


**T**he need for an effective transition-to-practice program in nursing has been documented for more than 70 years (Benner, 2004; Kramer, 1974; Townsend, 1931). More recently, significant work has been done on developing national transition-to-practice programs (Beecroft, Kunzman, & Krozek, 2001; Williams, Goode, Krsek, Bednash, & Lynn, 2007), and the Commission on Collegiate Nursing Education has developed a national accreditation process for residency programs (<http://www.aacn.nche.edu/Accreditation/nrp.htm>). Additionally, calls for a standardized transition program for newly licensed nurses have come from the Joint Commission (Joint Commission



lack of knowledge of hospital procedure or unfamiliarity with



One study found that practical nurse transition programs averaged 4.72 weeks (NCSBN, 2006c), a time period so short that the study most likely would not provide insight into the effect of the program. Another study focused on discipline in nursing homes and concluded that improved LPN transitioning is needed (Board of Registration in Nursing, 2007). A national survey on



constructive feedback and how to foster reflective practice. Many transition programs we reviewed provided opportunities for feed-



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