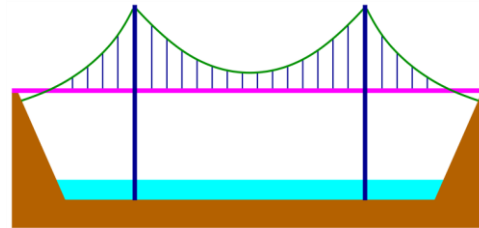




Supporting Professional Advancement in Nursing (SPAN): An Innovative Academic Program to Contribute to Nurse Retention and Career Progression



Kimberly McIltrout, DNP, CPNP, CWOCN
kmciltr1@jhmi.edu
Johns Hopkins School of Nursing



SPAN Program Overview



The Goal

Develop, implement and evaluate an innovative program to seamlessly bridge and advance the transition of students from pre-licensure generalist to graduate professional.

- Transition new graduate nurses into the workplace and retain them!
- Support new graduate nurses as they pursue further studies so they have all the tools to succeed.

- **Funded for 5 years - July 1, 2015-June 30, 2020.**
- **Currently in PY 3**
- **2 recruitment cycles per academic year from pre-licensure nursing students at JHSON**
- **Participants move through Program in approx. 3-4 years**
- **Four Partner Hospitals for participants**
- **Novel Engagement and Participant Support**

Strategies

- Mentoring, mentoring, mentoring!
- Text Messaging monthly
- Online learning modules
- Hospital Mentor workshops and manual
- Faculty Mentor monthly meeting
- All member dinner and program



Three Phases of SPAN Program

Phase 1- Generalist Role

Synthesis Practicum

14 week experience leading to full-time RN employment in practicum facility

Phase 2-Explore Specialty Role

Mentoring by JHSON faculty, facility mentor(s), online and in-person tools and support, apply to advanced specialty degree program, all while continuing to work full time in original practicum facility

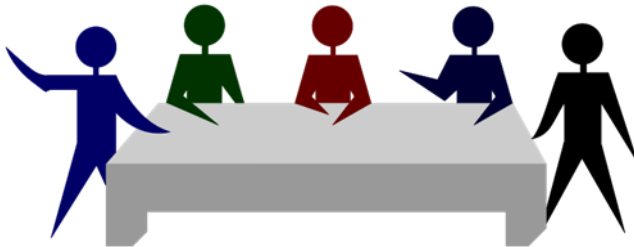
Phase 3- Generalist to Specialist

Enrollment in an advanced graduate program while continuing to work at the practicum facility. Cont. to receive access to mentorship and program supports.

Win-Win for Maryland and SPAN Participants

Maryland

- Address nursing workforce shortage-adding nurses with advanced training to MD workforce.
- MD hospital staffing - 3 year work commitment from participant employees
- Enhance MD nursing workforce by retaining best and brightest, high performing nurses.



SPAN Participants

- Career placement in desired area of nursing
- Gain work experience while obtaining an advanced level nursing degree.
- Mentorship—One-on-one ongoing support and guidance beyond graduation.
- Built in support to balance work and school.
- Access to tools to help transition to workforce (online learning modules, text messages, in-person get-togethers).

Applicant Profile

- Minimum 3.2 GPA
- In final semester of pre-licensure program at JHSON
- Committed to pursuing advance level graduate nursing degree within 12-18 months after graduation
- Committed to SPAN Program and employer for 3 years.



Application Process

- Completed Questionnaire
- Personal Statement
- Recommendations (3)
 - Former supervisor
 - JHSON Clinical Faculty member OR RN Clinical Instructor
 - Clinical preceptor who has observed you in a clinical setting
- Signed MOU
- In-person interview with SPAN team. If accepted, then interview with hospital/nurse manager from partner healthcare facility



Participant Data, New Nurse Graduates

Applicants to SPAN	24				
Applicants accepted into SPAN	21				
Applicants who w/ Program after graduation from JHSON	17				
Participants Accepted to Advanced Nursing Degree Program	4				
	Johns Hopkins Hospital	Sibley Memorial Hospital	Baltimore VA Medical Center	Johns Hopkins Bayview Medical Center	Other*~
Participant Distribution by Partner	12	2	0	1	2



Participant Data, Current Nursing Students Fall 2018

Applicants to SPAN	15			
Applicants Accepted to SPAN	13			
Participants Referred by Partner*	Johns Hopkins Hospital	Sibley Memorial Hospital	Baltimore VA Medical Center	Johns Hopkins Bayview Medical Center
	7	3	1	2
* likely distribution of placements but not confirmed as of this presentation				

Supporting the New Graduate Nurse

Online Modules

BALANCE




PATH






Online Modules Demonstration


 **JOHNS HOPKINS**
SCHOOL of NURSING


You are logged in as: Sarah Schneider-Firestone

SPAN Program



LESSON PROGRESS **14/14**

STATUS: COMPLETED 

Certificate 

SPAN Program Module Series

Welcome to the Supporting Professional Advancement in Nursing (SPAN) Program's PATH and Balance online module series, specifically designed for new graduate registered nurses participating in the Johns Hopkins School of Nursing's SPAN Program. The PATH module series reviews and reinforces concepts that are of the utmost importance to novice registered nurses who are just beginning their careers. Module topics include professional practice, quality... More ▾

Tags: SPAN ▾ PATH ▾ Work-life Balance ▾ Balance ▾

Balance: 1. Work-Life Balance

Balance Module 1 [Launch](#)

Balance: 2. Goal Setting

Balance Module 2 [Launch](#)

Balance: 3. Organization & Time Management

Balance Module 3 [Launch](#)

Balance: 4. Tools and Documents for Career Progression

Balance Module 4 [Launch](#)

PATH: 1. Professional Practice

PATH Module 1 [Launch](#)

Assessment for Professional Practice [Launch](#)

PATH: 2. Quality and Safety

PATH Module 2 [Launch](#)



JOHNS HOPKINS
SCHOOL *of* NURSING





JOHNS HOPKINS
SCHOOL *of* NURSING





SPAN

Successes and Challenges

Successes

- Nurse participants starting grad. programs
- Continued Investment and Strengthening of Partnerships
- SPAN Events
- Mentorship training and partnerships
- Online, Self-paced learning modules completed
- Dissemination Efforts



Challenges

- Participant Employment Changes and Attrition
- Monetary Incentives Prohibitions
- Recruitment (Our biggest challenge)





Questions?

Thank you from the SPAN Team!

Kimberly McIltrot, DNP, CPNP, CWOCN

Sarah Firestone, MSW

Nicole Johnson, MSN, RN, ONC

Tener Goodwin Veenema, RN PhD MS MPH FAAN

The SPAN Program is funded with the assistance of a Nurse Support II Program grant (grant # 16-112) under the auspices of the Health Services Cost Review Commission. Opinions, findings, and conclusions expressed herein do not necessarily reflect the position or policy of the Health Services Cost Review Commission, and no official endorsement should be inferred.



JOHNS HOPKINS

SCHOOL *of* NURSING

Leading the way in education, research and practice – locally and globally.