

## **Learning Outcomes for Dialysis Technicians and Nurses in Training**

The NKC Preceptor can teach a preceptee any dialysis concept and hands-on learning per NKC policies and procedures. The following is a recommended order for preceptor teaching per Clinical Education classes and is not an exhaustive list of all concepts to be taught. It is recommended that preceptors teach concepts and skills after the trainee has first attended the Clinical Education class that provides that information.

**Unit Orientation** - By the end of the second week of orientation, the trainee should complete the following:

- Tour of unit and introduction to staff and patients.
- Trainee observation of unit workflow.
- Preceptor, manager, or designee introduces trainee to KNET, ADP, SAS, PolicySTAT, EMR, Cloudfax, MedTrainer, KHealth, Micromedex, ScheduleWise, Outlook email, and KnowBe4.
- Complete Scavenger Hunt, mechanical lift training and glucometer training.
- Meet with leader to review expectations and responsibilities.
- Preceptor will demonstrate station cleaning, basic EMR charting, and infection prevention practices in unit. Trainee to provide return demonstration.
- Preceptor will demonstrate (per procedure) machine tear down. Trainee to provide return demonstration.

**General Clinical** – Within the first two weeks of orientation, trainee should master the following skills:

- Proper hand washing/ hand sanitizer use, and wears PPE per policy
- Clean dialysis station

**Machine 101** - Within two weeks of attending Machine 101 class, trainee should master the following skills:

- Set up and tear down the dialysis machine (per NKC procedure)
- Prepare supplies and heparin for the patient on and off
- Program the dialysis machine with the dialysis prescription per EMR

**Dialysis 101** - Within the first two weeks of attending Dialysis 101 class, trainee should master the following skills:

- Gather pre, intra, and post dialysis data collection and document in the EMR
- Determine appropriate fluid removal goals for the patient with preceptor supervision
- Use appropriate communication with patients and co-workers

**AVF/AVG** -Within the first two weeks of attending AVF/AVG class, trainee should master the following skills:

- Demonstrate cannulation of AVF/AVG per procedure
- Demonstrate needle removal from AVF/AVG per procedure
- Practice using Lumify on AVF/AVG

**Machine 102** - Within two weeks of attending Machine 102 class, trainee should master the following skills:

- Troubleshoot machine alarms under supervision
- Demonstrate proper machine disinfection (citric acid, descale, rinse)

**CVC** - Within two weeks of attending CVC class, trainee should master the following skills:

- Practice CVC care (Dressing change, accessing, de-accessing)
- Lab draws on AVF/AVG or CVC
- Troubleshooting CVC issues

**Dialysis 102 (Orientation to IDT)** – By week 8, the trainee should:

- Meet with unit dietitian(s), social worker(s), facility system specialist (FSS), and biomed team members and learn their roles in the clinic.

**Dialysis 103-** Emergencies and Complications

Within 2 weeks of attending the class, trainee should be able to verbalize common steps used for responding to patient complications and emergencies.

**By Week 8,** Dialysis Technicians and Nurses should be able to do the following:

1. Demonstrate proper hand hygiene and PPE use per policy. Demonstrate the 5 moments of hand hygiene in and out of the patient station.
2. Correctly obtain document pre, intra, and post dialysis data collection, knowing when the nurse should be notified.
3. Clean and disinfect the dialysis machine and patient station.
4. Set up and tear down the dialysis machine correctly per procedure.
5. Prepare supplies for on and off, including heparin preparation.
6. Cannulate AVF and AVG per policy and perform on/ off correctly.
7. Perform CVC dressing change, accessing and de-accessing of CVC.
8. Collect lab specimens correctly and care for lab appropriately – invert, spin, etc.
9. Safely and correctly trouble-shoot machine alarms.
10. Understand basic patient complications and interventions (hypotension, hypertension, fluid overload, etc.)

**Preceptor should be completing the Clinical Skills Checklist by the end of week 12**

**By Week 12, Dialysis Technicians** should be able to perform everything in the previous list, plus:

1. Take patient from start to finish, increasing in number of patients until full POD of patients can be managed safely and appropriately.
2. Improve time management and prioritization skills.
3. Perform other responsibilities (chores) in the unit.
4. Communicates effectively (using SBAR) with the team to facilitate patient care.

**By Week 12, Dialysis Nurses** should be able to perform everything in the previous list, plus the following nursing responsibilities:

1. Monitor patients from start to finish, increasing numbers until managing expected number patients.
2. Perform pre- and post-nursing assessments
3. Perform medication administration correctly.
4. Document correctly in EMR and can accurately complete SAS reports.
5. Communicate with the nephrologist via phone and fax; understands best type of communication to use per situation.
6. Improve time management and prioritization skills.
7. Demonstrate appropriate nurse interventions for patient complications.
8. Review labs and correctly respond as needed.
9. Correctly transcribes MD orders into EMR and Neway.
10. Correctly and appropriately completes medication adjustments per protocols.

11. Correctly and appropriately completes dry weight evaluations, fall risk assessments, and POC's.
12. Correctly administers and documents vaccine administration.
13. Correctly and appropriately provides patient education.
14. Correctly performs water checks and knows emergency contacts for water room emergencies.
15. Correctly facilitates new patient admissions.
16. Can correctly and appropriately use SBAR to effectively communicate with the IDT to facilitate patient care.

**Recommended Manager/Supervisor check-in with the trainee weekly guide:**

1. What is going well? What is not going well?
2. What areas of improvement do you want to focus on in the next part of training?
3. What areas of improvement does the preceptor want to focus on in the next part of training?
4. What questions do you have?