

Nurse in Surgery Essentials™ Policy

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SECTION 1.0 NISE CERTIFICATE PROGRAM

1.1 PROGRAM PURPOSE

The Nurse in Surgery Essentials (NISE) Certificate program is designed to orient and prepare nurses who are new to the perioperative nursing specialty. This certificate program introduces the fundamental principles of perioperative nursing practice and provides an educational base for providing basic care in the perioperative setting. The goal of the NISE Certificate program is to equip nurses with the tools necessary to provide safe patient care throughout the three phases of perioperative nursing: pre, intra, and post.

NISE is an assessment- based certificate program. Assessment based certificates offer specific training and assess a candidate's ability to retain and apply the information presented. They are designed to build capacity and recognition of specialized knowledge and skillsets. Learners who complete the NISE program will obtain a Certificate of Completion or Certificate of Mastery at course completion, based on performance. The NISE certificate is not a certification.

1.2 PROGRAM SCOPE & DELIVERY

The NISE certificate program covers the pre, intra, and post phases of perioperative nursing care, and addresses the scope of knowledge covered on the Certified Nurse in the OR (CNOR®) certification exam, which is developed and administered by the Competency & Credentialing Institute (CCI).

Delivery of NISE certificate course is an asynchronous learning experience. Content is delivered online via the Moodle learning management system. Learners proceed through the course at their own pace, and have eight (8) months to complete, while building competency in the OR through hands on application of the content, as validated by Competency Assessment Forms provided with each unit.

The NISE program is designed for purchase solely by healthcare facilities and is not available for purchase by individuals or learners.

1.3 PROGRAM CONTENT

The competencies and content outline for the NISE certificate program were developed in partnership with the *Competency and Credentialing Institute (CCI) and is based on the results of the CNOR® Job Analysis. The CNOR® Job Analysis uses a multi-modal process to identify and validate the specialized knowledge and skill set required for competent performance of perioperative nurses.

The Nurse in Surgery Essentials (NISE) certificate program consists of six (6) structured units. Each unit was developed around a specific set of learning objectives and contains associated resources and learning aids. Competency is assessed throughout the course through the use of traditional assessments, observed clinical competency assessment methods (use of Competency Assessment Forms and Behavioral Anchored Rating), and self- reflection tools.

NISE utilizes a variety of methodologies based on adult learning principles to engage the learner and facilitate the transfer and retention of key course concepts.

*CCI does not require or endorse any specific study guides, review products, and/or educational training courses to prepare for CNOR certification. Candidates may prepare for CNOR certification using training and materials of their choice. Use of any educational courses, training, or materials (CCI or otherwise) does not imply successful performance on the CNOR certification exam.

1.4 INTENDED LEARNING OUTCOMES

Learning outcomes for NISE are based upon the course content and were developed to specifically address core concepts of the domains which appear on the CNOR® certification exam. Objectives for the NISE certificate course are listed below:

Upon completion of the NISE Assessment Based Certificate Program, the learner will be able to:

- A. Demonstrate proper surgical attire
- B. Demonstrate sterile technique including handwashing, gowning, and gloving
- C. Describe prevention of retained surgical items related to facility policy
- D. Describe preoperative preparation of the surgical patient including transfer of care, hand-offs, and diagnostic testing
- E. Describe the importance of positioning, prepping, and draping related to various surgical procedures and patient safety
- F. Describe facility policy related to prevention of deep vein thrombosis (DVT)
- G. Discuss the importance of environmental cleaning and demonstrate proper room turnover
- H. Discuss the importance of surgical smoke safety
- I. Discuss the importance of sharps safety
- J. Discuss the importance of radiation safety for staff and patients within the perioperative setting
- K. Describe the differences between disinfection, sterilization, and decontamination
- L. Identify commonly used surgical instruments, sutures, and staplers used within the OR setting
- M. Identify common surgical medications and demonstrate medication safety

SECTION 2.0 COURSE ADMINISTRATION

2.1 COURSE ELIGIBILITY

Registered nurses with an active license in good standing and working in the perioperative setting are eligible for enrollment in the Nurse in Surgery Essentials NISE Certificate program. Although the Nurse in Surgery Essentials (NISE) certificate was designed for nurses who are new, or with limited experience in the OR, more experienced nurses who are seeking to become CNOR® certified may use this course as a tool to reinforce core knowledge.

Learners who enroll in the NISE course must have access to a personal computer or WiFi enabled device with access to the internet.

2.2 COURSE ENROLLMENT

The Nurse in Surgery Essentials NISE is a facility/employer purchase. Upon contract execution, learners receive access to the NISE course.

Learners are required to create an individual password-protected account. Upon logging into their account, learners have access to course materials.

2.3 COURSE TUITION & FEES

Tuition for the Nurse in Surgery Essentials NISE certificate program includes access to all course materials, including presentations, videos, competency assessment forms, behavioral anchored rating scales, and reflective journaling exercises. See below for detailed pricing.

\$1235 per learner (*\$850 on Early Bird. Group Discounts also available.*)

Facilities and/or learners are responsible to purchase course textbooks to complete reading assignments. NISE required textbooks are listed below.

AORN. (current edition). Guidelines for perioperative practice. Denver, CO: AORN. Phillip, N. (Ed.). Phillips. (2017). Berry and Kohn's operating room technique (13th ed.). St. Louis, MO: Elsevier.
Rothrock, J.C. (2019). Alexander's care of the patient in surgery (16th ed.). St. Louis, MO: Elsevier.

There are no scholarships offered for the NISE course.

2.4 COURSE DURATION & EXPIRATION

Learners have up to eight (8) months to complete the course from the date they begin. To complete, learners must read and view all course materials, complete the observed clinical competency assessment components (competency assessment forms, behavioral anchored rating scales) and reflective journaling exercises for each unit, as well as score a minimum 85% on unit quizzes and the final assessment.

Purchase of the Nurse in Surgery Essentials (NISE) course enables access to authorized purchasers for a period of four (4) years from the date of purchase, which is defined as the date when the payment method clears, or purchase order is signed. At the end of this period, or the expiration date, access to the course for all users is terminated. Any unused licenses, including those assigned at that time, are forfeited.

2.5 COURSE WITHDRAWALS, TRANSFERS/ EXTENSIONS , & REFUNDS

There may be circumstances impacting a learner's ability to complete the course within the allotted eight (8) month time period. In such cases, the learner and the facility contact person should contact the NISE course administrator regarding the need for and options for course completion. The learner may be granted an extension or additional extension time to complete the course.

Withdrawals and extensions are granted at the discretion of the NISE course administrator. Extension fees may apply.

The Nurse in Surgery Essentials NISE course does not provide refunds.

2.6 COURSE ASSESSMENTS

Learner progress is assessed throughout the course, at the end of each unit, and at the end of the course. The Nurse in Surgery Essentials (NISE) course employs a variety of different instruments to assess perioperative nurse competencies at the novice or advanced beginner level.

These methodologies include traditional assessments, competency assessment forms, Behavioral Anchored Rating Scales (BARS) and reflective journaling. This varied approach to competency assessment is intentional and represents an integrated and measurement of progress towards the NISE course learning outcomes.

To progress to the next unit, a minimum score of 85% on unit quizzes and the completion of observed clinical competency assessments and reflective exercises is required.

The competency assessment forms and behavioral anchored rating scales must be signed by the preceptor and/or the Director of Education at NIFA® as appropriate, to confirm the learners ability to perform the listed tasks at a novice or advanced beginner level for each perioperative competency. Reflective journaling entries must be uploaded for review. Feedback is provided by either the facility assigned instructor or the NIFA® Director of Education.

A final assessment consisting of 200 questions is administered at course end, with designated facility personnel serving as proctors. Learners are allowed 4 hours to complete the final assessment and must achieve a minimum score of 85% on the final assessment. Learners will be given two (2) attempts to obtain a passing score on the final assessment.

2.7 COURSE COMPLETION & RESULTS

Learners who achieve a score of 85% or higher on the final assessment will be awarded a Certificate of Mastery for the Nurse in Surgery Essentials NISE course. A Certificate of Mastery indicates that the learner has successfully completed the course requirements and has met the intended learning outcomes necessary to be able to perform at a novice or advanced beginner level in the OR.

Learners who do not score 85% or higher on the final assessment will receive a Certificate of Completion for the Nurse in Surgery Essentials NISE course. A Certificate of Completion indicates that the learner has successfully completed the required course assignments but did not achieve the required score on the final assessment.

Learners may attempt the final assessment twice. Learners may request remediation to improve their score and increase their chances of successfully passing the final assessment.

2.8 COURSE DISMISSAL

NISE expects honesty and integrity from administrators, preceptors, and learners. Acts of academic dishonesty, including such activities as plagiarism, cheating, or submitting fraudulent documentation are regarded as serious offenses, and may result in dismissal without refund to the purchaser. Other violations that may lead to dismissal are possession of weapons or illegal drugs, and any violation of the American Nurses Association (ANA) Code of Ethics while acting in the role of a NISE learner.

2.9 COURSE EVALUATION

To ensure the continued accuracy and relevancy of the NISE course to current perioperative nursing practice and guidelines, and to the fidelity of the CNOR® exam content, a scheduled annual review will be performed by the Directors of Education at NIFA® and CCI.

Course content evaluations may occur more frequently, or as needed, to coincide with clinical practice or job analysis updates. When appropriate, additional subject matter experts (SMEs) may also review content for the NISE certificate program.

NISE learners are asked to evaluate the education and assessment components of the course upon completion. Learners are asked to provide feedback about the following aspects of the NISE certificate program:

- A. Number of hours spent preparing for or engaged in learning activities
- B. Whether or not the course prepared them for their practice role in the perioperative setting
- C. Whether or not the stated learning objectives and outcomes were met
- D. Quality of course materials and delivery

2.10 COURSE SECURITY & ACCESS

Learner records are securely maintained within Moodle, the NISE course learning management system, and as part of NIFA®'s permanent records. Upon enrollment, learners are provided with a single use secure login, and prompted to create unique login credentials.

NIFA® offices are open and staffed Monday thru Friday during business hours and locked after hours and on weekend. The NIFA® Director of Education, serving in the capacity of NISE course administrator, is the only staff member authorized to access NISE learner records.

Any third (3rd) party requests for learner records, including information about learner progress and performance, course completion, and/or pass/fail results must be in writing and include the reason for the request, and permission must be authorized by the learner, via a signed record release form.

2.11 RETENTION OF LEARNER RECORDS

In accordance with NIFA®'s Data Retention Policy, NISE learner records are maintained for a period of five (5) years. This time period begins upon the learner's enrollment in the program and concludes five (5) years after the enrollment date.

SECTION 3.0 COURSE ASSESSMENT

3.1 ASSESSMENT DESIGN & CONTENT

The content outline for the NISE final assessment is based on the core perioperative nursing competencies that a novice or advanced beginner would be expected to acquire, as identified by the most recent CNOR® Job Analysis.

The assessment content is closely mapped to the content domains which appear on the CNOR® exam blueprint, and like CNOR®; the final assessment is 200 questions and learners are allotted four (4) hours to complete.

Items which appear on the NISE assessments were selected from the NISE course education item bank and developed by volunteer subject matter experts.

3.2 COMPETENCY EVALUATION METHODS

The NISE course utilizes a variety of methods to assess competency to include low stakes traditional assessment, competency assessment forms, behaviorally anchored rating scales, and reflective journaling.

A. TRADITIONAL ASSESSMENT METHOD

A traditional assessment which may utilize standardized and conventional items such as multiple choice, true or false, and/or matching are used throughout the NISE course. Each unit contains a quiz, and learners must take a final summative assessment at course end. Learners must achieve a minimum score of 85% on the final assessment and are given two attempts to pass. If the learner does not obtain the minimum passing score on the first attempt, he/she is provided access to the NISE course administrator to remediate core concepts, before re-taking the assessment.

B. COMPETENCY ASSESSMENT FORMS

Competency Assessment Forms refer to a mechanism for learners to perform real-world tasks to demonstrate meaningful application of reading, PowerPoint (PPT.), and video assignments. Competency Assessment Forms are included with each unit and require that learners perform specific tasks in the presence of their preceptor. Based on the observed level of performance, preceptors then assign a Novice or Advanced Beginner rating to each task the learner completes, and uploads to the learner's account in the NISE course portal.

C. USE OF BEHAVIORAL ANCHORED RATING SCALES

The Behavioral Anchored Rating Scales (BARS) method is used throughout the NISE course as a means to rate the performance of learner. Learners are required to upload a video of themselves completing a series of predetermined tasks, then assigned a "Meet" or "Does not Meet" rating, based on the observed level of performance by the NISE course administrator.

Learners who require prompting to complete the series of tasks are rated "Does not Meet" and will be assigned a Novice rating. Learners who are able to complete the series independently and according to NISE standards, receive a "Meet" rating, Advance Beginner level of competency.

D. USE OF REFLECTIVE JOURNALING

The use of reflective journaling fosters critical thinking and helps learners build clinical decision-making skills based on newly acquired knowledge obtained through NISE course modules. Learners are required to use reflective journaling to answer a series of questions about their time in the OR and the types of cases where the new knowledge was applied. This learner self-assessment exercise in critical reflection assists learner to further synthesize each module's content with its learning objectives.

3.3 VALIDITY & RELIABILITY OF ASSESSMENT METHODS

NISE is an assessment -based certificate program that uses multiple assessment methods to measure the nurse's knowledge retention and applied performance behaviors, against the course learning objectives and intended outcomes (readiness to practice in the OR at a novice or advanced beginner level). Unlike an exam-based certification program such as CNOR®, the primary purpose of the NISE program is to provide education and training to facilitate the clinical practice of nurses who are new to the OR (Advanced Beginner or Novice).

The NISE program, although not a certification, is based on the most recent CNOR® practice analysis. The course is reviewed on a minimum annual basis to ensure the content reflects current references and scope of practice.

Learners are required to use reflective journaling to answer a series of questions about their time in the OR and the types of cases where the new knowledge was applied. This learner self-assessment exercise in critical reflection assists learners to further synthesize each module's content with its learning objectives.

3.4 MINIMUM PERFORMANCE REQUIREMENT

Minimum performance criteria have been established for each assessment method as indicated below:

- A. Traditional Assessment: 85% or higher on unit quizzes and final assessment
- B. Competency Assessment Form: Novice or Advanced Beginner rating
- C. Behavior Anchored Rating Scale: Video of performance of clinical competencies Preceptor and NISE Course Administrator must both agree learner "Meets" or "Does Not Meet" requirements
- D. Reflective Journaling: reviewed by NISE administrator

SECTION 4.0 ISSUANCE AND USE OF CERTIFICATE

4.1 ISSUANCE OF CERTIFICATE

Learners who successfully complete the NISE course will be awarded a Certificate of Mastery or Certificate of Completion.

A Certificate of Mastery denotes the learner has completed and submitted all required coursework to include Unit Quizzes, Competency Assessment Forms, Behavioral Rating Scales, and Self-Reflective Journaling exercises. Additionally, the learner has achieved a score of 85% or higher on the final assessment.

A Certificate of Completion denotes the learner has completed and submitted all required coursework to include Unit Quizzes, Competency Assessment Forms, Behavioral Rating Scales, and Self-Reflective Journaling exercises, but did not score a minimum of 85% on the final assessment.

Certificates are downloadable and may be printed for personal use or to verify completion of the NISE program.

4.2 VALIDITY & EXPIRATION OF CERTIFICATE

The Nurse in Surgery Essentials (NISE) Course was designed to prepare nurses to practice in the OR setting. As such, there is no expiration date for the Assessment-based Certificate of Mastery or Certificate of Completion awarded upon successful completion of the program, however; it is recommended that the RN remain current and employed within the OR setting.

To ensure current and relevant practice, it is recommended that the NISE course be repeated if a nurse has been absent from the OR clinical setting for 2 years or more.

4.3 STAKEHOLDER INFERENCE OF CERTIFICATE HOLDERS

It may be inferred that NISE Certificate of Mastery holders have attained knowledge to practice in the OR Clinical setting at a novice to advanced beginner level of competency. Additionally, it may be inferred that the nurse has received training and educational materials that are reflective of the most recent evidence-based practice.

4.4 CERTIFICATE MISUSE & MISREPRESENTATION

Complaints of misrepresentation, misuse of certificate, or other matters of program non-compliance must be formally submitted in writing. The letter of complaint must contain sufficient detail, (e.g. copy of falsified certificate, and the individual and/or facility's name for whom the complaint is alleged). The letter of complaint must include the complainant's name and contact information.

Complaints must be submitted to:

Jim Stobinski PhD, RN, CNOR, CSSM(E), CNAMB(E)
Interim Director of Education, Nurse in Surgery Essentials Course
NIFA 12354 E Caley Ave, Ste. 108
Centennial, CO 80111

Once the formal written complaint has been received, the NISE Administrator will begin investigation and review the information or learner records in question.

If the complaint is found to have merit, the NISE Administrator will contact the individual in question via certified mail within fourteen business days of receipt of the complaint. The notification will inform the individual of the alleged complaint of non-compliance.

This notification will contain a Cease and Desist order and inform the individual of possible legal or disciplinary actions which may be taken to rectify the matter.

The individual will be given the opportunity to submit documentation. If unable to produce the required documentation, further steps will be taken up to and including notification of the individual's supervisor, as permissible and in accordance with local, state, and federal laws.

If the complaint is found to be without merit, the complaint will be dismissed, and the complainant will be notified by mail within 14 business days.

SECTION 5.0 PROGRAM QUALITY ASSURANCE

5.1 COURSE REVIEW

NISE is committed to administering a quality program that adequately prepares students for an entry level role in the OR. In order to ensure relevancy to current practice standards, the NISE course is annually reviewed and updated.

Upon completion of the NISE course, feedback is solicited from course participants and facility contacts through a course evaluation mechanism, which allows for continuous feedback.

Course feedback is reviewed by the NIFA® Director of Education and additional SMEs if needed, to coincide with clinical practice updates.

5.2 COURSE CONTENT CHANGES

As part of the course annual review process, or to coincide with updates to the CNOR® job analysis or clinical practice updates, content changes will be performed by the NIFA® Director of Education/ NISE Course Administrator, with input from SMEs.

Content changes will be performed within the learning management system and communicated to facility contacts.

5.3 COURSE POLICY CHANGES

NISE program policies will be reviewed on a bi-annual cycle and modified as needed to meet the needs of the learners or practice environment.

NIFA® or NISE program administration reserves the right to change course policy at its discretion, with or without advance notice to learners or facility contacts.

Policy changes will be communicated using the announcement ticker on the NISE course homepage.

5.4 NISE CUSTOMER SERVICE STANDARDS

Every attempt will be made to respond to messages within two (2) business days. An out of office reply will be established for any extended periods of absence referring the students to the Student Support Department.

In the case of an extended absence, callers will be given the option to have their call returned at a later date or speak with Student Support or the Admissions staff.

As a means to ensure program compliance, the NISE program will implement quarterly meetings to present reports to management. Minutes will be noted and available for all staff to review via email.

During the meeting, course statistics such as admissions/ enrollments, withdraws, pass rates, and complaints will be reported.

5.5 QUESTIONS & COMPLAINTS

Questions and written complaints about the NISE Program should be submitted to:

NIFA®

Jim Stobinski PhD, RN, CNOR, CSSM(E), CNAMB(E)

Interm Director of Education, Nurse in Surgery Essentials Course

NIFA 12354 E Caley Ave, Ste. 108

Centennial, CO 80111

Complaints must be formal and submitted in writing.

Once a complaint has been received, the Course Administrator will begin investigating the complaint, and a response will be returned to the complainant within 14 business days.

If the complaint is found to be without merit, the complaint will be dismissed, and the complainant will be notified by certified mail within fourteen (14) business days.

If the complaint is found to have merit, the Course Administrator will contact the complainant within fourteen (14) days with a response or request for additional information as needed. Additional information must be returned to the Course Administrator within fourteen (14) business days.

If the requested information is not received within the required fourteen (14) daytime- frame, a determination will be made based upon the available facts or dismissed, and the complainant so notified.

5.6 DISCIPLINARY & APPEALS

Misrepresentation, misuse of certificate, or other matters of non-compliance are subject to disciplinary actions by the NISE course administrator. Disciplinary actions may include:

- A. Revocation of the NISE Certificate of Mastery or Completion
- B. Notification of the facility contact or learner supervisor

- D. Denial of learner's ability to participate in the NISE course
- E. Denial of future facility purchases

Disciplinary investigations and subsequent actions implemented by NIFA® or NISE will comply with all federal, state, and local laws for due process.

Learners and facility contacts have the right to appeal disciplinary determinations and other matters pertaining to program administration including:

- A. Final assessment scores
- B. Denial of course extensions
- C. Appeal of disciplinary actions

Appeals which pertain to the final assessment scores must be received within 30 days of completing the second attempt of the final assessment.

Appeals pertaining to denials of course extensions must be received from the facility contact within two weeks of the initial determination and must be accompanied by appropriate documentation. Email requests for appeal are acceptable due to the time sensitivity of course deadlines.

Disciplinary appeals must be received within two (2) weeks of the initial disciplinary determination.

All appeals must be submitted in writing to the NIFA® CEO at:

NIFA®

2354 E Caley Ave, Ste. 108

Centennial, CO 80111

SECTION 6.0 GENERAL POLICIES

6.1 NON-DISCRIMINATION

NISE does not discriminate on the basis of race, color, religion, gender, age, national origin, disability, sexual orientation, or military status in any of its admissions, operations, or hiring decisions.

NISE is committed to providing a welcoming and inclusive environment for all staff, participants, clients, and volunteers.

NISE will make every reasonable attempt to comply with Federal regulations concerning the administration of assessments for qualified persons who are temporarily or permanently disabled.

6.2 CONFIDENTIALITY

In adherence to NIFA® protocol, all staff have signed a confidentiality statement. All login/passwords, course records and materials are kept private to the user, offices are locked at the end of the workday, and computers are to be locked at the end of the day. Access to the building after hours is gained by use of company issued key as well as a unique individual identifying number to disarm the security system.

6.3 RELEASE OF INFORMATION

Education verifications and other requests for learner information must be accompanied by, a signed release of information from the learner and submitted along with the facility education verification form. No learner information is to be shared with an employer once the learner has completed the NISE course unless this criteria is met.

6.4 LEARNER CODE OF CONDUCT

Learners will respect and protect the rights and welfare of fellow learners, staff, employees, patients, and fellow operating room team members. All learners are expected to act professionally and to respect staff and employees of NIFA® clinical affiliates, patients, and all other colleagues they encounter in person, on the phone, or through other means of correspondence.

Learners must also strictly adhere to individual state laws regarding practicing in the perioperative setting, as well as adhering to all of the terms of the facility, and HIPPA.

NIFA® reserves the right to suspend or dismiss learners for failure to conform to proper conduct, as expected and required by federal, state, and local laws, as well as NISE policies. Any violation of NISE policies may result in permanent dismissal from the course.

6.5 INTELLECTUAL PROPERTY

Learner expressly acknowledges NIFA®'s ownership of all rights, title and interest, including copyrights in the NISE Course materials, except where the copyright of another party or public domain source is noted. Learner does not, by being allowed to use Course Materials under the terms of their facility's Licensing Purchase Agreement, become an owner of the NISE course materials.

The NISE Course materials are protected under federal copyright law, and the NISE name is protected under state and federal trademark law. Only the registered Learner of the facility owning a license may use the licensed Course materials. Unauthorized use, copying, or distribution of the Course materials is strictly prohibited, and may result in substantial penalties, including statutory damages of up to \$150,000 for willful infringement.