Quality outcomes are measures of the overall impact of the program related to patients, clients, residents/fellows, and the organization or practice setting(s).

QD.SD1. Submit a list of program goals (in SMART goal format) and associated quality outcomes. List must include a brief description of the outcome measures, target benchmarks and aggregate date evaluated over the past 18 months, or from initiation of program to present if less than 18 months.

S- Specific, M-Measurable, A- Assignable, R- Realistic, T- Time specific deadline

1. Nursing Professional Development

Program Goal – Facilitate the transition of new RN Residents to the role of a professional nurse.

Outcome Measure - 80% of RN Residents will complete the extended RN Resident educational offerings within 18 months. (7 educational offerings surrounding professional development, aspects of nursing, conflict resolution and patient care challenges to help maintain resilience)
2. **Practice-based knowledge, skills and attitudes**

**Program Goal** – Enhance clinical judgment and clinical competence of the new RN Resident.

**Outcome Measure** – 80% of RN Residents will complete an additional certification within 18 months of hire (NIHSS, ACLS, PALS, TNCC, NRP, and critical care course)
3. **Self-Reported**

**Program Goal** – The new graduate nurse will establish a solid, professional foundation through mentoring and support in the areas of skill development, clinical decision-making, and teamwork.

**Outcome Measure** - 80% of participant/nurse satisfaction on post residency survey will be scored as agree or strongly agree. *More often than not, at the end of the day I feel fulfilled and satisfied.*
4. **Financial**

**Program Goal** – RN Residency Program positively impacts our retention and turnover rate

**Outcome Measure** – 90% 1 year retention rate of RN Residents. 80% 2 year Retention Rate of RN Residents.
5. Patient Outcomes

Program Goal – Enhance understanding of the role of evidence-based practice in improving patient outcomes.

Outcome Measures

- Reduce or maintain SIR to 1.0 or less for CAUTI
- Reduce or maintain SIR to 1.0 or less for CLABSI
- Reduce Falls per 1000 patient days by 10%