

# Building Competence: Hoo Knew A Professional Development Program

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## Introduction

All new Operating Room nurses are enrolled in a Perioperative orientation, a standardized six month training curriculum, modeled after the Association of Perioperative Nurses best practices and recommended standards, which teaches new OR nurses how to circulate and scrub in most of our 18 specialties. Additionally during the orientation period, weekly in-services are held to familiarize new nurses with these specialties. However, Gallup survey responses showed that nurses did not routinely know *what was expected of them at work*.

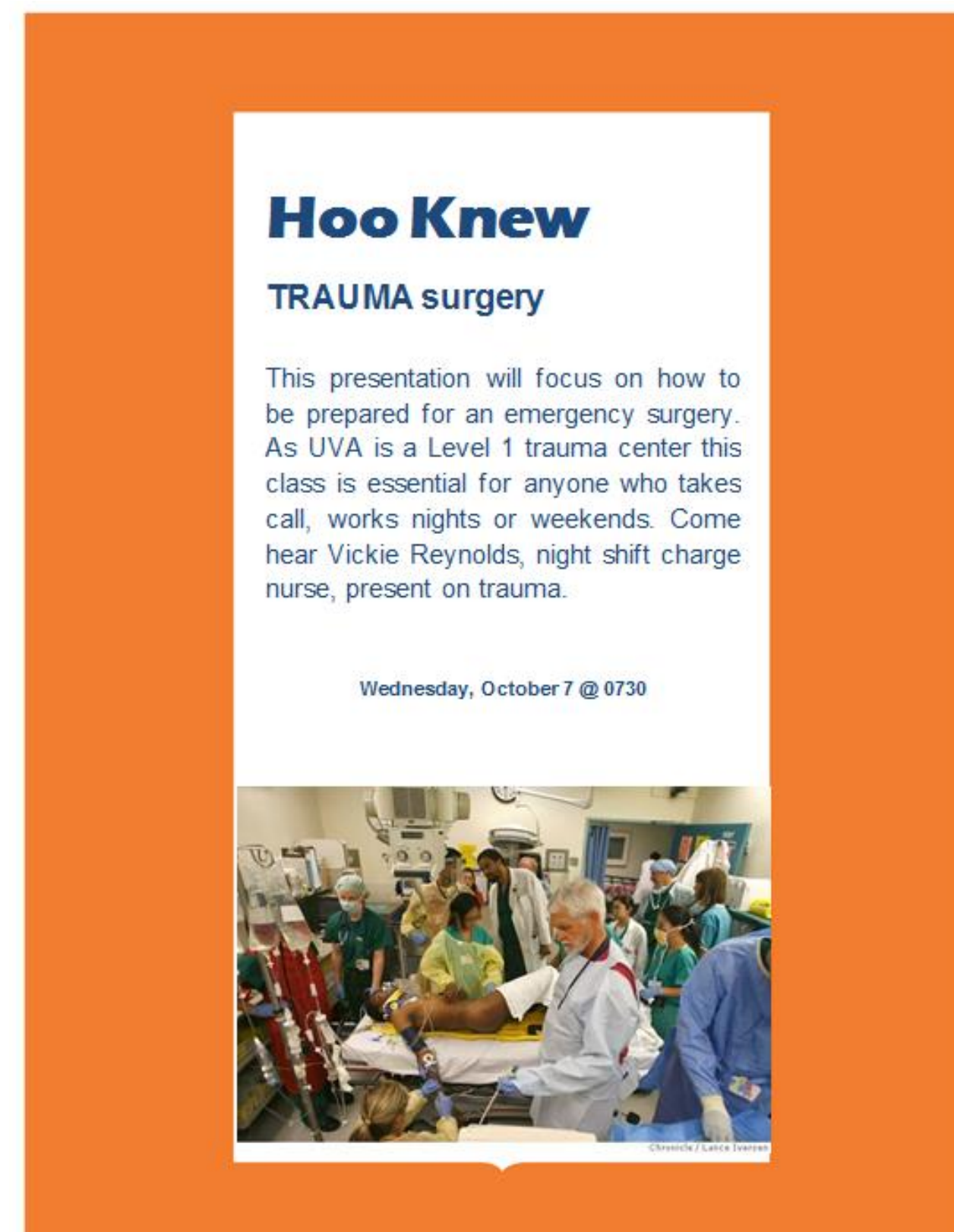
## Purpose

The Hoo Knew program was developed as a supplement to our Perioperative orientation core curriculum and to promote lifelong learning professional development, increase nursing satisfaction, and increase competencies related to floating and call shifts, thus increasing their comfort with what was expected of them at work .



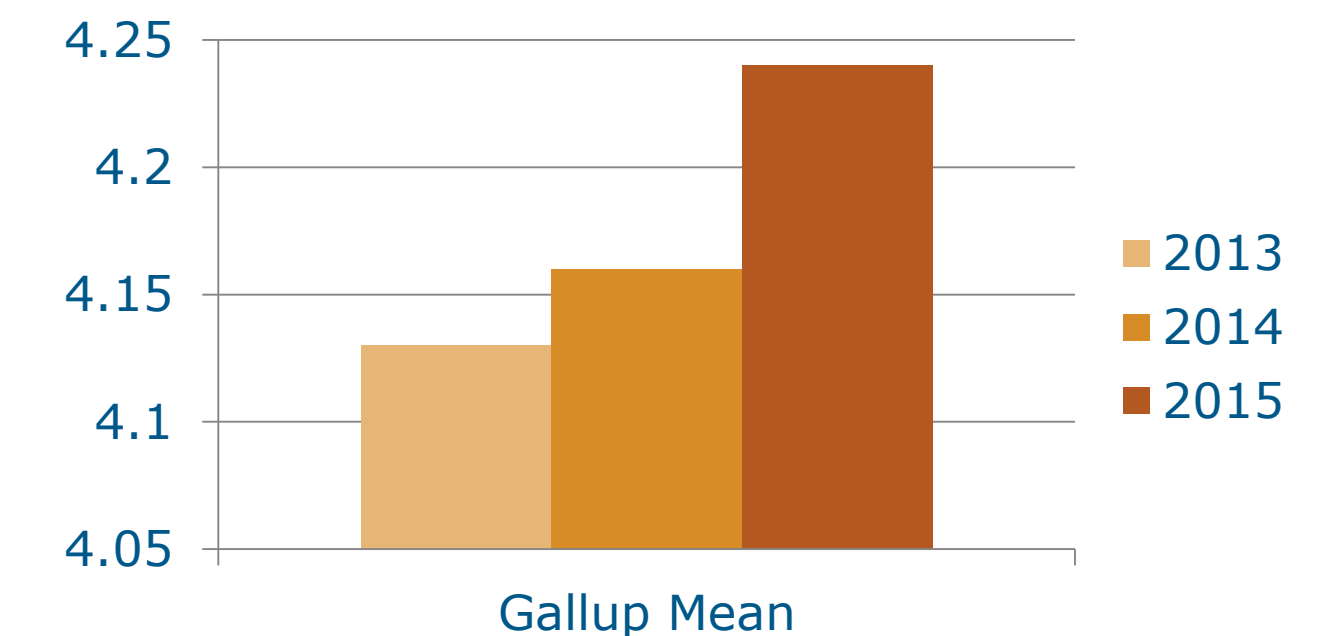
## Methods

Hoo Knew is designed both to teach new nurses and serve as a refresher for veteran OR nurses. Topics include complex positioning, trauma, handling specimens, forensics cases and specialty equipment. Classes are held twice a month. The classes are taught by OR nursing experts. Classes incorporate the AORN standards and evidence based recommended practices.



## Results

Classes are highly attended averaging about 20 nurses per class. Veterans and new nurses alike are active participants and suggest topics for future classes. Demand for the program has grown so much that classes are now offered four times a month to accommodate the evening shift. Additionally, the outpatient surgery nurses are also participating in this education opportunity. Scores from the Gallup Survey statement "*I know what is expected of me at work*" in 2014 went up from a mean of 4.13 to 4.16 over the previous year's results and in 2015 the mean rose to 4.24.



## Conclusions

Ongoing nursing education opportunities for OR nurses are successful in promoting life learning, professional development and improving nursing satisfaction. The Hoo Knew program provides an opportunity for OR nurses to promote evidence based practice, allowing nurses to ask questions and gain confidence in clinical skills. Simulations and in-services offered in a small group format allow nurses to ask questions and gain confidence in clinical skills which translate into improved role expectations.