

## **Christiana Care Health System Exhibits Excellence in Transitioning New Graduate RNs into Critical Care**

As a Magnet® designated organization, Christiana Care Health System understands the importance of excellence—both in terms of providing it to their patients and enabling their nurses to achieve it. Christiana Care’s own Critical Care Nurse Residency Program has been an exemplar of that commitment to excellence and achievement for the past 27 years. This summer, that same program earned accreditation with distinction from ANCC’s Practice Transition Accreditation Program™ (PTAP). “Pursuing accreditation for the program served to validate the quality training and education these new graduate nurses receive as they start their nursing career,” said Christiana’s Critical Care Nurse Residency Program Manager Thea Eckman, MSN, RN-BC, CCRN-K.

Serving a bustling slice of the Mid-Atlantic and Northeast that touches parts of Maryland, Delaware, Pennsylvania, and New Jersey; Christiana Care requires a high-level of dedication from its nursing staff, which prides itself on delivering quality care to its patients. This focus on nursing excellence eventually led to the development of the Critical Care Nurse Residency Program and eventually, PTAP accreditation. “ANCC accreditation reaffirms that the Critical Care Nurse Residency Program meets the rigorous standards [we] established and that we are able to have a measurable impact on nursing care delivery with a focus on safety, patient and family centered care, interdisciplinary communication and use of evidence based practice,” Eckman explained. “In essence, we have taken an established program to a higher level with the accreditation journey and are setting the standard for other specialty residency programs within our institution.”

Accreditation is also a boon to Christiana’s recruitment efforts as it offers new nurse graduates the ability to work in a Magnet designated hospital that can successfully support their transition into practice. Said Eckman, “PTAP accreditation adds to Christiana Care’s reputation as an organization committed to the highest standards for patient care, patient outcomes, and nursing excellence”.

Beyond adding additional levels of thoroughness to the program, accreditation validates both the hard work nurses do every day, and the additional labor required to develop and maintain a Nurse Residency program. But the true, lasting thrill of accreditation is the understanding that you are establishing a platform that will empower future generations of nurses. “Our biggest reward is having a validated program that meets the highest levels of excellence, which supports the newly licensed RN to successfully start their career in one of our five specialized Intensive Care units,” Eckman noted. “These same nurses will in turn become our future preceptors, mentors, content matter experts, and nurse leaders.”

For those seeking accreditation, Eckman encourages them to remember that it is a journey. “There will be ups and downs that will take time, as with any change process,” she said. PTAP accreditation is an undertaking that requires engaging in a healthy amount of introspection and analysis, which Eckman encourages potential applicants to embrace. “Starting with the gap analysis allows the team to identify

what you already do well, and where you have opportunities for improvement,” she notes. But mostly, she wants applicants and those interested in accreditation to focus on the overall impact PTAP can bring to a healthcare organization’s culture, staff, and patients. “[Accreditation] is truly a ‘win-win’ for everyone as [it] is a source of pride for our nurses and everyone in the organization.” She continued, “it also builds on the trust that our patients and families have for our organization and allows them to know that they are being cared for by nurses who have received training at the highest level of excellence.

### **About Christiana Care Health System**

Christiana Care Health System is one of the country’s largest health care systems, ranking as the 22nd leading hospital in the nation and 11th on the East Coast in terms of admissions. The health system includes The Medical Group of Christiana Care, a network of primary care physicians, medical and surgical specialists as well as home health care, preventive medicine, rehabilitation services and patient/family advisors for core health care services. A not-for-profit teaching hospital affiliated with Sidney Kimmel Medical College at Thomas Jefferson University, Christiana Care is recognized as a regional center for excellence in cardiology, cancer and women’s health services. Christiana Care has an extensive range of outpatient services, and through Christiana Care Quality Partners, Christiana Care works closely with its medical staff to achieve better health, better access to care and lower cost. Christiana Care is home to Delaware’s only Level I trauma center, the highest capability center and the only one of its kind between Philadelphia and Baltimore. Christiana Care features a Level III neonatal intensive care unit, the only delivering hospital in Delaware that offers this highest level of care to the most critically ill newborns. Christiana Care includes two hospitals with 1,100 patient beds. For more information about Christiana Care, visit [www.christianacare.org/whoweare](http://www.christianacare.org/whoweare)

### **About the ANCC Accreditation Program**

The ANCC Accreditation program recognizes the importance of high-quality continuing nursing education (CNE), skills-based competency, and nurse practice transition programs. Around the world, ANCC-accredited organizations provide nurses with the knowledge and skills to help improve care and patient outcomes. Accreditation by ANCC validates that a nursing residency or fellowship program has been operationalized to meet ANCC standards, regardless of whether the curriculum is developed in-house or purchased from a provider. Use of any course/material/service does not imply eligibility for or successful performance in the submission of credential applications, nor is it a requirement to qualify for accreditation. ANCC does not endorse any products or services.

### **About ANCC**

ANCC is the world’s largest and most prestigious nurse credentialing organization. ANCC’s internationally renowned credentialing programs certify nurses in specialty practice areas; recognize healthcare organizations for promoting safe, positive work environments through the Magnet

Recognition Program® and the Pathway to Excellence® Program; and accredit providers of continuing nursing education, skills competency programs, and transition-to-practice programs. ANCC provides leading-edge information and education services and products to support its core credentialing programs. ANCC continues to drive nursing excellence, quality care, and improved outcomes globally through innovation, research, and operational positive practice.

ANCC is part of ANA Enterprise, which comprises American Nurses Association, American Nurses Credentialing Center, and American Nurses Foundation.

