



2025

U.S. Army ROTC Nurse

Summer Training

Program (NSTP)

Nurse Summer Training Program

1. **OVERVIEW:** All training and actions are subject to COVID guidance and policies. The NSTP is a 29-day clinical immersion experience and is the pinnacle training event for future Army Nurse Leaders. The goal of the NSTP is to provide Army ROTC Nurse Cadets (you) with clinical experience in a hospital setting while introducing you to the duties, roles, responsibilities, and expectations of an Army Nurse Corps Officer. You will exercise leadership skills in a hospital environment by planning, organizing, decision-making, implementing and being accountable for the outcome of nursing care. You will collaborate with health care professionals on decisions related to patient care, management, as well as unit issues and strategies utilized in the provision of medical care to a select population. In 202, 185 Cadets attended NSTP at 20 military treatment facilities (MTFs) around the world.

2. **OBJECTIVES:** As an NSTP Cadet you will:

a. Demonstrate independent learning, self-initiation, and self-direction to develop clinical skills necessary for the delivery of nursing care for multiple patients.

b. Utilize the nursing process in the promotion of effective outcomes in all patient care situations.

c. Synthesize information from previous nursing course curricula to facilitate clinical decision-making.

d. Utilize skills of inquiry and problem-solving to acquire new knowledge from the clinical setting, patients, and patient family members.

e. Utilize collaboration to develop the interpersonal skills necessary to function as a health care delivery team member. In addition, become familiar with the mission, structure and personnel that comprise a military health care team.

f. Develop and display effective leadership skills with health care team members in a clinical setting.

g. Demonstrate accountability for professional actions and growth through becoming familiar with the duties, responsibilities and expectations of a junior Army Nurse Corps (AN) Officer.

3. **PREREQUISITES:** Cadets with an Academic Major of Nursing are the only Cadets eligible to apply for this program (CCIMS Label JXX). To be eligible, nursing Cadets must have completed one academic year of general nursing courses with successful completion of at least one semester or two quarters of a

Medical/Surgical nursing course that requires a CLINICAL component (excluding Community Health or Psychiatric Nursing). NSTP eligibility waiver requests will be submitted through the Cadet's respective Brigade Nurse Counselor (BNC) to the USACC Chief Nurse for approval. All NSTP rotations will be a minimum 28 days in length; Cadets are NOT permitted to leave NSTP early other than for a substantiated family emergency or medical condition. Cadets must complete a minimum of 29 consecutive days at NSTP (to **include conjunction** with Advanced Camp for those doing both continuously with no break in training) or Cadets will NOT receive Cadet Pay. Cadets attending NSTP will be required to receive all prescribed immunizations and have a valid Basic Life Support for Healthcare Providers certification by either the American Red Cross (ARC) or American Heart Association **valid through August 31, 2025**. Military hospitals utilize the American Red Cross Basic Life Support (BLS) course for Healthcare Providers as the standard for BLS certification. Therefore, the ARC is recommended for all future initial/renewal certifications. There are no exceptions to the BLS for Healthcare Providers regulatory requirement.

The Brigade Nurse Counselors (BNCs) will validate all applications prior to attendance at NSTP. Exceptions to policy will be considered on a case by case basis as determined by the USACC Chief Nurse.

You will also be responsible for completing and submitting to your location POC at minimum: HIPPA and Cyber Security Awareness certification. Additional

Cadets must be in good academic standing at their respective schools of nursing and have passed the approved fitness test as required by cadet command in the semester prior to NSTP. In addition, with a confirmed graduation of CST if attending prior. Cadets must meet HT/WT standards IAW AR 600-9 per COVID policy guidance.

4. TRAINING LOCATIONS: NSTP is conducted at select Army MTFs in the continental United States, Alaska, Hawaii and Germany.

5. MTF ASSIGNMENTS: You will be assigned to an MTF based on a national NSTP Order of Merit List (OML). Priorities of assignments are first to accommodate academic and Cadet Summer Training (CST) requirements. Location preferences and personal obligations are secondary considerations. Your BNC will notify you of your NSTP assignment location.

6. COURSE LENGTH AND CLINICAL HOURS REQUIREMENTS: NSTP is a minimum 29-day training program. Included in the 29-day time period are travel days, in-processing, out-processing, and graduation. You are expected to work the same full-time schedule as your assigned preceptor and may be assigned to work any shift that your preceptor works. The goal of the program is to attain **150 clinical hours** of training time. 120 hours is the absolute acceptable minimum. You will work full-time until out-processing, with normally occurring days off, regardless of the number of clinical hours attained. You are NOT permitted to

discontinue training when the minimum number of hours is attained. **First and last days of the program are travel days.**

7. GROUP PROJECT: You will be required to complete a group project related to needs of the facility that you are working. You will learn more about upon arrival at your assigned NSTP site.

The following are the learning objectives for the group project:

a. Incorporate goals related to needs of the facility that you are working during their initial counseling and on their evaluation support forms. *Ex: "I understand and commit to uphold the Army Nursing Core Values" or "I will utilize evidence based practice innovation supported by peer-reviewed literature and other evidence".*

b. Receive information on needs of the facility that you are working overview by the NSTP site coordinator or appropriate MTF representative and be given access to resources to conduct the group project. Cadets will establish small groups no larger than five (5) cadets and create an outline, set goals, and establish a timeline for small group work. Preparation time allocated is based on the scope of the project chosen and the learning needs of the students. These sessions are in addition to the clinical hours required for NSTP completion. *Ex: Cadets attend newcomer's orientation brief on a particular hospital policy or performance metric.*

c. Demonstrate a general understanding of the subject as evidenced by the ability to verbalize the general principles of said subject.

d. Demonstrate an in-depth understanding of the subject chosen.

e. Present group project in a professional manner to an audience of peers, unit staff, and hospital leadership in a formal or informal setting at the discretion of the NSTP site coordinator. If a product was created as part of the group project (pamphlet, newsletter article, or video) then the product will be presented as well as a group discussion on creation and lessons learned from the project. *Ex: Group project is presented by Cadets at a Unit level staff meeting, UPC, NPC, or at a separate time as advertised.*

f. Be evaluated and given feedback by the NSTP site coordinator or another individual as appropriate, based on the Group Project Performance Documentation Tool.

8. CLINICAL ASSIGNMENTS: You may be assigned throughout the inpatient clinical arena to include: medical/surgical, critical care, maternal-child, emergency room, same day surgery, post-anesthesia care unit/recovery room, burn unit, operating room, and inpatient psychiatry. Assignments that enable you to develop and practice hands-on clinical skills are of utmost importance.

Clinical assignments are solely at the discretion of the NSTP site coordinator. When making Cadet clinical assignments, site coordinators will consider the availability of preceptors, other MTF obligations, patient census, and Cadets' areas of interest whenever possible. There are no guaranteed clinical area assignments.

9. **DUTY UNIFORM:** The standard duty uniform is the Army Combat Uniform (ACU) in the Operational Camouflage Pattern (OCP) with patrol cap. You will wear the Cadet Second Lieutenant rank and distinctive ROTC insignia. You may wear hospital-issued scrubs on the assigned clinical unit if directed but must wear the Army Combat Uniform to and from duty. If scrubs are worn in the clinical area, you must be identified as ROTC Cadet Second Lieutenant (CDT 2LT, ROTC.) You may wear civilian fitness attire for individual physical training or the Army Physical Fitness Uniform as per local policy. You will follow local command policy for the use of audio devices and reflective belts.

10. **PHYSICAL TRAINING REQUIREMENTS:** You are not required to take the Army Combat Fitness Test (ACFT) while at NSTP. However, you are required to conduct personal physical fitness on a regular, individual basis. While you are permitted to participate in group physical fitness activities, this is at the discretion of the NSTP site coordinator. While it is extremely important for you to maintain physical fitness standards, priority is given to clinical experience. You should not miss scheduled clinical time to conduct group or individual physical fitness. You will be directed to conduct physical fitness activities during off-duty hours

11. **CADET PAY:** You may be entitled to the ROTC daily camp rate of pay during NSTP. You must be in a training status for a **minimum of 29 days** to be eligible for the camp rate of pay. Those who do not complete 29 days of training are not eligible for the camp rate of pay for ANY of the completed training period. This is non-waiverable.

Due to the processing requirements for Cadet pay, you will likely not receive pay until after completion of the NSTP rotation. Therefore, you should plan to have supplemental funds on hand for the duration of NSTP. If you require and advance pay for this time period notify your BNC 10 days prior to departure.

12. **ACADEMIC CREDIT:** If your school of nursing grants academic credit for NSTP you **must** identify yourself upon arrival to the NSTP site coordinator during NSTP orientation. If you are eligible for academic credit you should individually discuss with the NSTP site coordinator any specific requirements or documentation needs that you have (clinical hours verification, skills checklists, evaluation, etc.) It is your **personal responsibility** to ensure that you obtain the documentation necessary to provide to your school of nursing for academic credit, if applicable. A copy of the cadet COER will be sent to the USACC CMD Nurse and the respective Nurse Counselor of the cadet and the cadet will depart with a copy in hand prior to departure.

13. PERFORMANCE EVALUATION: While at NSTP, you will be evaluated using the Cadet Command Form 67-10-1 Officer Evaluation Report. This is an important document for you and is considered in your branching component assignment (active duty versus reserve duty.) At a minimum, your OER should address the following areas:

- 1) The size and type of nursing unit, including complexity/acuity of the patient population and your ability to set priorities and make safe decisions.
- 2) Title and quality of your group presentation. Include the amount of research and the target audience.
- 3) Ability to organize and direct care as a team leader, and other demonstrated leadership behaviors.
- 4) Initiative to seek new clinical and/or leadership experiences and ask questions to gain knowledge.
- 5) Demonstrated potential for service as an AN Officer.

Your Cadet OER may be hand-signed as some Cadets will not have a Common Access Card (CAC) and will not be able to access hospital computer systems or digital signatures. The NSTP site coordinator will give the original copy of the OER to you prior to departure and will send a signed copy to the USACC Deputy Chief Nurse.

14. LEAVE AND PASS POLICY: You are NOT authorized leave during NSTP. You may travel within the local area and on pass while on scheduled days off in accordance with MTF policy as long as the absence does not conflict with clinical hours or present a significant risk to your safety. Your days off will coincide with preceptor schedule and NSTP requirements as per the NSTP site coordinator. As this is a training program, you will not be granted specific days off to accommodate personal preferences or requests.

15. LODGING: Lodging will be coordinated for you by Cadet Command. Lodging may be in barracks, on-post lodging, or at an off-post hotel, depending on availability. You can expect to be double-billeted with another Cadet. You may not make your own lodging arrangements or stay in a location other than that arranged for you by Cadet Command. Lodging is centrally paid by USACC and cadet will not pay for room but may be asked for credit card for incidentals.

16. TRANSPORTATION: Many of the NSTP lodging sites are within walking distance of the hospital. For those that are not within walking distance, the MTF will coordinate your transportation to and from the airport and to and from duty and meals. Transportation options include: hotel shuttle, post shuttle, and MTF duty drivers. Preceptors also may assist with your transportation. Preceptors may transport you to and from duty, meals, and morale and welfare activities.

You are encouraged to travel in buddy teams whenever possible for increased safety.

Rental Cars are not authorized with government funds. It is the responsibility of the NSTP location to manage travel to and from duty shifts at MTF.

The use of personally-owned vehicles (POVs) by Cadets at NSTP is permissible but Cadets are not authorized in and around mileage. Cadets should contact their host battalions to find out if they are authorized reimbursement for travel to their NSTP location via POV.

17. **MEALS:** For 2025, Cadets will receive full per diem for meals only (not lodging) during NSTP. Meal Cards are not authorized. You will also receive partial per diem for travel days. Cadets will pay for meals up front during NSTP training and will be reimbursed upon return to their home schools. If an advance for travel per diem is necessary, coordinate with your ROTC Non Data Entry Agent (most likely the HRA) authorizing for travel. For location-specific amount for meal allowances, refer to the Defense Travel Management Office located at <http://www.defensetravel.dod.mil/site/perdiemCalc.cfm>

18. **What to bring.** The following are recommended items to bring to NSTP:

DO take with you:

- CPR for Healthcare Provider certification card
- Copy of Immunizations with current PPD (within 1 year for CONUS and 6 months for OCONUS)
- Complete Army Combat Uniform (ACU) or OCP with Cadet 2LT rank
- Patrol cap with Cadet 2LT rank
- Pin on non-subdued Cadet 2LT rank
- ASU name tag
- Clean and comfortable boots
- Undershirts
- Socks
- Nursing shoes (can be clean tennis shoes)
- Shower shoes
- Pocket size notebook for taking notes while you are working
- Pens and pencils
- Stethoscope (other clinical supplies as needed, think of what you would normally bring to clinicals with you every-day)
- Watch with second hand
- Padlock
- Tasteful, casual civilian clothes for off-duty time (conservative dress)
- APFU with PT belt

- Running shoes
- Civilian PT attire
- All black or OCP-patterned backpack
- Cash and/or credit/debit card for incidental expenses

****Please note that some NSTP sites have specific packing list requirements. See Location Information Sheets for site-specific requirements.**

DO NOT take with you:

- Expensive jewelry or other high-value items
- Weapons
- Excessive baggage
- Nursing references/medical texts

19. Points of Contact. Host Battalion, Brigade Nurse Counselors, or the USACC Chief Nurse will provide additional guidance and assistance. The Program Manager for the Nurse Summer Training Program is the USACC Chief Nurse, COL LaKisha Wright at lakisha.s.wright2.mil@army.mil or 502-500-5581. An alternate POC is MAJ Natheia McMillan at natheia.c.mcmillan.mil@army.mil. See the individual site Location Information Sheets for the specific NSTP site coordinator at each location.

20. NSTP Clinical Performance Documentation Tool. Clinical performance is documented using the following tool. It provides the mechanism to evaluate the ability, knowledge and skill of the nursing Cadet to perform elements/tasks identified within their scope of practice. The preceptor functions in the role of facilitator, using this assessment tool as a guide, to provide professional guidance to the nurse Cadet and expose the Cadet to the “everyday” practice of nursing.

All elements are performed under the preceptor’s direct supervision. A list of Critical Behaviors and Elements will assist the preceptor in guiding the student in acquiring new knowledge and skills. The preceptor’s clinical expertise is essential to direct the student in applying theoretical concepts in practical clinical situations.

Students will complete as many of the items on the tool as possible. The patient population will define clinical opportunities; therefore all elements may not be demonstrated. In such cases, the preceptor will annotate “not observed” in the comment section associated with the particular element. Preceptors will initial to validate items performed and comment on exceptional performance or areas needing improvement. Preceptors will make an attempt to expose the Cadet to as many of these elements as possible during their rotation.

Critical Behaviors:

#1 Provides safe, organized, holistic and effective nursing care based on a synthesis of knowledge for patients with a range of health problems. (12 elements)

#2 Provides appropriate nursing care and the rationale for nursing decisions using relevant knowledge, principles, and theories. (30 elements)

#3 Demonstrates leadership in development and implementation of ethical and professional standards and conduct. (11 elements)

#4 Accountable for own actions/behaviors related to the clinical experience. (9 elements)

Clinical Performance Documentation Tool

**US Army Cadet Command
Nurse Summer Training Program
Clinical Performance Documentation Tool**

Cadet Name _____ School _____

Medical Treatment Facility _____ Dates _____

Critical Behavior #1

Provides safe, organized, holistic and effective nursing care based on a synthesis of knowledge for patients with a range of health problems.

Element	Performed	Not Performed	Comment
Selects appropriate nursing actions based on scientific rationale and evidence based practice			
Follows established policies, unit guidelines and procedures in providing patient care.			
Complies with Army policies, procedures, and protocol.			
Provides on-going assessment of a patient's condition and initiates appropriate nursing intervention.			
Utilizes the basic principles of asepsis in providing direct patient care.			
Recognizes nursing care as a 24-hour a day, 7-day a week responsibility.			
Identifies the location of emergency equipment and is aware of their use in emergency situations.			
Communicates effectively in written form.			
Communicates effectively in oral form.			
Adapts communication and therapeutic approach in multicultural settings.			
Adapts communication to patient's verbal and non-verbal cues.			
Uses a computer to obtain/process information when documenting patient data and nursing care.			

Note: Comments should address particularly outstanding performance or areas needing improvement.

Critical Behavior #2 Provides appropriate nursing care and the rationale for nursing decisions using relevant knowledge, principles and theories.			
Element	Performed	Not Performed	Comment
Uses nursing process effectively while caring for patients with complex health needs.			
Employs creative approaches to unique as well as recurrent patient situations.			
Applies critical thinking, and seeks appropriate resources during clinical decision making.			
Organizes time and resources effectively.			
Monitors delivery of nursing care within area of responsibility.			
Identifies discrepancies between standards of care and observed nursing practice.			
Utilizes primary publications and current research findings to interpret complex interrelated data.			
Incorporates patient/family teaching goals into the nursing care plan.			
Demonstrates knowledge of actions, indications, contraindications, adverse effects and nursing implications of administered medications.			
Demonstrates technical skills to meet patient's physical and psychological needs by:			
✓ making an occupied/unoccupied bed.			
✓ providing for a patient's elimination needs.			
✓ administering a partial/complete bed bath.			
✓ performing daily oral hygiene and skin care.			
✓ performing patient range of motion.			

Note: Comments should address particularly outstanding performance or areas needing improvement.

Element	Performed	Not Performed	Comment
✓ assisting with patient mobility.			
✓ assist with special feeding techniques to include tube feedings, etc.			
✓ appropriately preparing the patient and providing psychological support when assisting the physician during a procedure/examination.			
✓ assessing respiratory status and providing administration of oxygen therapy.			
✓ correctly obtain urine, stool and sputum specimens.			
✓ correctly insert and maintain Foley catheters.			
✓ correctly perform venipuncture for specimen collection.			
✓ demonstrate accurate labeling of specimens and completion of appropriate request forms.			
✓ correctly perform wound care, to include wound irrigation and sterile dressing changes.			
✓ demonstrates proper technique in insertion, use and care of intravenous catheters.			
✓ accurately determines intravenous flow rate and regulates by use of manual and mechanical means.			
✓ demonstrates proper techniques in the insertion and use of nasogastric tubes.			
Consistently develops long and short-term patient oriented nursing care goals based upon assessment of the patient and scientific principles of professional nursing.			
Plans for anticipated changes in patient priorities and demonstrates the ability to adapt the plan of care.			
Correctly assists a patient for admission, surgery, transferring and discharge, to include pertinent patient teaching.			

Note: Comments should address particularly outstanding performance or areas needing improvement.

Critical Behavior #3

Demonstrates leadership in development and implementation of ethical and professional standards and conduct.

Element	Performed	Not Performed	Comment
Assures patient privacy at all times.			
Demonstrates awareness of and protects patient's rights.			
Exhibits non-judgmental behavior when confronted with patient, family or medical staff decisions based on values that differ from own.			
Supports the patient's and family's right to exercise choice in decisions regarding their health care.			
Collaborate with health team members to plan nursing care goals.			
Identifies categories, functions and duties of nursing personnel within the unit.			
Appropriately assigns and supervises paraprofessional personnel.			
Assists paraprofessional personnel in identifying patient care needs and prioritizing patient care.			
Provides constructive feedback on subordinate's performance.			
Identifies variables that affect the motivation of individuals on the assigned unit.			
Identifies real/potential areas of interpersonal conflict among staff.			

Note: Comments should address particularly outstanding performance or areas needing improvement.

Critical Behavior #4**Accountable for own actions/behaviors related to the clinical experience.**

Element	Performed	Not Performed	Comment
Identifies and documents nursing actions/orders to be initiated in implementing the plan of care.			
Documents nursing care problems in the patient record and establish realistic nursing care goals to direct nursing actions.			
Recognizes the research potential of nursing problems.			
Communicates pertinent information regarding a patient's condition/concern to health team members.			
Demonstrates self-direction in seeking out learning opportunities.			
Demonstrates awareness of the limitations of skill and responsibility and does not make decisions beyond those limits.			
Assists with formal and informal nursing unit in-service training.			
Accepts accountability for own actions and those delegated to others.			
Considers own competence as the standard for accepting delegated responsibilities. Utilizes supervisory staff as resource in clinical decision-making.			

Note: Comments should address particularly outstanding performance or areas needing improvement.

Preceptor/Cadet Comments:

Please use the following area to provide specific comments on the performance of the nurse cadet during the clinical experience or to continue comments on specific elements.

[illegible]

Cadet (Print / Signature)

Date _____

Preceptor (Print / Signature)

Date _____

US Army Cadet Command

Nurse Summer Training Program

Group Project Performance Documentation Tool

Cadets Name(s)_____

Project Topic/Title_____

Medical Treatment Facility_____ Date_____

Element	Performed	Not Performed	Comment(s)
Selects appropriate group project topic related to needs of the facility			
Conducted adequate research on topic			
Demonstrates a solid understanding of topic			
Incorporates proper topic terminology			
Incorporates baseline nursing knowledge into the assignment			
Expands on at least one element of topic			
Presents material in a professional manner			
All members demonstrate good oral communication skills			
All members demonstrate creativity and passion for the assignment			
All members appear to have actively participated			
Demonstrated a good understanding of material when asked questions related to the group project			

Note: Comments should address particularly outstanding performance or areas needing improvement.

Evaluator/Cadet Comments:

Please use the following area to provide specific comments on the performance of the nurse cadets during the group project or to continue comments on specific elements.

[illegible]

Evaluator (Print / Signature)

Date _____

Cadet 1 (Print / Signature)

Date

Cadet 2 (Print / Signature)

Date _____

Cadet 3 (Print / Signature)

Date _____

Cadet 4 (Print / Signature)

Date

Cadet 5 (Print / Signature)

Date

1. The Internship report dates are based on Advanced Camp (AC) graduation dates.
2. NSTP Locations

A: Internship Cycle Dates for FY25

AC Cycles		
Cycle / Regiment	Regimental Dates	Internship Dates (29 Days)
1	1 Jun - 6 Jul	1 Jun- 29- Jun
2	6 Jun - 11 Jul	7 Jul - 4 Aug
3	11 Jun - 16 Jul	12 Jul - 9 Aug
4	16 Jun - 21 Jul	17 Jul - 14 Aug
5	21 Jun - 26 Jul	22 Jul - 19 Aug
6	26 Jun - 31 Jul	27 Jul - 24 Aug

B. NSTP Locations:

1. San Antonio Military Medical Center (SAMMC) San Antonio, TX.
2. Tripler Army Medical Center (TAMC) Honolulu, HI.
3. Carl R. Darnall Army Medical Center (CRDAMC) Ft. Cavazos, TX.
4. Walter Reed National Military Medical Center (WRNMMC) Washington, DC.
5. Dwight D. Eisenhower Army Medical Center (EAMC) Ft. Eisenhower, GA.
6. William Beaumont Army Medical Center (WBAMC) El Paso, TX.
7. Landstuhl Regional Medical Center (LRMC) Landstuhl, Germany.
8. Womack Army Medical Center (WAMC) Ft. Liberty, NC.
9. Madigan Army Medical Center (MAMC) Ft. Lewis, WA.
10. Alexander T. Augusta Military Medical Center (ATAMMC) Ft. Belvoir, VA.
11. Bassett Army Community Hospital (Basset ACH) Ft. Wainwright, AK.
12. Bayne-Jones Army Community Hospital (BJACH), Ft. Johnson, LA.
13. Blanchfield Army Community Hospital (Blanchfield ACH), Ft. Campbell, KY.
14. Evans Army Community Hospital (EACH), Ft. Carson, CO.
15. Irwin Army Community Hospital (IACH), Ft. Riley, KS.
16. Martin Army Community Hospital (MACH), Ft. Moore, GA.
17. Keller Army Community Hospital (KACH), West Point, NY.
18. General Leonard Wood Army Community Hospital (GLWACH), Ft. Leonard Wood, MO.
19. Weed Army Community Hospital (Weed ACH), Ft. Irwin, CA.