

Orientation Plan Self-Assessment

Designing your ideal program starts with evaluating your orientation needs. To begin, download and complete this streamlined assessment. If you need to review course content while doing so, visit our ECCO webpage.

Tip: AACN recommends you collaborate with nurse managers and preceptors of units where new nurses are hired, to help identify the most important content for those units.

Unique Needs and Competencies

1. What immediate needs are unique to your unit or hospital? What do your nurses need right now?
 - What training activities can wait or be considered optional/not mandatory?
 - Is it possible to give the novice nurse time on the unit prior to starting the critical care course, so the nurse can develop a frame of reference for the content?
 - Does your competency list go beyond the skills checklist and cover everything a nurse new to progressive or critical care needs to know? In order to ensure your nurses are ready for more independent practice after orientation, do you need a list of competencies?

Resources: [AACN Competence Framework](#) and [Toolkit](#)

Blended Learning

2. What types of instructor-led blended offerings (topic-specific class, simulation, discussion groups, case study presentations, etc.) are scheduled?
 - Is the ECCO content going to be supplementary, background or baseline for those offerings?
 - Should the nurse have some understanding prior to participating in those offerings or prior to taking care of a patient?
3. Do you offer blended learning activities that are learner led and educator monitored where the nurses can share experiences and ideas?
 - Examples may include private social media groups, private blogs or private online discussion groups.
 - Do you offer in-person time for sharing experiences?

Use of Preceptors

4. How are preceptors involved in providing education for and evaluation of novice nurses?
 - Are the preceptors using the preceptor tools included in each ECCO module?

Learning or Completion Incentives

5. Are there incentives for successfully completing all orientation activities by the conclusion of the probationary evaluation?
 - Do your new hires have to fulfill all new-hire requirements by the end of the probationary period?
 - Do you plan to provide financial incentives to complete ECCO?
 - For example, some hospitals offer a pay increase for successfully completing orientation and providing proof of completion.
 - Are you able to implement this type of reward system to incentivize completion of all modules within a certain period of time?

Now that you've completed the full assessment and reviewed the ECCO course content, you should have a good understanding of your program's framework. Then it's time to discover the possibilities for flexing content completion within six to 12 months of hire.