Didactic: **Education roll-out as scheduled**

Mandatory Training: **Completion of all unit based competencies with 2 months of completing orientation.**

Clinical Orientation	Orientee Expectations	Preceptor Expectations

Week 1
Class Dates/Clinical Dates:
_____
_____
_____
_____
(Precontemplation Stage: Desire to make changes/transition in immediate future. Require reinforcing behavior and/or support for professional choice to work in Family Care)
	– Hospital Orientation
	– Nursing Orientation
	– Paragon computer training
	– Familiarize self with unit
	– Complete scavenger hunts.
	– Meet with Clinical Educator:
	  – Review schedule, expectations, and competencies.
	  – Complete safety training.
	– Locate and review applicable protocols/procedures
		– Meet orientee, review orientation plan, and provide support and reassurance in meeting the outcomes of the orientation plan.
		– Verifies location of applicable protocols/procedures

Clinical Educator's/Director Signature: _____ Comments: _____	Orientee's Signature: _____ Comments: _____	Preceptor's signature: _____ Comments: _____

Clinical Orientation	Orientee Expectations	Preceptor Expectations
Week 2 Class Dates/Clinical Dates: _____ _____ _____ _____	– Shadow preceptor, focus on patient flow through labor and delivery. – Continue to review policies and procedures. – Obtain Pyxis Code and access for patient medication administration. – Practice CPN computer skills. – Practice and perform basic patient care. – Practice and perform shift and ongoing labor assessments, procedures, and skills pertinent to patient assignment. – Document all labor assessments, procedures, and skills performed. – Review patient charging process rationale and application.	– Validate accuracy and safety procedures/skills performed. – Verify accuracy of documentation to include medication administration and compliance with protocols/procedures. – Verifies location of applicable protocols/procedures – Identify areas where support is needed both clinical and affective. Set goals to meet identified needs. – Provide feedback regarding assessment process, computer skills, direct/support as needed. – Meet with Clinical Educator for review/progress – Review charge guidelines and locate charge resource guide. – Review and sign off any applicable competencies on the competency profile.
Clinical Educator's/Director Signature: _____ Comments: _____	Orientee's Signature: _____ Comments: _____	Preceptor's signature: _____ Comments: _____

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Clinical Orientation	Orientee Expectations	Preceptor Expectations
Week 3 Class Dates/Clinical Dates: _____ _____ _____ _____ (Contemplation Stage: change/transition needs to be at orientee's own pace. Encouragement and motivational techniques may be used to support transition to next stage)	– Continue to shadow preceptor. – Practice and perform admission process for a scheduled induction. – Practice and perform labor assessment procedures and frequency. – Practice and perform nursing interventions related to induction and augmentation. – Practice assisting with epidural placement. – Document all labor assessments, procedures, and skills preformed.	– Continue to validate accuracy and safety of procedures/skills performed. – Provide feedback regarding admission process, computer skills, assuming care, giving and receiving report, direct/support as needed. – Review and sign off any applicable competencies on the competency profile.
Clinical Educator's/Director Signature: _____ Comments:	Orientee's Signature: _____ Comments:	Preceptor's signature: _____ Comments:

Clinical Orientation	Orientee Expectations	Preceptor Expectations
Week 4 Class Dates/Clinical Dates: _____ _____ _____ _____	– Manage all clinical aspects of patient care for **one** laboring patient assigned to preceptor to include assessments, procedures, set-up for delivery, assist during delivery and documentation. – Set goals for next shift to include admission process, labor process, vaginal delivery process, the process of transferring to postpartum, completing all tasks related to a patient stay in the labor and delivery.	– Continue to validate the accuracy of performed skills to include documentation. – Directs care to be performed within a timely manner. – Provides feedback regarding clinical performance, accuracy of assessment findings and implications with patient plan of care. – Assist in setting goals for the next shift to include completing all tasks related to laboring and delivery patients. – Review and sign off any applicable competencies on the competency profile. – Meet with Clinical Educator/Director for review/progress
Clinical Educator's /DirectorSignature: _____ Comments:	Orientee's Signature: _____ Comments:	Preceptor's signature: _____ Comments:

Clinical Orientation	Orientee Expectations	Preceptor Expectations
Week 5 Class Dates/Clinical Dates: _____ _____ _____ _____	– Manage all aspects of patient care for **two** laboring patients assigned to preceptor to include assessments, procedures, set-up for delivery, assist during delivery and documentation. – Develop and discuss plan for giving report on a couplet transferring to postpartum. – Set goals for next shift to include admission process, labor process, vaginal delivery process, the process of transferring to postpartum, completing all tasks related to a patient stay in the labor and delivery.	– Validates the accuracy of skills performed to include documentation. – Directs care to be performed in a timely manner – Provides feedback regarding clinical performance, accuracy of assessment findings and implications with patient plan of care. – Assist in setting goals for the next shift to include completing all tasks related to labor and delivery patients. – Review and sign off any applicable competencies on the competency profile.
Clinical Educator's/Director Signature: _____ Comments:	Orientee's Signature: _____ Comments:	Preceptor's signature: _____ Comments:

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Clinical Orientation	Orientee Expectations	Preceptor Expectations
Week 6 Class Dates/Clinical Dates: _____ _____ _____ _____ (Preparation Stage: individual is most ready for change/transition. Has "tried out" behaviors/practices observed by preceptor and ready for full implementation. Requires encouragement and consistent feedback regarding demonstrated practices.)	– Practice and perform admission process for a scheduled cesarean section. – Shadow preceptor in the O.R. during a scheduled cesarean section. – Perform basic patient care and assist with recovery of a post-operative cesarean section. – Set goals for next shift to include admission process, labor process, vaginal delivery process, circulating for a cesarean section, post-operative recovery of a cesarean section, the process of transferring to postpartum, completing all tasks related to a patient stay in the labor and delivery.	– Validates the accuracy of skills performed to include documentation. – Directs care to be performed in a timely manner – Provides feedback regarding clinical performance, accuracy of assessment findings and implications with patient plan of care. – Assist in setting goals for the next shift to include completing all tasks related to labor and delivery patients. – Review and sign off any applicable competencies on the competency profile. – Provide reinforcement regarding orientee's ability to be successful. – Meet with Clinical Educator for review/progress
Clinical Educator's /Director Signature: _____ Comments:	Orientee's Signature: _____ Comments:	Preceptor's signature: _____ Comments:

Clinical Orientation	Orientee Expectations	Preceptor Expectations
Week 7 Class Dates/Clinical Dates: _____ _____ _____ _____	– Practice and perform admission process for a scheduled cesarean section. – Practice and perform circulating duties in the O.R. during a scheduled cesarean section. – Practice and perform recovery care for a post-operative cesarean section. – Set goals for next shift to include admission process, labor process, vaginal delivery process, circulating for a cesarean section, post-operative recovery of a cesarean section, the process of transferring to postpartum, completing all tasks related to a patient stay in the labor and delivery.	– Provide reinforcement regarding orientee's ability to be successful – Facilitate verbalization of successes and areas of focus. – Review and sign off any applicable competencies on the competency profile. – Focus on progress. Communicate areas where no progress observed/validated with Clinical Educator. Devise a joint plan to address identified needs.
Clinical Educator's/Director Signature: _____ Comments:	Orientee's Signature: _____ Comments:	Preceptor's signature: _____ Comments:

Clinical Orientation	Orientee Expectations	Preceptor Expectations
Week 8 Class Dates/Clinical Dates: _____ _____ _____ _____	– Shadow preceptor, focusing on antepartum and triage patients. – Perform basic patient care and assist with low and high risk antepartum and OB triage patients. – Set goals for next shift to include low and high risk antepartum patients and OB triage patients completing all tasks related to a patient stay in the labor and delivery.	– Evaluate compliance/progress with plan developed in Week 7 if applicable. – Foster independence from preceptor by identifying orientee as primary RN for assigned patients. – Communicate above to co-workers and physicians so all will access orientee with questions/concerns supporting development of orientee's problem solving skills. – Redirect/restate questions to supporting the orientee's identification of the answer
Clinical Educator's/Director Signature: _____ Comments:	Orientee's Signature: _____ Comments:	Preceptor's signature: _____ Comments:

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Clinical Orientation	Orientee Expectations	Preceptor Expectations
Week 9 Clinical Dates: _____ _____ _____ _____ (Action Stage: Transition/change fully embraced by orientee. Ready to perform, or attempt to perform, all aspects of professional role. Sustaining this change is challenging as orientee is vulnerable and may experience a regression in progress related to "perceived" failures)	– Practice and perform assessment of low and high risk antepartum and OB triage patients – Set goals for next shift to include low and high risk antepartum patients and OB triage patients completing all tasks related to a patient stay in the labor and delivery.	– Document accomplishments by signing off applicable areas of orientation competency profile. – Continue to provide support as requested by orientee and as deemed necessary by preceptor through consistent monitoring and evaluation of clinical interventions, applications, and documentation. – Provide feedback regarding findings to orientee. – Prepare orientee for transition to shift of hire and orientation to shift processes and new preceptor. – Meet with preceptor on shift of hire and review orientee's progress and areas requiring support.
Clinical Educator's/Director Signature: _____ Comments: _____	Orientee's Signature: _____ Comments: _____	Preceptor's signature: _____ Comments: _____

Clinical Orientation	Orientee Expectations	Preceptor Expectations
Week 10 Clinical Dates: _____ _____ _____ _____	– Transition orientee to shift of hire. – Apply learning's during shift of hire. – Review practice and patient care related to a fetal demise. – Review policies on the care of a fetal demise.	– Support orientee transition to new shift, co-workers, processes. – Maintain orientee progress by continuing with clinical assignment as performed in previous 3 weeks of orientation. – Continue to provide support as requested by orientee and as deemed necessary by preceptor through consistent monitoring and evaluation of clinical interventions, applications, and documentation. – Provide feedback regarding findings to orientee.
Clinical Educator's/Director Signature: _____ Comments: _____	Orientee's Signature: _____ Comments: _____	Preceptor's signature: _____ Comments: _____

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