



# Practice Transition Accreditation Program™ Update

JUNE 2017

## Message from the PTAP™ Office Organizational Enculturation—New Grad Season



With the arrival of June, it's the time of year for many new graduates to start their first position as registered nurses. For employers at this time, one of the most important questions is, "Will this new nurse be a good fit at our organization?" Successfully assimilating into the culture of an organization or practice setting is a key component of the transition from student to

professional, which is why Organizational Enculturation is included as one of the six domains of the PTAP criteria.

First, the transition program's goals should align with the mission, vision, and values of the organization or practice setting where the program is delivered. In many cases, graduate residency is a new nurse's first exposure to your organization. Your program's goals and embodiment of the mission, vision, and values will set the stage for the residents to understand their new environment.

Second, the residents not only need an orientation to the organizational setting, such as how to clock in and out or how to use the electronic health record; but also they need an orientation to the transition program itself. Learners must

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understand what is expected of them and how to measure success. How will residents be evaluated? What milestones are they working toward?

Knowing these expectations can set the novices' minds at ease and encourage anticipation of the growth they will achieve. For new nurses, this orientation also includes the appropriate scope and standards of practice that are particular to your setting.

Finally, transition programs must bring everything together for the new nurses to ensure cultural assimilation into the organization. As Program Directors, you hope to send graduating residents into the practice setting as confident, competent RNs who will contribute to the success of your organization and deliver excellent patient care.

How do you know that your nurses feel at home – that your facility is really the right fit for them? What keeps a nurse at any given organization? Certainly, having a sense of community and belonging is vital to nurse retention. As Program Directors, you are in a position to meet the acculturation needs of your residents—I hope you embrace that challenge.

### **Morgan O'Brien**

*Senior Accreditation Program Specialist*

*PTAP and Nursing Skills Competency Program*

## PTAP Pre-Intent Program™

### In The Know: Recent Transition to Practice Literature

#### 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 two newly accredited organizations:

- Sarasota, FL
  - Sarasota Memorial Hospital Nurse Residency Program
  - Sarasota Memorial Health Care System

- Colorado Springs, CO
  - Peak Vista APRN Primary Care Fellowship
  - Peak Vista Community Health Center

PTAP now has 11 accredited RN residencies/fellowships or APRN programs. Check out our [accredited organization list](#). [Read more](#) about each program.

## 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.

### August

<b>Date:</b>	Friday, August 4, and Saturday, August 5, 2017
<b>Times:</b>	Friday 8 a.m. – 4 p.m., and Saturday 8 a.m. – noon
<b>Location:</b>	Children's Hospital Los Angeles, Los Angeles, California
<b>Registration fee:</b>	\$250. Breakfast and lunch will be provided.

Registration is now open until July 21, 2017. [Register here](#).

### November

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

Registration is open August 1, 2017–November 3, 2017.

**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.”

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

## Getting Ready to Write a PTAP™ Self-Study

The second part of the PTAP self-study, program criteria, focuses on narrative responses. A narrative comprises two parts, the description and the example. These parts demonstrate how the criteria are present and operationalized within the program.

Tips for writing a narrative:

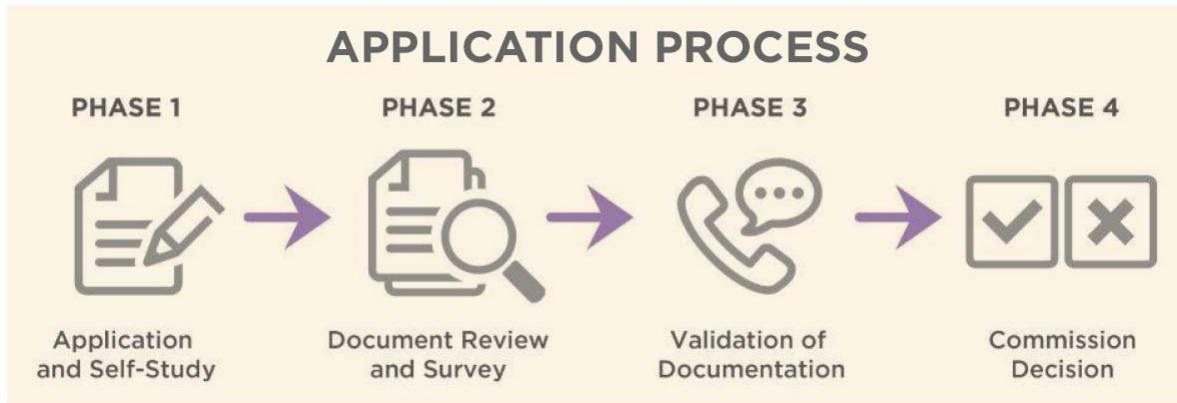
### Description

- The description should be a general overview of the process used by the program to meet the criteria's requirement.
- The narrative should tell the reader the who, what, where, when, why, and how (as applicable) of the process.
  - Questions to ask yourself:
    - Who is involved or responsible?
    - When does it happen and how does it happen?
    - Why do you do that?
    - What do you do, or expect to do, every time, with every cohort, in relation to this criterion?
    - How is it done?
- Close your eyes and listen to a colleague read your description aloud.
  - Is your description capturing the entire process asked in the criteria?
  - Does your response answer the whole question?
  - Can a person with no knowledge of your program understand what it is that you do?

### Example

- Tell a story that substantiates the process you described.
- Examples should be specific and detailed descriptions that demonstrate how the program operationalized the process in a real-life incident.
  - Examples can include details such as names, dates, and locations/units.
  - Talk about real people and real events. Think of someone who went through an experience that demonstrates the component of the criteria you are addressing.
- Examples should not just continue to expand on the description.
- Attaching a document as an example is not enough evidence.
  - If using a document to show something that happened, expand on how it relates to the process described and the events surrounding how it was used.

## 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.](#)

## Annual Symposium on Continuing Nursing Education (CNE)

Through CNE, nursing professional development practitioners are empowering and transforming nursing professional practice to improve patient and health outcomes.

Attend the [ANCC Annual Symposium on CNE](#) to learn how to foster leadership styles and share strategies to integrate caring, compassion, and communication into practice.

**Location:** New Orleans, LA

### Open Forum

Join the ANCC Accreditation Program staff and members of the Commission on Accreditation for this informal “question and answer” session to address your concerns. Refreshments served.

**Date:** Monday, July 18, 2017

**Time:** 7:00 p.m. – 8:30 p.m.

### Full Conference Day

**Date:** Tuesday, July 19, 2017

**Time:** 7:00 a.m. – 6:00 p.m. • Registration opens at 7:00 a.m.

**Registration fees for ANA/ANPD members: \$279—Full Rate: \$329**

## [Register today!](#)

**Note:** Symposium attendees may earn a maximum of 7 continuing nursing education contact hours (60-minute contact hour).

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.

The ANA is approved by the California Board of Registered Nursing, Provider Number CEP6178.

## 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

Senyk, J. & Staffileno, B.A. (2017). Reframing Nursing Preceptor Development: A Comprehensive Approach to Improve Education, Standardize Processes, and Decrease Costs. *Journal for Nurses in Professional Development*, 33(3), 131–137. <https://doi.org/10.1097/NND.0000000000000343>

Windey, M. (2017). Residency Program Evaluation: Is the Jury Still Out? *Journal for Nurses in Professional Development*, 33(3), 144–146. <https://doi.org/10.1097/NND.0000000000000351>

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For staff assistance, email [morgan.obrien@ana.org](mailto:morgan.obrien@ana.org).

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