

# Integrating Antibiotic Stewardship Core Elements into Nurse Residency Programs

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## Background

- Centers for Disease Control and Prevention Core Elements of Antibiotic Stewardship (AS) outline opportunities for nurse engagement (Figure 1)
- Nurse Residency Programs (NRPs) enculturate Newly Licensed Nurses (NLNs) into organizational initiatives, including AS
- NRPs facilitate design and implementation of unit-based NLN QI projects

## Methods

- AS leaders approached NRP for integration consideration
- Education/resource support on Lean methodology and AS was provided
- 4 separate NLN groups utilized a Lean A3 Problem-Solving Approach to investigate unit-based AS nursing engagement (Figure 2)

Figure 2. Cardiology NLN Group A3

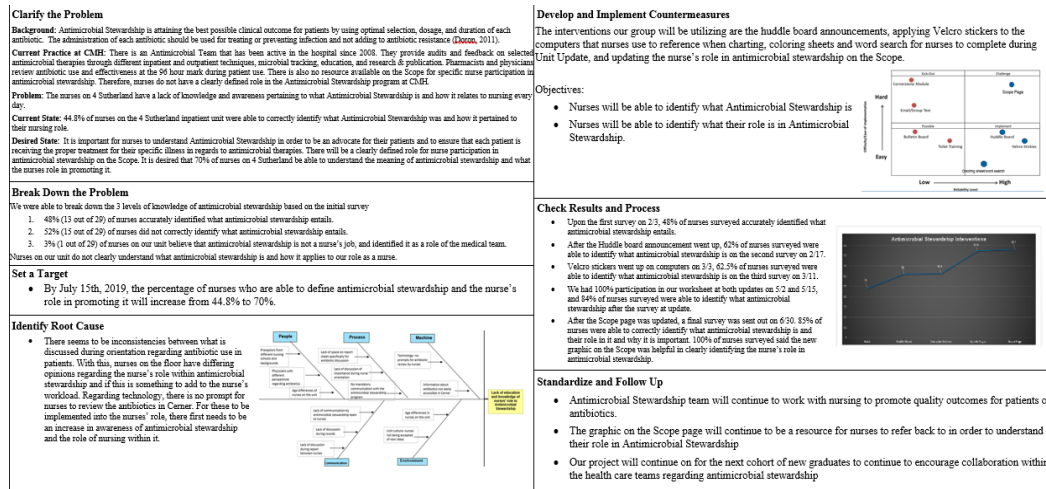


Figure 1. Nursing Engagement Opportunities within CDC Core Elements for Hospital AS



## Results

- Integration of CDC Core Elements into NRP
  - Leadership Commitment:** Endorsed by nursing leadership and Magnet accreditation standards
  - Action:** Conducted 4 NLN unit-based AS improvement projects with nursing-driven pre-post surveys and countermeasures (Figure 3)
  - Education:** Engaged 18 NLNs and 6 tenured nurses in structured problem-solving and AS with efforts reaching > 400 clinical nurses, nursing leaders, and ancillary clinical staff; continued family exposure to AS through nursing communication approaches

Unit	Year	Project Focus	Impact to Practice
PICU	1	Nursing hand-off tool to enhance communication of antibiotic indication, duration, day of therapy	Increase in discussion of antibiotic indication, duration, and day of therapy during nurse to nurse report
	2	Educational tool to enhance communication about antibiotics with patients/ families	No measured change in frequency of education; however, identified need for standardization of nursing role in AS education
Cardiology	1	Educational initiatives to increase AS awareness for nurses (huddle board; intranet education)	Identified nurse desire to be included in AS efforts, however, support needed to understand role/impact on patient outcomes
	2	Modification of established nurse hand-off tool to include discussion on patient antibiotics	Standardization of AS discussion increases nurse awareness and willingness to engage in AS efforts

## Conclusion

- NRP is one platform to integrate Core Elements of AS and expose nurses to AS principles
- Future directions include standardizing data collection to evaluate nursing impact
- Leadership commitment is crucial to ensure consistency and sustainability in nurse-led AS projects