



**BAYADA**<sup>®</sup>

Pediatrics

*A BAYADA Home Health Care  
specialty practice*



BAYADA Nurse  
Tara Barbarotto,  
RN, is pictured with  
her client, Daniel.

# Pediatric Nurse Residency Program

Your future in home health care nursing begins now



Luke, who has a rare genetic disorder, enjoys time with his BAYADA Nurse Jamie Smith, RN, BSN.

## Congratulations!

All your hard work has paid off and now you're on your way to fulfilling your dream of being a nurse.

Have you considered a career in pediatric home care nursing? The BAYADA Pediatric Nurse Residency Program will help prepare you to care for children with special needs in their homes.

At BAYADA Pediatrics, we believe that educating, training, and promoting the growth and development of clinical professionals is vital to achieving our vision of helping millions of people worldwide experience a better quality of life in the comfort of their own homes.

The Pediatric Nurse Residency Program stays true to this vision by preparing recent RN nurse graduates to provide high-tech, complex care for children with a wide range of diagnoses. The program also emphasizes the importance of our core values—compassion, excellence, and reliability—the cornerstone of our company philosophy, *The BAYADA Way*.

## What is the Pediatric Nurse Residency Program?

The BAYADA Pediatrics Nurse Residency Program is a full-time, intensive, 12-week training program designed to prepare recent registered nurse graduates for their transition into a professional nursing role in pediatric home health care. It is followed by a nine-month residency period as a pediatric field nurse.

Through in-person and virtual didactic learning, clinical precepting, and high- or mid-fidelity training in a simulation lab using realistic manikins to simulate emergency scenarios, the residents will experience a comprehensive, hands-on introduction to pediatric home health care.

The core curriculum focuses on:

- Psychosocial issues and family-centered care
- Growth and development of the infant, toddler, school age, and adolescent child
- Medication administration

- Review of skin, skeleton, respiratory, cardiac, GI, and neuromuscular systems
- Review of complex, multi-symptom cases and syndromes
- Documentation
- Child abuse
- Communication with physicians

Once you have successfully completed the program, you will be matched with a client or clients in your area so you can begin your career as a pediatric home care nurse. Flexible shift scheduling is available including nights and weekends.

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*“The BAYADA Pediatric Nurse Residency Program will give new graduates a **more comprehensive background for home health** care in 12 weeks than they will get for a year anywhere else.”*

—Director of Pediatric Clinical Operations **Kathy Pfeiffer**, RN, BSN

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## Why the BAYADA Pediatric Residency Program is a unique opportunity

BAYADA is a national leader in pediatric home care and is one of the few home care providers who offers this intensive training and residency opportunity. We believe our employees are our greatest asset; that’s why we are investing in your future and supporting your success as a nurse with BAYADA Pediatrics.

After graduation from the 12-week program, you’ll begin your nine-month residency period, where you’ll receive ongoing monitoring, support, mentoring, and career development from tenured nurse preceptors. The one-on-one support and hands-on learning you will experience as a resident is more comprehensive than most clinical rotations in nursing school.

The residency period bridges the gap between the classroom and the real world, giving you a smoother transition into a nursing career. You’ll develop confidence in your clinical skills and judgment, enhance your critical thinking, refine your time management skills, and so much more—all in a safe, nurturing environment. At completion, you will be prepared, competent, and ready to care for children with special needs in their homes.

Here's what the BAYADA Pediatric Residency Program offers you:

- Clinical Managers will invest their time in meeting with you, one-on-one, and championing your success
- You will observe and learn clinical best practices from designated preceptors in a simulation lab and in clients' homes
- Extensive on-the-job training includes client/diagnosis-specific clinical care, and clinical documentation
- One-on-one mentors will help you learn all facets of *The BAYADA Way* of clinical excellence
- You will experience rotations in different homes to better understand the dynamics of home care
- You will receive feedback, formally and informally, on a regular basis in an opportunity to enhance your learning and performance
- You will develop a network of relationships for ongoing collaboration and support

## Real-life pediatric simulation lab training

BAYADA Pediatrics Nurses work one-on-one with clients in the home, so high-level training is essential to support critical thinking and decision making. BAYADA Pediatrics is the leader in offering this training that is typically only available in a hospital setting.

Simulation lab training takes place in a lab setting with state-of-the art, fidelity pediatric manikins. These manikins simulate real-life emergencies as well as daily care needs, giving you the opportunity to learn, practice, and enhance your clinical skills.

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*“I loved my SIM training because it allowed me to **experience authentic urgent scenarios** within a safe environment. I practiced my nursing and strategic thinking skills as well as my emotional response to the situation, giving me more confidence.”*

—BAYADA Pediatrics Nurse **Krista Davis, RN**

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# What will I do as a BAYADA Pediatrics Nurse?

As a BAYADA Pediatrics Nurse, you'll have the opportunity to provide one-on-one care at home and school for children from birth through adolescence. Our clients have a wide range of diagnoses, including neurological diseases, traumatic brain injury, seizure disorders, bowel and bladder conditions, and more. Depending on the child's plan of care, you may provide:

- Tracheostomy and ventilator care
- Medication management and administration
- Premature and high-risk infant care
- Nutritional support and gastric tube care



Kasey, born at less than two pounds, is thriving, thanks to her nursing team, including BAYADA Clinical Manager Crystal Lee, RN.

*“My training through the residency program has prepared me to succeed. I have learned how to effectively communicate with clients and families and to be independent and confident in my abilities as a nurse.*

—Pediatric Nurse Residency Program graduate **Devin Jeffers, RN**

## Eligibility criteria

Nurses who meet the following criteria are eligible for the BAYADA Pediatrics Nurse Residency Program:

- Recent RN nursing school graduates from an accredited institution
- Successful completion of nursing boards
- Demonstrated success in nursing school curriculum with a GPA of 3.0 or higher
- Willingness to commit to 9 months of field work with BAYADA Pediatrics following graduation from the 12-week program

# Become a leader with BAYADA Pediatrics!

BAYADA is a financially strong, highly respected company with unlimited growth opportunities across the country. Pediatric Nurse Residency graduates are positioned to grow with BAYADA as our future leaders, maximizing our opportunities to help more clients live safely, with independence and dignity, in the comfort of home.

Through the BAYADA ASPIRE Talent Development and Mentoring Program for field nurses, you can apply your talents and use your clinical, critical thinking, and organizational skills to advance your career. This formalized program provides training and development, support and resources, and opportunities to become a future leader with BAYADA in the following areas:

## **Business leadership**

Develop your entrepreneurial skills to lead a service office or division of offices.

## **Clinical specialization and leadership**

Help lead clinical excellence by developing standards, supporting quality assurance, identifying and developing resources, and mentoring and training other clinical leaders.

## **Field leadership**

Mentor and assist peers in the field while providing one-on-one clinical excellence to your clients.

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*“When I started with BAYADA as a field nurse, I would never have imagined that I would have the opportunity to oversee multiple service offices in a matter of years. They provided me with the tools, coaching, and development I needed to achieve my dream.”*

—BAYADA Division Director **Virginia Steelman**, RN, BSN

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Gabe, who has cerebral palsy, loves movies, reading, telling jokes, and his home health care nurses from BAYADA Pediatrics.

## About BAYADA Pediatrics

BAYADA Pediatrics is a specialty practice of BAYADA Home Health Care, a leader in providing quality care inside the home since 1975. We believe that everyone deserves a safe home life with comfort, independence, and dignity. As a BAYADA Pediatrics professional, you will be part of a team that is committed to providing exceptional pediatric care with compassion, excellence, and reliability. That's *The BAYADA Way*.

You can also take advantage of support, resources, and supervision to help you develop and grow to your full potential. From your first day of orientation through ongoing training in best practices, new protocols, state-of-the-art technologies, safety, and communication, BAYADA Pediatrics will nurture your success and create opportunities for you to achieve your career goals.

BAYADA Pediatrics has locations throughout the country. Call **888-987-6022** to find the Pediatric Nurse Residency Program closest to you or visit [www.bayada.com/nrp](http://www.bayada.com/nrp).

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