



DeLand | Fish Memorial | Flagler
Memorial Medical Center | New Smyrna | Oceanside

12-Month Nurse Residency Program

Week One:

- New Employee Experience
- Clinical Orientation
- Cerner Electronic Medical Record Training

Week Two:

- Rotation through
 - Shadow experiences
 - Skills lab
- ECHELON online courses
- Orientation online learning modules
- Rhythm ID class
- Educational sessions

Weeks Three Through Nine:

- On unit with preceptor 36 hours/week
- In class (4 hours)
 - Modules/classes look at case study, clinical judgment and reflection of practice (critical thinking)

Week Ten

- Continue on the unit with preceptor without formal classes. (Number of weeks with preceptor based on area of practice.)

Remainder of the year following week nine: (touchpoints with program mentors)

- Weekly Educator face to face check-in on the unit starting week 10
 - Taper to once a month face to face as the year continues
- Completion of four additional 4-hour professional development sessions
- Completion of online ECHELON modules by 6-month point
- Monthly check in calls and educational updates with Educators
- Completion of evidence based poster project