

RN Training Plan

Surgical Services Bridge Training

Strategic goal: Standardized, competency-based training that capitalizes on existing experience to bridge learning into new service families, roles and departments.

Main OR: develop competence in all service families circulator roles/responsibilities.

PACU/PCU: orient to new department role/responsibilities, processes and procedural preferences

Outcomes:

- Short term:
 - o IPS/OPS: increased competence in non-regularly scheduled procedures,
 - o IPS/OPS: oriented to procedures new to practice
 - o IPS/OPS: opportunities to develop competence in scrub role
 - o OPR -> PACU: validated PACU competence (experienced), oriented to equipment and role/responsibilities
 - o OPR -> PCU: verified competence (experienced), oriented to equipment, new procedures and roles/responsibilities

RN Bridge Plan			
Needs Assessment	All RNs to complete service line/family self-assessment for both circulator and scrub roles	Education/Leadership	Complete
	Development of service line families (completed by SS leadership)	Leadership	Complete
Gap Analysis	Review of current confidence in roles <ul style="list-style-type: none"> - Self assessment - Leader assessment of competence 	Education	Complete In progress
	Identify high need skill development for isolated classroom/simulation content	Education	Dependent on above
	Crosswalk of individual learning plans <ul style="list-style-type: none"> - Includes required skills - LMS learning 	Education	In progress
Content/Material Development	Specialty Specific Competencies	Education/SMEs (Coordinators, Charge Nurses)	In progress <ul style="list-style-type: none"> - Mtg 1/15 - Draft due 1/29
	General department Orientation needs (ex: Environment of care)		In progress <ul style="list-style-type: none"> - Mtg 1/15 - Draft due 1/29
	Update orientation materials <ul style="list-style-type: none"> - Learning plan (LMS)updates - Competency orientation packets 	Education	In progress <ul style="list-style-type: none"> - Due 3/2
	Develop classroom/simulation opportunities <ul style="list-style-type: none"> - PCU/PACU: skills 	Education	Due Feb 15

Implementation	Scheduling orientation time for procedures Main: <ul style="list-style-type: none">- Initial will be advanced beginner -> competent- Secondary: Novice PACU: Orientation shifts as able PCU: Orientation shifts	Leadership/SME	February 2026
	PCU: Skills training	Education	Feb 28
Evaluation*	Competency-based completion	Leadership/Education/ SMEs/Preceptors	In progress

Go Live Main Surgery: March 2026

*For a competency-based orientation to new procedures will use Benners Novice to Expert framework. The focus will be capitalizing on what the learner already knows as a surgical services RN and introducing/developing what is new/unfamiliar through experiential learning opportunities. This means varied length of orientation and preceptors will determine competence for future scheduling. Orientation will continue post go-live crossover.



Contact Information for your Bridge Training Team:

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