
Practice Transition Accreditation Program™ Newsletter

September 2014

We are pleased to bring you this newsletter containing information from the Practice Transition Accreditation Program™ at the American Nurses Credentialing Center.

Meet the Team

Welcome! The ANCC Accreditation Program is excited to have launched inaugural accreditation criteria for transition to practice programs for nurses. Get to know the staff members who are here to answer your questions along the road to accreditation:

- Kathy Chappell, PhD, RN
VP, Accreditation Program and Institute for Credentialing Research
Director, Accreditation Program
 - Provides strategic oversight and direction for the Accreditation Program
- Sheri Cosme, MSN, RN
Sr. Accreditation Program Analyst
 - Primary point of contact for the PTAP appraiser pool
- Morgan Tuohy, BA
Sr. Accreditation Program Specialist
 - Primary point of contact for those interested in applying for accreditation of transition programs

PTAP Overview

Residency and fellowship programs are defined as “planned, comprehensive periods of time during which registered nurses can acquire the knowledge and skills to deliver safe, quality care in a specific clinical setting.”¹ The goal of ANCC’s Practice Transition Accreditation Program is to support the lifelong learning needs of RNs and APRNs by providing a “gold standard” of accreditation criteria for programs that transition nurses to new practice settings. If your organization has an existing transition program for RNs or APRNs, your team can use the criteria in the [2014 Application Manual: Practice](#)

¹ IOM (Institute of Medicine). (2001). *The Future of Nursing: Leading Change, Advancing Health*. Washington, DC: The National Academies Press.

[Transition Accreditation Program™](#) to evaluate your program's quality. If your organization or practice setting does not yet have an established transition program, use the PTAP manual as a potential road map to build a program that will meet accreditation criteria.

The credentialing process for transition programs has many similarities to other organization and program credentials, including the Magnet Recognition Program® and the Pathway to Excellence® Program for healthcare organizations, and the Primary Accreditation Program for continuing nursing education providers and approvers. The application process includes assessing program eligibility, completing a “self-study” of the program, an expert review by qualified appraisers, and an accreditation decision made by ANCC’s Commission on Accreditation (COA).

Application cohorts are being queued now:

Cohort Self-Study Due Date	Application Due Date
January 5, 2015	October 27, 2014
March 2, 2015	December 22, 2014
May 1, 2015	February 20, 2015

If you have questions about the application process or available resources, please contact Morgan.Tuohy@ana.org.

Call for Appraisers

Qualified RNs and APRNs are needed to join the appraiser pool to review applications for PTAP accreditation. For the application form and position description contact Sheri Cosme at Sheryl.Cosme@ana.org.

An application portfolio includes the following:

- Letter of support from a representative of an accredited organization (ANCC, TJC, CCNE, etc.).
- Completed Application for Practice Transition Accreditation Program™ Appraiser Form
- Curriculum Vitae

Events

Come see us at the Accreditation booth during the [2014 ANCC National Magnet Conference®](#), October 8-10 in Dallas, TX.

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October 2014

We are pleased to bring you this newsletter containing information from the Practice Transition Accreditation Program™ at the American Nurses Credentialing Center.

Criteria Domains

The [2014 Application Manual: Practice Transition Accreditation Program™](#) is divided into six criteria domains: Program Leadership, Organizational Enculturation, Development & Design, Practice-Based Learning, Nursing Professional Development, and Quality Outcomes. This month's newsletter is the first in a series in which we will provide a brief overview of these domains. The first two are Program Leadership and Organizational Enculturation.

Program Leadership

The primary focus of this domain is the accountability and responsibilities of the Program Director.^[1] For a transition program to be eligible for accreditation, the program's director must hold appropriate credentials as identified in the PTAP Application Manual. The Program Director must hold a level of authority in the organization to ensure that the residency or fellowship program will maintain compliance with ANCC criteria. A commitment to the learning needs of residents/fellows by evaluating data, advocating for resources, and engaging in executive support must be exhibited by the Program Director. This individual also drives continual quality improvement, with the goal of positive quality outcomes for the participants as well as the whole organization through his or her leadership of the transition program.

Organizational Enculturation

At any level of experience, a nurse who is new to a practice setting needs to be acclimated to the culture, values, and standards of the practice setting. For the new graduate RN, this means learning what it is like to work in a hospital or other

practice setting for the first time while working to solidify his or her nursing skills. Even the experienced RN or APRN who is transitioning to a new specialty or role requires an orientation to his or her new place in the organizational team. Different units and practice settings function in their own ways, and specialty skills need to be mastered while the RN is navigating a new role and new scope and standards of practice. For a residency or fellowship to achieve long-lasting success, the program needs to be closely aligned with the organization in which it is operationalized. The mission, vision, and values of the organization should be incorporated in the program's goals or outcome statements.

See the full [2014 Application Manual: Practice Transition Accreditation Program™](#) for the criteria that relate to each of these domains.

Events

The ANCC Accreditation Department will host a webinar providing an overview of the Practice Transition Accreditation Program on **November 10, 2014**. Learn about the details of applying for PTAP accreditation, and have questions answered by PTAP staff. If you would like to participate, please email practicetransition@ana.org to register.

Application Cohorts

Submit a [PTAP Application Form](#) by October 27 to join the January 2015 applicant cohort! If you have questions about the application process or available resources, please contact Morgan.Tuohy@ana.org.

Call for Appraisers

Qualified RNs and APRNs are needed to join the appraiser pool to review applications for PTAP accreditation. Please review the position description and consider applying today:

- [Position Description \(Team Member\)](#)
- [Application for Practice Transition Accreditation Program™ Appraiser Form](#)

An application portfolio includes the following:

- Letter of support from a representative of an accredited organization (ANCC, TJC, CCNE, etc.).
- Completed Application for Practice Transition Accreditation Program™ Appraiser Form
- Curriculum vitae

Application portfolios should be submitted electronically to Sheryl.Cosme@ana.org.

^[1] A registered nurse with a current, valid license as an RN, a graduate degree or higher with either the baccalaureate or graduate degree in nursing, and education or experience in adult learning who is responsible for overall planning and implementation of the residency/fellowship program. (2014 Application Manual: Practice Transition Accreditation Program™, 32)

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Criteria Domains

The [2014 Application Manual: Practice Transition Accreditation Program™](#) is divided into six criteria domains: Program Leadership, Organizational Enculturation, Development & Design, Practice-Based Learning, Nursing Professional Development, and Quality Outcomes. These domains were chosen as the categories essential to successful transition programs. In this month's newsletter we will provide a brief overview of the Development & Design and Practice-Based Learning domains.

Development & Design

The Development & Design domain focuses on the educational content delivered to residents or fellows, and the faculty and other team members responsible for the content. A practice transition program must have a faculty infrastructure appropriate to ensure that residents/fellows receive content that is up-to-date, evidence-based, and appropriate to the clinical setting. This domain also addresses how your program selects the competencies that will be evaluated for each resident or fellow. Competencies should be appropriate for the scope and standards of practice in the relevant clinical or specialty area.

Practice-Based Learning

A pivotal aspect of any transition program is the learning that takes place in the practice setting under the guidance of experienced healthcare professionals. This includes time spent with preceptors and mentors.

It is also important that residents and fellows know what is expected of them within defined timeframes of the program, and that they receive regular feedback on their progress toward goals. The PTAP criteria require that incremental goals be included for each resident/fellow, because they help determine whether the novice or advanced beginner can expect to reach the level of competency required by the end of the program.

Finally, the Practice-Based Learning domain emphasizes skills that residents will need in order to successfully develop into independent practitioners. These include time management, stress management, communication, critical thinking, and ethical decision-making.

See the full [2014 Application Manual: Practice Transition Accreditation Program™](#) for the criteria that relate to each of these domains.

Events

The ANCC Accreditation Department will host a webinar providing an overview of the Practice Transition Accreditation Program on December 18, 2014. Learn about the details of applying for PTAP accreditation and have your questions answered by PTAP staff. If you would like to participate, please email practicetransition@ana.org to register.

Apply for Accreditation

Submit a [PTAP Application Form](#) by the end of November 2014 to join the March 2015 applicant cohort! Additional deadlines are provided below. If you have questions about the application process or available resources, please contact morgan.tuohy@ana.org.

Application form submitted in the month of:	Self-Study due no later than:
November 2014	March 1, 2015
December 2014	April 1, 2015
January 2015	May 1, 2015

[Call for Appraisers](#)

Qualified RNs and APRNs are needed to join the appraiser pool to review applications for PTAP accreditation. Please review the position description and consider applying today:

- [Position Description \(Team Member\)](#) [pdf]
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Criteria Domains

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Nursing Professional Development

Nurses know that participating in lifelong learning is essential to maintain skills and to keep up with the ever-changing world of health care. The Practice Transition Accreditation Program emphasizes fostering a commitment to continued professional learning from the very start.

Nursing Professional Development opportunities include academic progression, certification, committee participation, publications and presentations, formal and informal leadership roles, and many others.

Quality Outcomes

Quality outcomes measure the overall impact of the residency or fellowship program on the value/benefit to patients, clients, residents/fellows, and the organization or practice setting. It is important to use multiple stakeholders when identifying quality outcome measures for the program. Stakeholders can include preceptors and faculty, mentors, and executive leaders as well as residents and fellows. It is also important that outcome data collected by the program be shared with these stakeholders.

Tracking quality outcomes contributes to continued improvement by identifying needs for revising the program. It can also help you make a business case for resources if you can show measurable outcomes that result from the efforts and investment you put into your residents.

See the full [2014 Application Manual: Practice Transition Accreditation Program™](#) for the criteria that relate to each of these domains.

Events

The ANCC Accreditation Department will host a webinar providing an overview of the Practice Transition Accreditation Program. Learn about the details of applying for PTAP accreditation and have your questions answered by PTAP staff.

Date: Thursday, December 18, 2014

Time: 1:00 – 2:00 p.m. EST

Cost: Complimentary

Register at <http://goo.gl/bpWoUB>.

Questions? Contact practicetransition@ana.org.

Apply for Accreditation

Submit a [PTAP application form](#) by the end of December 2014 to join the April 2015 applicant cohort! Additional deadlines are provided below. If you have questions about the application process or available resources, please contact practicetransition@ana.org.

Application form submitted in the month of:	Self-Study due no later than:
December 2014	April 1, 2015
January 2015	May 1, 2015
February 2015	June 1, 2015

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ANCC is the only nurse credentialing organization to successfully achieve ISO 9001:2008 certification in the design, development, and delivery of global credentialing services and support products for nurses and healthcare organizations.

