



The 30-60-90 Day Orientation Roadmap

A fill-in template for structuring a new hire's first three months on the unit.

HOW TO USE THIS: Use this as a living document — review and update it together at each milestone check-in. Adjust the day ranges and content to match your unit's orientation length and specialty.

Days 1–30: Foundation

Area	Details
Clinical Skills Focus	Core unit skills, basic assessments, med pass with supervision, EHR/charting fluency
Independence Level	Preceptor present for all patient care; orientee performs skills with direct supervision
Milestone Check-In	Day 15 informal check-in · Day 30 formal competency review
Notes	

Days 31–60: Building Independence

Area	Details
Clinical Skills Focus	More complex patients, prioritization across a full assignment, early delegation practice
Independence Level	Preceptor nearby but stepping back; orientee leads with preceptor as safety net
Milestone Check-In	Day 45 informal check-in · Day 60 formal competency review
Notes	

Days 61–90: Preparing for Independence

Area	Details
Clinical Skills Focus	Full patient assignment, charge-level awareness, handling unexpected changes independently
Independence Level	Preceptor available but not present for most tasks; final validation shifts
Milestone Check-In	Day 75 informal check-in · Day 90 final sign-off
Notes	

Sign-Off

To be completed at the Day 90 review.

Preceptor Signature:

Date:

Unit Educator Signature:

Date:

New Nurse Signature:

Date: