



## Critical Care/ Emergency Department Nurse Residency Program

### BSA Health System

The BSA Critical Care/ Emergency Department Nurse Residency Program is a highly structured, immersive, and comprehensive year-long nurse training program. Unlike a standard precepted orientation, this residency program ensures the newly hired RN/GN is exceptionally well prepared and confident through every progressive step to becoming a profoundly knowledgeable and skilled member of the nursing team. In order to ensure each RN/GN hired to the BSA Critical Care Units and Emergency Department are supported and prepared throughout their first year, a multitude of learning strategies are deployed, including:

Exceptionally structured progressive preceptorship	Interactive Scenarios via Simulation Lab	Comprehensive Skills Lab
Monthly Lectures lead by Physicians, APN, PA, and highly seasoned Critical Care/ Emergency RN's	Fundamental Preparatory Skills Lab for "hands on" training in an educational setting	Quarterly Case Presentations lead by Physicians, PA/APN, Pharmacy, Radiology, highly seasoned Nurses and more
Didactic and web based learning modules	Bi-Weekly individual feedback sessions with your Director and Educator	Evidence-based practice research project with Critical Care/ Emergency application
1 - 3 month supportive "Resource Period" after precepted orientation ends	Specific training for complex patients such as Impella, Intra-Aortic Balloon Pump, and Continuous Renal Replacement Therapy patients	Mentorship by one of the most highly skilled and well respected clinical teams in the region

The residency program is truly a phenomenal learning opportunity focused entirely on building far more than “minimal functional competence” as is the case with standard orientation programs. Instead, this is designed to create empowered Critical Care and Emergency Department nurses with the knowledge and tools to truly *excel* in the most clinically challenging of settings! If you’re ready for the most exciting and mentally challenging nursing experience of your life, we’re ready to provide the greatest learning and career growth opportunity of your life!

*Please contact Britanee Trammell in BSA Human Resources for more information:*

[Britanee.Trammell@bsahs.org](mailto:Britanee.Trammell@bsahs.org)

(806) 212 – 5363

*The BSA Nurse Residency Program: Creating empowered Critical Care and Emergency Department nurses with the knowledge and tools to truly excel in the most clinically challenging of settings!*

# Critical Care/ Emergency Department Nurse Residency Program

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- Engagement, openness, and participation in every learning opportunity
- Attentiveness and responsiveness to the preceptors and educators
- Respectfulness and professionalism in all interactions
- Service, kindness, and compassion to patients and visitors
- Positive and thorough communication

Our commitment to *YOU* would be to educate, precept, support, mentor, grow, and empower you! Through an extensive myriad of immersive educational strategies, the entire Critical Care/Emergency Department teams including Physicians, Physician Assistants/Advanced Practice Nurses, Pharmacists, Respiratory Therapists, Educators, and seasoned RN's will come together to create *in you* an empowered Critical Care/Emergency Department nurse with the knowledge and tools to truly excel in the most clinically challenging of settings.

Because we take these commitments extremely seriously, we require this separate residency application as part of the residency application process. Please take your time and complete each portion as thoroughly and openly as you possibly can. Completed residency application packets should be returned to Human Resources to be reviewed with your online application and/or turned in at your interview. Incomplete residency packages missing required items will not be considered.

Completed residency application packets should be completed along with an online employment application. The Nurse Residency Program is paid and all standard shift differentials apply. Your shifts will be a combination of 8-hours to 12-hours with the possibility of days, evenings and nights as you transition to your actual shift setting. Great flexibility of scheduling is a core expectation in order to obtain all the necessary coursework, lectures, clinical experiences, preceptorship, etc. Newly hired GN/RN's may begin the residency at any time during the calendar year.

Completed Residency Application Packets can be dropped off or mailed to:  
BSA Health System  
Human Resources – Nurse Residency Program  
1600 Wallace Blvd.  
Amarillo, Texas 79106

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# Nurse Residency Requirements

By my submission of this residency packet, I agree to fully participate in the below desired department's residency program. Please initial below.

\_\_\_\_\_ Critical Care

\_\_\_\_\_ Emergency Department

## **Nurse Residency requirements:**

- Graduate of an Accredited School of Nursing
- Employment Application completed online
- Complete the Nurse Residency Application Packet:
  - *If you are an experienced RN: Sealed Letter of Recommendation from your Director or a Physician and typed Written Response that addresses why you feel your passion lies in your desired unit and how the department would be better should you join the team.*
  - *If you are a Nursing student about to become a GN: Two Sealed Clinical Instructor Evaluations and typed Written Response that addresses why you feel your passion lies in your desired unit and how the department would be better should you join the team.*

\*Interviews will be scheduled following completion of the Nurse Residency Application Packet and Online Employment Application

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# Critical Care/ Emergency Department Nurse Residency Program

## Clinical Instructor Evaluation

The student named below is applying to the BSA Nurse Residency Program. Please complete the following as your reference on this student and return to them in a sealed envelope that contains your signature across the closed flap of the envelope. Your reply will be considered highly confidential. Sealed Clinical Instructor Evaluations should be returned with the Residency Application Package in its entirety.

***This form must be completed by a Clinical Instructor.***

<b>Student Name:</b> _____					
Criteria	Poor	Fair	Average	Good	Excellent
Initiative – Sought Learning Opportunities					
Reliability					
Flexibility					
Self-Esteem					
Clinical Skills					
Nursing Judgment/Critical Thinking					
Adapts to Stressful Situations					
Relationship to Peers					
Relationship to Patients					
Relationship with Staff					
Prioritized Tasks Efficiently					

Comments:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Clinical Instructor Printed Name: \_\_\_\_\_

Clinical Instructor Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Clinical Course/Semester: \_\_\_\_\_ School of Nursing: \_\_\_\_\_

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