Selecting, Developing, and Evaluating Staff. In this assignment, you will perform in the role of a nurse manager on a typical med-surg nursing unit. The unit is new - and has no current staff members. This is not the unit you work on now, it's a new unit. There is no history or past manager or current staff. You are starting from scratch. You're your text, the library, and your nursing knowledge to create a new staff, train them, and finally evaluate staff performance. Your assignment is to create a written plan to select, develop (in-service training and orientation), and evaluate your new staff based on published literature on best practices. Paper Outline: Detailed Description of your unit (use your imagination): # beds, types of patients, the number of RNs, LPNs, Certified Nursing Assistants, and staff you will need to hire. Create a 2-week schedule for staffing the unit. Leadership Roles and Behaviors: Detailed description of the management structure in the organization of which your unit is a part of, the nurse manager roles and behaviors, and other leadership roles and behaviors of the unit personnel. Credentials and experience required of nurse leaders should be included. Communication on the Unit: Detailed description of other disciplines that are involved in the delivery of care on your unit; how does each contribute to quality care? An effective communication model is described in detail to facilitate delegation and continuity of care. One scholarly reference was provided. Selection Process: Define the selection process you will use to interview and hire the staff. Include any background checks, testing, etc. that you find beneficial. Explain why you chose these decisions. Decisions should be evidence-based. In-service Training and Orientation: Plan the orientation process for your unit. How will you onboard and orient the new staff to your unit and expectations? Explain why you made these decisions. Decisions should be evidence-based. Evaluation: What will your evaluation system look like? Explain how you will provide feedback and evaluation to your newly hired staff for the first two years. Explain why you made these decisions. Decisions should be evidence-based. Include an introductory and conclusions section. The introductory paragraph should include a purpose statement for the paper. Use published, peer-reviewed literature and scholarly sources for this assignment. You will be basing your decisions on evidence-based literature. A minimum of 3 published, peer-reviewed articles within the last 5 years (no blog posts).