

Measuring and Reporting Educational Activities

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Purpose

To implement the NPD Practice Model and enhance the partnership between the nursing professional development department and nursing leadership.

Background

A practice gap with ANPD Standard 3: Outcomes Identification exists within the Ascension Wisconsin (AW) Clinical Professional Development (CPD) department

The AW CPD department has not fully implemented the NPD Practice Model - inputs, throughputs, outputs

AW leaders lack trust in the CPD Department; multiple restructures have complicated the interdepartmental relationship

Opportunities to better use change management techniques are present

Literature Review

NPD Practitioners need to be collaborators and advocates for their profession

Demonstrating departmental value is an essential skill for NPD Leaders

Transparency builds trust

Change management techniques are essential to engage stakeholders in effective use of dashboards

Stacked learning for dashboards is essential; onboarding overlapping with usage will enhance the end user experience

Format, currency, and completeness of information indirectly affect decision making quality by reducing the perceived task complexity and enhancing information satisfaction

Implementation Plan

Establish Outcomes

- Develop AW CPD competencies related to ANPD Standard 3: Outcomes Identification
- Find educational activities (e.g. ANPD Webinars) for NPD Practitioners
- Incorporate education and competency validation into Annual Learning Plan
- Correlate existing education – Onboarding Programs, Web Based Trainings (WBTs), other learning activities, etc. – to outcomes
- Utilize “Known Costs of Outcomes” table to identify ROI of education
- Develop template to summarize key components of PRN educational activities – topic, needs assessment overview, outcomes, costs, ROI, results, volume of participants served, etc.
- Form workgroup to finalize template and implement into routine practice

Evaluate and Report Outcomes

- Build dashboard to outline existing initial and annual education
- Layer in outcomes of initial and annual education
- Collaborate with HR to identify number of nursing staff, average salary, etc.
- Present dashboard to nursing leaders

Utilize Plan – Do – Study – Act methodology

Outcomes

Professional Development activities delivered during CPD staff meetings

Competency validation during FY25 Annual Competency Plan

Education Request Form developed

Mapping of existing education complete

Dashboard developed in Google Sheets and shared with CNOs

Next Steps

Build out dashboard in Smartsheet

Implement educational activity template into routine practice

Use dashboard to strategize priorities with CNOs

CPD Dashboard

CPD Newsletter Folder	August unit education/competency	Type	Progress	Rounding Topic(s)	Wins	Opportunities
ED	HUC/Tech Trainig	Education + Co...	In Progress	Kinder Fall Scale Preceptor Training Trauma Documentation FY25 Leader Needs Assessment	Revising the Practice Council for the department	Documentation, using the speciality narrators
	ACLS megacode Training	Education	In Progress		FY24 ALP complete	Nursing clinical practice
	Mock Ligature Risk Assessment	Education	not started		Charting classes starting	
	RN Charting Class	Education	Under Consideration			
ICU	CLABSI - Central Line Drsg Change	Competency fo...	In Progress	DKA patient management Preceptor Training FY25 Needs Assessment VSM Edu Needs Assessment	Reviewed orientation documents / requirements with leader	Preceptor training especially for night shift (leader is encouraging training and will reflect on staff eval)
	bullying	Education	In Progress		DKA resources shared with new RNs	Upcoming ORA
	CRRT bedside return demo	Competency fo...	In Progress		Shared Governance council created	Midline Training, Critical Values, Pressure Injury Prevention
OR	currently no edu needs identified			Preceptor Training Nurse Residency FY25 needs assessment	FY24 Comptency summary document complete	FY25 Annual Education & Competency leader and associate needs assessment
	Competency summary document	Education + Co...	Completed			

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