATIONAL WEBINARS**

BY THE NUMBERS

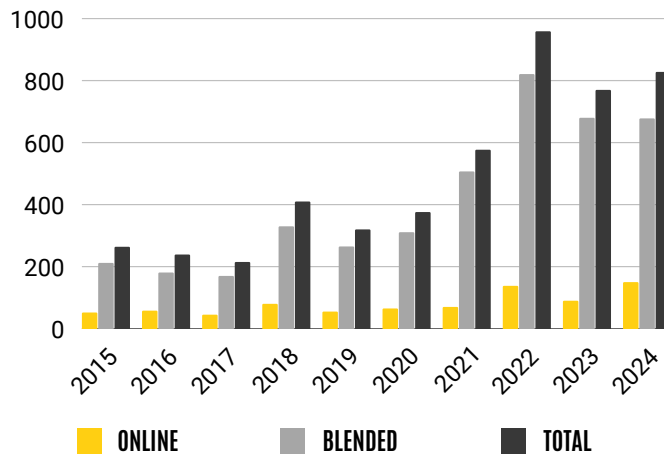
NEW ORGANIZATIONS

1. Family Health West (CO)
2. Jackson County Regional Health Center (IA)
3. Wray Community District Hospital (CO)
4. East Tennessee Children's Hospital (TN)
5. Estes Park Health (CO)
6. Melissa Memorial Hospital (CO)
7. Alaska Hospital Association (AK)
8. Mississippi Hospital Association (MS)
9. Loring Hospital (IA)
10. Buena Vista Regional Medical Center (IA)

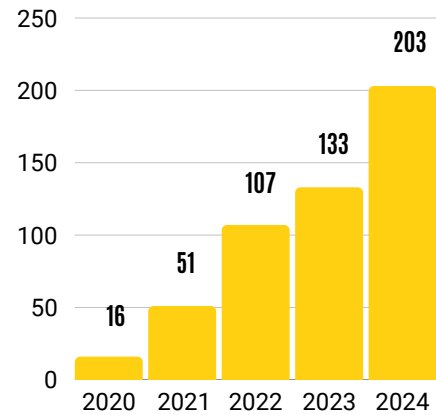
SITE DISTRIBUTION



RESIDENCY TOTAL ENROLLMENT



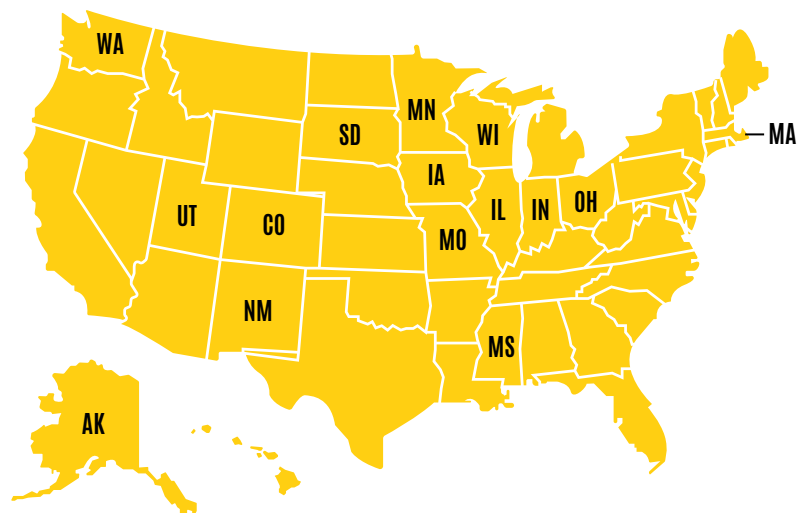
PRECEPTOR COURSE ENROLLMENT



STATE TOTALS

- Alaska = Multiple*
- Colorado = 14
- Illinois = 3
- Indiana = 6
- Iowa = 18
- Massachusetts = 2
- Minnesota = 1
- Mississippi = Multiple*
- Missouri = 1
- New Mexico = 2
- Ohio = 1
- South Dakota = 1
- Utah = 1
- Washington = 1
- Wisconsin = 1

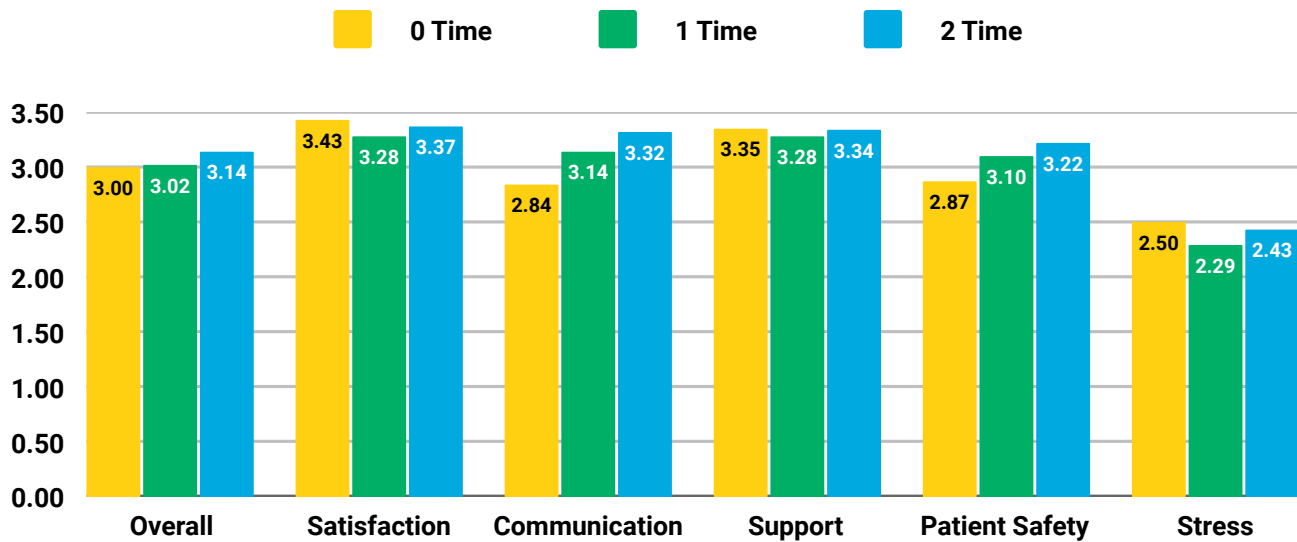
*Multiple = Working with hospital association



OUTCOME DATA

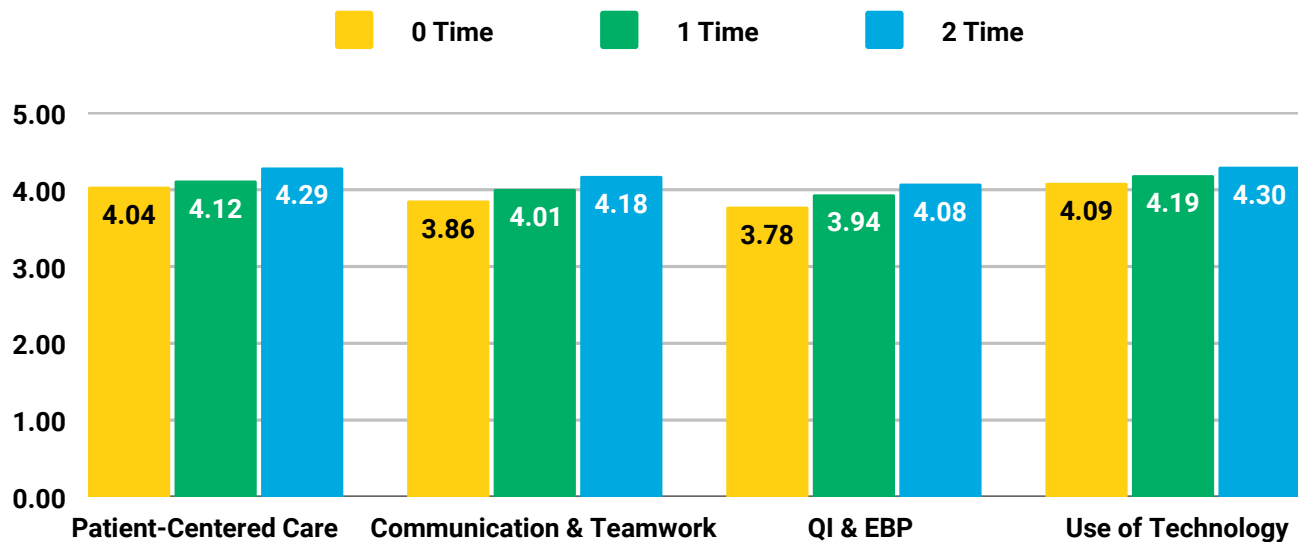
CASEY-FINK GRADUATE NURSE EXPERIENCE SURVEY

In this section, participants answer 24 questions regarding support, stress, communication and leadership, and professional satisfaction, and patient safety. Participants respond using a four-point balanced response format: strongly agree (4), agree (3), disagree (2), or strongly disagree (1). Higher scores indicate more positive responses. The stress subscale asks: "I am experiencing stress in my personal life." Higher scores indicate less personal stress.



SPECIFIC COMPETENCY ASSESSMENT TOOL

Participants indicate the extent to which they agree or disagree with their abilities to perform certain nursing-specific skills. Thirty-four questions were included in this tool. Respondents answered using a five-point scale: strongly agree (5), agree (4), neither agree not disagree (3), disagree (2), and strongly disagree (1) with the statements. A higher score indicated more self-reported competence. The questions are categorized into four subscales: patient centered care, communication and teamwork, quality improvement and evidence-based practice (EBP) and use of technology.



FACILITY SPOTLIGHT



Franciscan Health Western Indiana Completes October 2023 Residency Cohort

Franciscan Health (Western Indiana) proudly announces the successful completion of its October 2023 Residency Cohort. On October 16, 2024, the 15 residents completed the program, marking a significant achievement.

Katie Rogers, BSN RN, Clinical Education Specialist at Franciscan Health Western Indiana, congratulated the cohort and highlighted the importance of these professional experiences in enhancing the skills and confidence of the resident nurses.

Congratulations to Franciscan Health Western Indiana on completing its October 2023 cohort of residents. We look forward to your continued partnership and support of future new graduate nurse hires.

➔ Professional Experiences

- **Critical Care Documentation in ED:** An informative tip sheet covering charting essentials, dot phrases, classification of critical care acuity, and charting requirements was developed. This initiative aims to accurately reflect care provided, improve reimbursement rates, enhance patient outcomes, and offer better legal protection for staff.
- **Admission and Discharge Reference Guide:** A comprehensive step-by-step guide for admissions and discharges was created, including all required documentation, transfer packets, and discharge education. This guide supports novice nurses, especially in environments where charge nurses take patient assignments and may work night shifts.
- **The Importance of Breaks for RNs:** A plan was developed and implemented to ensure nurses across all six shifts receive their breaks. This initiative aims to create a culture of change, empowering nurses to advocate for themselves and take lunch breaks. Regular breaks help deter burnout, reduce stress, and improve job satisfaction while decreasing the risk of musculoskeletal disorders and other physical health problems.
- **Boarder Patient (Bed Holds) Documentation in ED:** A report/handoff sheet was introduced for Boarder Patients, who require documentation different from that of ED patients. This documentation is done in ClinDoc rather than ASAP and identifies charting requirements for Med/Surg, Step Down, and Critical Care patients. It supports all nurses in achieving correct documentation and required care during handoffs.
- **Surgery Call Guide:** A guide was created for nurses taking call in the OR, detailing the order of events, setup requirements, documentation requirements, and instructions on ordering blood and requesting a bed. This guide ensures that nurses are well-prepared for the additional tasks they may not complete regularly.



WHAT'S NEW IN 2024

PROACTIVE SUPPORT

We have always been here to help prospective and current customers implement our resources effectively. In 2024, we took a more proactive approach in two parts:

- **Nurse Residency Academy:** This is available to anyone, whether new to nurse residency, with an existing program, using the IONRP, or doing something else. Organizations can now leverage this offering to get all the extra support needed to become residency-ready.
- **Partner Organization Coaching:** For our current customers, we provide bi-annual one-on-one coaching sessions with our residency experts to troubleshoot challenges and enhance residency program offerings.

HOLISTIC APPROACH

In 2024, we moved beyond nurse residency to help our customers ensure their environment was ready to support a nurse residency program. To complement our All-Online and Blended Nurse Residency Program Curriculums and our Supporting Nurse Course, we launched two new educational offerings:

- **Beyond Nurse Residency Podcast:** This educational series became a go-to resource for insightful interviews with experts on transitioning new graduate nurses into practice and beyond. It aims to educate, guide, and inspire nurse leaders and educators.
- **Clinician Wellbeing Course:** The wellbeing curriculum, previously part of our residency program, was made available as a stand-alone course or addition to any nurse residency or preceptor program. These skills, essential for new graduate nurses, are critical for everyone, improving the well-being of the entire team and creating a supportive work environment for all new hires.

➔ Resident Spotlight



The nurse residency program was like a support group. It allowed us to discuss raw topics not covered in school or work and provided a space to ask any question, even about mental health, during the transition into the workforce.

– Taylor Jaeckels, RN 
Feb. 2024 Completion

[LISTEN TO FULL INTERVIEW](#)



FACILITY SPOTLIGHT

Nurse Residency Boosts Quality at Floyd Valley Health

Floyd Valley Community Health (LeMars, IA), a certified Home Health agency and the Local Public Health Office for Plymouth County, has showcased the transformative impact of its nurse residency program through a recent quality improvement project. This initiative, spearheaded by a dedicated nurse resident, has significantly enhanced patient outcomes in the agency's dyspnea management.

According to Laura Weiler, BSN, RN, Floyd Valley Community Health Manager, "The agency, which submits quality measures to CMS, identified a consistent shortfall in its "Managing Pain and Treating Symptoms" category, particularly in dyspnea management. At the project's inception, Floyd Valley's dyspnea measure was at 76.9%, trailing behind the state average of 80.8% and the national average of 86.7%." To address this, the nurse resident undertook a comprehensive review of the dyspnea assessment process. This included analyzing the Oasis assessment questions, possible responses, and patient coding. The review revealed that case manager RNs were often coding dyspnea incorrectly. The nurse resident, alongside the health manager, educated the case manager RNs on proper coding and assessment techniques. A "real-time" audit system was introduced, where patient progress from the start of care to discharge was monitored. Patients showing improvement were marked in green, no improvement in yellow, and worsening in red. This system ensured accurate coding and highlighted areas needing attention.

Beyond coding corrections, the nurse resident introduced breathing exercises such as pursed-lip and deep breathing techniques. The agency also began providing incentive spirometers to patients with higher dyspnea ratings, a cost-effective measure to prevent pneumonia and worsening symptoms. These combined efforts significantly improved the agency's dyspnea quality measure, which rose to 83.3% by June 2023. This brought Floyd Valley closer to the state average of 82.2%, though still short of the national benchmark of 87.8%. The agency's Care Compare prediction for October 2024 is an impressive 92.3%, placing it in the "positive" ranking percentage of 63%.

The success of this project underscores the vital role of nurse residency programs in driving quality improvements within healthcare organizations. Floyd Valley Community Health's experience demonstrates how integrating a professional experience to engage new graduates in improvement initiatives can substantially enhance patient care and outcomes.



The success of this project underscores the vital role of nurse residency programs in driving quality improvements within healthcare organizations.



— Laura Weiler RN, BSN, Manager,
Floyd Valley Community Health



WHAT'S NEXT IN 2025

CURRICULUM REVIEW

It's been three years since our last curriculum review, and 2025 marks the start of our next comprehensive evaluation. We're excited to ensure our curriculum remains up-to-date and relevant. Our team will be busy reviewing all curriculum components and making needed adjustments throughout the year.

PROCESS REVIEW & DATABASE MIGRATION

We're adopting a new platform to enhance the tracking of our partner organizations and contacts, streamline internal processes, and improve reporting capabilities. Our new and potential partners, as well as the IONRP team, will soon notice significant improvements in workflows.

OUTCOME TRACKING & DISSEMINATION

While we've been tracking participant outcomes using the Casey-Fink Graduate Nurse Experience Survey, in 2025, we aim to delve deeper into capturing and tracking organizational outcomes. Additionally, we will work on disseminating our current outcomes to a broader audience.

EXPLORING COLLABORATIONS

We're actively collaborating with several organizations to enhance the Iowa Online Nurse Residency Program further and expand our impact. More details will be shared as these collaborations develop and decisions are made regarding potential offerings. Look for updates throughout the year.

➔ Resident Spotlight



Communication, especially SBAR with providers, stood out to me. We discussed it in nursing school, but it's different in practice. The skills and tips we learned are still helpful, especially when calling doctors at 3 am.



— Adrienne Meyers, RN
Sept. 2024 Completion

[LISTEN TO FULL INTERVIEW](#)





Iowa Online Nurse Residency Program

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