



## **METROPLEX HEALTH SYSTEM Nursing Internship Program**

Thank you for your interest in the Nursing Internship Program at Metroplex Health System. We currently are accepting internship applications for ICU/TCU; Medical-Surgical; Emergency Nursing; Maternal Child Health and Operating Room. Each internship has its own unique platform but there are many shared experiences for the interns. We keep our groups small in order for the interns to get individual attention.

Your commitment to this program is very important. All of the internships have a 12 week program except the OR internship which is a 24 week program. Because of our commitment to you, we ask that you sign a contract stipulating your commitment to this program for an additional one year after the 12 week internship is completed, or two years after the 24 week OR Nursing Program is completed.

### **Benefits of completing the internship program are:**

- More classroom exposure to the types of system by system preparation needed to work in a specialized field
- More time at the bedside with a highly skilled preceptor in the specialized field
- Ability to earn vested time toward retirement and paid days off as an employee
- Access to continuing education at no cost to you
- Access to receiving tuition reimbursement to continue your education once you have established yourself as a committed employee
- Upon completion of the program, your base pay may be adjusted to reflect your new status and you can start earning shift and weekend differential pay

### **What do you do to apply??**

- Complete the Metroplex Health System application for employment for the Internship Program on-line. If you call the Education Department before you apply we will give you the Requisition Code that you will need to do this on-line.
- Complete two instructor/supervisor endorsement forms. You will receive two in your packet
- Go through an interview process with current Directors and Nurse Managers because you will be competing for available slots

Once you are selected, you will be asked to sign a contract stipulating that you will continue employment at Metroplex Health System. In the event you choose not to continue employment, you will need to repay the hospital \$1500.00 for the 12 week internships or \$3000 for the 24 week internship, to cover expenditures invested in you during the 12 weeks of training.

Once you have completed the necessary form application on-line, send me an e-mail at [shanna.sibberson@ahss.org](mailto:shanna.sibberson@ahss.org) so that I will know to get on-line and look for your application. I will set-up an interview appointment with you when I call you back. Then when we you come for your interview appointment, bring your instructor forms and your resume with you. If you have any questions feel free to call me at 519-8203. Again, thank you for your interest in our program. We wish you the best of luck in your current and future endeavors.

Sincerely,  
Shanna W. Sibberson MSN, RN  
Director of Education



**EVALUATION/RECOMMENDATION FOR INTERNSHIP PROGRAM**  
 (To be completed by Clinical Instructor or a Nursing Supervisor)

Name: \_\_\_\_\_ Date: \_\_\_\_\_

I had the above graduate/nurse in my supervision during the \_\_\_\_\_ timeframe, and I recommend her/him as a candidate for the MHS Nursing Internship Program. Listed below are the skills and abilities identified as essential to the safe and effective functioning level of a new graduate or fledgling staff nurse. This evaluation is based on a scale of 4 to 1 as indicated below.

| 4  | 3   | 2  | 1   |
|--|---|--|---|
| Performance consistently excels. Does much more than required. Distinguishes self as a role model. | Performance consistently meets requirements; occasionally contributes more than required. | Performance meets minimum requirements; opportunities for improvement exist. | Performance clearly unacceptable & immediate improvement is required. |

|   |   |   |   |   |
|---|---|---|---|---|
| 4 | 3 | 2 | 1 | Uses effective therapeutic techniques of communication  |
| 4 | 3 | 2 | 1 | Identifies the holistic needs of individual patients, including crisis intervention, therapeutic communication and stress adaptation response     |
| 4 | 3 | 2 | 1 | Uses the nursing process in providing care for a group of patients with increasingly complex needs and diagnoses                                  |
| 4 | 3 | 2 | 1 | Demonstrates the nursing role in preparing, assisting, and providing care for patients undergoing diagnostic tests and/or therapeutic procedures. |
| 4 | 3 | 2 | 1 | Performs safe, effective basic nursing care for patients  |
| 4 | 3 | 2 | 1 | Anticipates the needs of the patient/family unit  |
| 4 | 3 | 2 | 1 | Utilizes critical thinking skills in developing a plan of care  |
| 4 | 3 | 2 | 1 | Demonstrates appropriate infection control measures to include medical and surgical asepsis   |
| 4 | 3 | 2 | 1 | Demonstrates knowledge of physiological structure and function of the human body  |
| 4 | 3 | 2 | 1 | Recognizes the ethical and legal responsibilities of the nurse  |
| 4 | 3 | 2 | 1 | Demonstrates professional behavior in the clinical and/or academic setting  |
| 4 | 3 | 2 | 1 | Demonstrates maturity, honesty and accountability for actions   |

Additional Comments:

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Evaluator: \_\_\_\_\_ Date: \_\_\_\_\_

Institution/Facility: \_\_\_\_\_