



Practice Transition Accreditation Program™ Update

AUGUST 2017

Message from the PTAP™ Office

Connecting Your Program Goals To Outcomes



The Practice Transition Accreditation Program (PTAP)™ criteria require that organizations identify goals (Program Overview 5) and outcome measures of the program (Program Overviews 21 & 22). Many times, organizations identify broad goals that do not have a direct correlation to outcome measures. When program goals are too broad, it becomes difficult to assess

whether the goal is being met by the program curriculum and practice-based learning experiences.

As programs grow and evolve, it is important to reflect on the current program's goals and outcome measures. Some questions to ask include:

1. Do the program goals reflect the current state of the program?
2. Does the program have too many goals or outcome measures?
3. Are the program goals specific, measureable, realistic, and attainable?
4. Are the outcome measures correlated to the program goals?

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5. Do the current goals and outcome measures provide insight to the program leadership on how successful the program is in meeting the learners' needs?

A helpful structure when writing program goals is the **SMART** format. When goals are **s**pecific, **m**easurable, **a**ttainable, **r**ealistic, and **t**ime-bound, the program can easily pair outcome measures with the goal. Here are some examples of program goals and outcomes that correlate:

Goal:

- The program will increase retention rates by 10% over the next year compared to 2017 data.
 - Current year retention rate (2017): 80%
 - Goal retention rate (2018): 90%

Outcome Measure:

- Retention rates of residents/fellows over the next year compared to previous year's retention rate.

Tool:

- Retention data.

Goal:

- Increase the confidence of the resident/fellow throughout the program by 20% by the end of the experience.

Outcome Measure:

- Post-data on confidence score/pre-data on confidence score.

Tool:

- Confidence tool.

Program Directors, I encourage you to reflect on your current program's goals and outcome measures to see if they are SMART. As your program prepares for accreditation, it is important to measure the success of the program through meaningful outcomes and goals.

Sheryl Cosme, DNP, RN-BC

Senior Operations Manager, Accreditation

PTAP and Nursing Skills Competency Program

ANCC Updates:

- » [ANCC National Magnet Conference® Registration](#)
- » [ANCC National Healthcare Disaster Certification™](#)
- » [Open Call: Pathway to Excellence Conference® Abstracts](#)

PTAP RESOURCES

Overview Webinar

View the archived overview webinar at any time: [Part 1](#) • [Part 2](#)
Share these links with your transition program team to inform them about the PTAP process!

If your program team would like a chance to participate in an individualized webinar with PTAP staff, please [send a request](#).

Resources

ANCC has *free* resources available for download! Download the [ROI calculator](#) and the [gap analysis tool](#) for your program.

Staff

For questions about resources or the application process, contact:

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Newly Accredited Organizations

The ANCC Commission on Accreditation (COA) is pleased to announce five newly accredited organizations:

- New Orleans, LA
 - Ochsner Nurse Residency
 - Ochsner Health System
- Sheridan, WY
 - Nurse Residency Program
 - Sheridan Memorial Hospital
- Hyannis, MA
 - RN Residency Transition Program
 - Cape Cod Healthcare Corporation
- Newark, DE
 - Critical Care Nurse Residency Program
 - Christiana Care Health Services
- Morgantown, WV
 - Nurse Residency Program
 - West Virginia University Ruby Memorial Hospital

PTAP now has 16 accredited RN residencies/fellowships or APRN programs.

[Check out our list of accredited organizations.](#)

[Read more about each organization's accreditation experience.](#)

PTAP™ Program Guidance Workshops

ANCC will host two more PTAP workshops in 2017. One will be held at our office in Silver Spring, Maryland. The other will be hosted at Children's Hospital Los Angeles, to accommodate those who reside on the West Coast.

This two-day interactive workshop will delve deeply into PTAP criteria in order to help applicants operationalize them in their own environments. We will provide an overview of the accreditation process, and small-group activities will offer participants the chance to share ideas, discuss best practices, and collaborate.

Please see below for the registration fee, event dates, and details.

November

Date:	Thursday, November 16, and Friday, November 17, 2017
Times:	Thursday 8 a.m. – 4 p.m., and Friday 8 a.m. – noon
Location:	ANA headquarters, Silver Spring, Maryland
Registration fee:	\$250. Breakfast and lunch will be provided.

[Register now!](#)

Note: Participants successfully completing a PTAP Workshop activity will be awarded 9 contact hours.

The ANA Center for Continuing Education and Professional Development is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.

ANCC Provider Number 0023

Feedback from 2016 Workshop Attendees

“Practicing the narrative style of documentation in groups was really helpful in preparation to start writing our self-study.”

“Discussing in-depth topics such as competencies with other groups who run transition programs gave us new ideas to apply to our own program.”

Apply To Be A PTAP™ Appraiser

The PTAP program will be hiring appraisers for the February 2018 cycle. Applications are being accepted until September 22, 2017.

Some important dates:

- Selection notification on September 29, 2017
- Independent study and assessments from October 1 – November 2, 2017
- Online webinar on November 3, 2017
- Competency Validation from November 3 – December 18, 2017
- Precepted experience during February 2018 cycle

[Download and submit your application here.](#)

Virtual online training will be done between March 17 – May 1.

[If you have any questions, please contact Sheri Cosme.](#)

Upcoming PTAP™ Events

Come and see us at some upcoming events. We'd love to talk to you about PTAP!

[Advanced Practice Provider \(APRN & PA\) Leadership Summit](#)

American Practice Providers Executives (APPEX)

- September 13 – 16, 2017
- Houston, TX

2017 Montana Nurses Association Conference

Montana Nurses Association

- October 4 – 7, 2017
- Helena, MT
- On October 5, Sheri Cosme will discuss Nurse Residency programs and staff engagement with new learners.

[ANCC National Magnet Conference](#)

American Nurses Credentialing Center

- October 11 – 13, 2017
- Houston, TX
- On October 12 at 8 a.m., Sheri Cosme will present *Facilitating Effective Transitions of New Graduate Nurses: A look at the Magnet Standards*.

[2017 Advanced Practice Provider Fellowship Program Development Workshop](#)

Association of Post Graduate APRN Programs

- October 28 – 29, 2017
- Phoenix, AZ

[4A Annual National Conference on Professional Nursing Education and Development](#)

Professional Nurse Educators Group

- November 10 – 12, 2017
- Pittsburgh, PA
- On November 12 at 8:45 a.m., Sheri Cosme will present *Transitioning New Graduate Nurses: A look at Magnet Organizations*.

Getting Ready to Write a PTAP™ Self-Study

When PTAP appraisers begin a self-study review, their first introduction to the applicant program is PO1, in which the applicant provides an executive summary of their program. As the appraisers' first impression of the applicant, the executive summary should set the stage for the environment in which the transition program plays out.

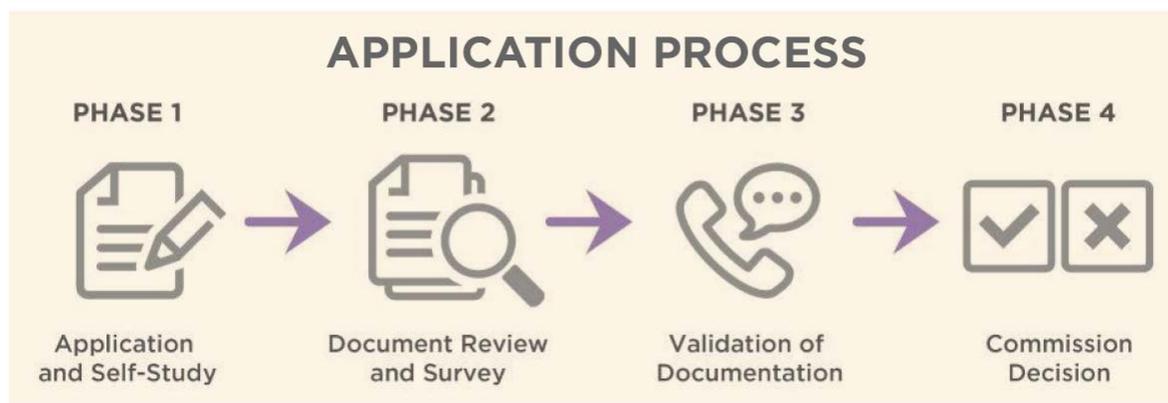
Following are some important components you should be sure to include in your program's executive summary:

- A description of the organization/practice setting:
- Is the program operationalized in a large academic teaching hospital, in a rural critical access facility, in a long-term care facility, or across a home health network? Tell us where you are and who is involved, including the patient population and the participants' scope of practice.
- How long is the program? RN residencies must be a minimum of six months, but some programs are longer. RN and APRN fellowships are not defined by a minimum time frame, so make it clear when the program begins and ends. Be sure to include whether precepted time lasts for the entire program or if it is only during an initial intensive period. What kind of support is given after that precepted time?
- Scope of the program: Do you incorporate the organization's orientation into your transition program, or is it treated as separate?

- How many residents/fellows are accepted into the program with each cohort? This may vary based on need and availability. How does the program forecast each cohort and plan for variations in cohort size?

The executive summary will not tell the appraisers everything there is to know about your transition program, but it will allow them to approach their review with the appropriate context in which to place your evidence.

PTAP™ Application Process and Due Dates



February 2018 Cycle

Accepting application forms from
June 1, 2017–Oct. 31, 2017

Submit self-study by
Feb. 1, 2018

May 2018 Cycle

Accepting application forms from
Nov. 1, 2017–Jan. 31, 2018

Submit self-study by
May 1, 2018

May 2018 Cycle

Accepting application forms from
Feb. 1, 2018–May 31, 2018

Submit self-study by
Sept. 1, 2018

[Click here for more information on application cycles and fee schedules.](#)

PTAP Pre-Intent Program™

The ANCC Accreditation Program is excited to offer the new [PTAP Pre-Intent Program](#) for organizations that are on the journey to PTAP accreditation. This program provides access to Accreditation Program resources for organizations that are not ready to submit an application but would benefit from personalized access to program staff and additional resources to better understand the [2016 PTAP™ Application Manual](#) requirements.

Please contact [Sheri Cosme](#) for more information.

Disclaimer: Membership in the [PTAP Pre-Intent Program](#) is not required to apply for any ANCC credential. Membership in the program does not guarantee that the program member will receive any ANCC credential. The program does not include consulting services. ANCC does not offer or provide consulting services.

In The Know: Recent Transition to Practice Literature

Mellor, P., Admin, G.P.E., Gregoric, C., Atkinson, L.M., Greenhill, J.A. (2017). A critical review of transition-to-professional-practice programs: Applying a standard model of evaluation. *Journal of Nursing Regulation*, 8(2). 23-30.

Meyer, G., Shatto, B., Delicath, T., & Von der Lancken, S. (2017). Effect of curriculum revision on graduates' transition to practice. *Nurse Educator*, 42(3), 127-132.

Disclaimer: Membership in the associated professional organization may be required to access online journal articles. ANCC does not endorse any products or services.

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For staff assistance, email morgan.obrien@ana.org.



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