Professional Nursing Development
Nurse Residency Program at Centra
A Journey to Nursing Professionalism: Developing Bedside Leadership and Beyond

Program Summary:
The Nurse Residency Program (NRP) at Centra is designed to support the New Graduate Nurse’s transition from advanced beginner to competent professional. The NRP is a supportive layer on top of the Centra Orientation and Nursing Orientation Program that is focused on Professional Practice and expands on what is learned during academic studies. The yearlong program includes professional development resources for leadership, patient safety and outcomes, and professional role. The curriculum is designed to support the New Graduate Nurse to:

- Use effective decision-making skills
- Provide clinical nursing leadership
- Incorporate research-based evidence into practice
- Strengthen professional commitment to nursing
- Formulate an individual Professional Profile

Program Requirements:
The NRP is one year in length and the New Graduate Nurse will participate in the following:

- 100% of NRP monthly four hour seminars
- Completion of a group evidence-based practice project
- Completion of all required assessment tools at the beginning, middle, and end of the NRP

Program Objectives:
At the conclusion of the NRP at Centra, the Graduate Registered Nurse will:

- Make the transition from an advanced beginner nurse to a competent professional nurse in the clinical environment
- Develop effective decision-making skills related to clinical judgment and performance
- Provide clinical nursing leadership at the point of care
- Strengthen his or her commitment to nursing as a professional career choice
- Incorporate research-based evidence linked to practice outcomes into the care he or she provides

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