Graduating from nursing school is one of your greatest accomplishments. We applaud you for such an awesome achievement. As you decide on your first job we would like the opportunity to make it a positive experience for you. Realizing that transition to safe nursing practice is documented as the most challenging experience for graduate nurses, DeKalb Medical is proactive in designing a well-coordinated, supportive, evidence-based program that will facilitate a positive transition for nurses who are entering the profession.

Our extensive 9 month Nurse Residency Program welcomes the new Bachelor’s prepared nurse and provides a series of learning and work experiences that support their transition into their first professional role. Our program is coordinated by a dedicated Master’s prepared nurse with clinical expertise, leadership experience, established credibility and excellent facilitation skills. Your coordinator will guide and support you through the classroom and clinical settings and will provide expertise to develop your clinical judgment and decision making. Additionally, you will have an individualized preceptor-guided clinical experience with dedicated and competent clinical preceptors.

Clinical education, professional development, and coaching and support sessions are woven into the entire orientation experience over the course of the 9 month program. After the initial extensive 12 weeks of clinical nursing development, Residents benefit from ongoing mentoring and support in dealing with workplace stressors, developing resilience, and growing their team building and caring skills.

By the end of your first year you will transition from entry level to advanced beginner to competent professional as defined by Benner’s “Novice to Expert” theory. You will be better able to make effective decisions related to clinical judgment and performance, as you incorporate research based evidence into your practice. It is our hope that the opportunities provided will support you to feel more confident in providing clinical leadership at the point of patient care. Equally important, you will develop resilience that will help to strengthen your commitment to nursing as your professional career of choice.

Using a hands-on, participative approach to education you will have weekly education sessions utilizing a variety of teaching methods including, lectures, case studies, online training, simulations, skills day, discussions and collaboration. All designed to enhance:

- Critical Thinking
- Work relationships
- Patient Outcomes
- Leadership in Managing patients and resources
- Communication/Crucial Conversations/Conflict Resolution
- Patient safety
- Understanding of HCAHPS /Value Based Purchasing
- Evidence based Nursing Practice
- Assertiveness training, delegation, prioritization and team work
- Cultural Awareness, End of Life Care and Ethics

Nurse Residents in Critical Care, Cardiovascular, and Emergency Departments also participate in high acuity focused courses.