

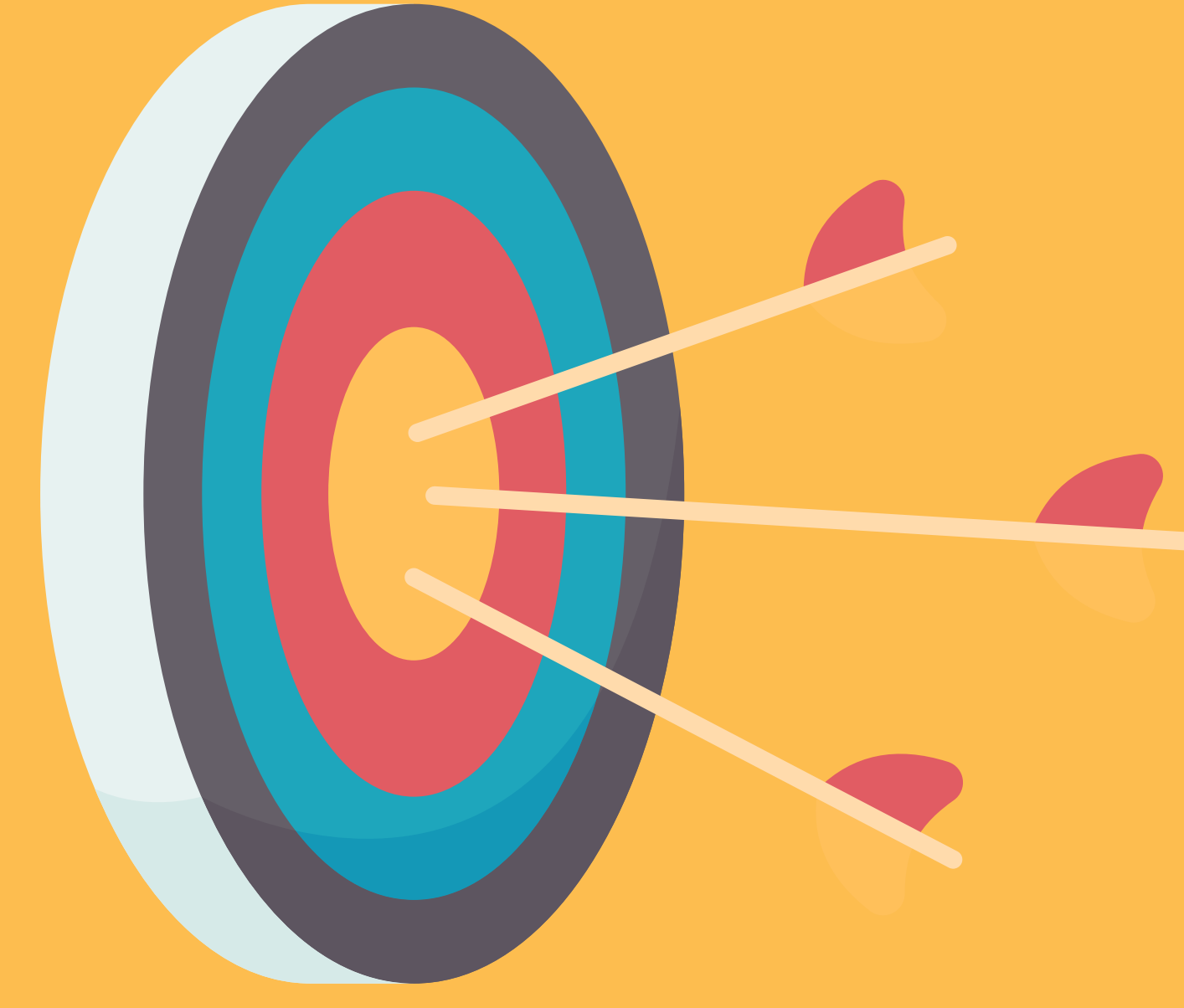
EMPOWERING NPD LEADERS

Redesigning Curriculum for Impact

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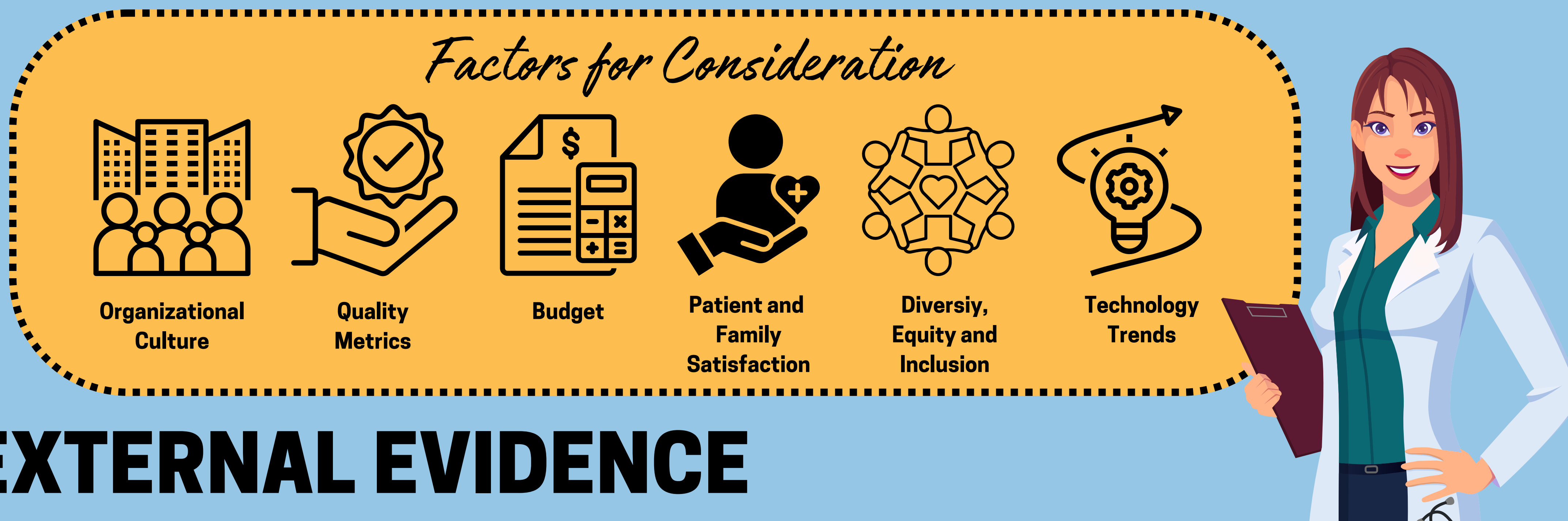


PURPOSE

In order to provide excellent care in alignment with organizational goals, a team of NPD specialists redesigned their curriculum to meet evolving needs, preparing their learners for success in their professional roles.

INTERNAL EVIDENCE

Internal stakeholder evaluation highlights opportunities for growth in areas such as patient safety, communication, and critical thinking within the hospital setting. To support their transition from the classroom to clinical practice, we determined that a curriculum redesign that incorporates stakeholder collaboration (including but not limited to leadership, our site level and system level NPD teams and learners) was necessary to support our learners' needs. By involving a diverse group of stakeholders, we ensured that our curriculum aligns with the evolving needs of the healthcare industry and provides our new nurse orientees with the skills and knowledge they need to succeed in their careers.



Factors for Consideration

- Organizational Culture
- Quality Metrics
- Budget
- Patient and Family Satisfaction
- Diversity, Equity and Inclusion
- Technology Trends

EXTERNAL EVIDENCE

Feedback	Evidence
Utilizing innovative teaching strategies	"Attitudes, values, cultural sensitivity, and caring are just a few areas where gaming can be seen to promote a positive aspect to teaching for the currently technological savvy nursing students." (McEnroe-Petitte, D. et al., 2020, p. 61)
Measurable Outcomes (instrument usage)	"A master plan of evaluation provides the information necessary for curriculum evaluation and revision if indicated, and for program or institutional strategic planning." (Keating et al. 2018, p. 205)
National Patient Safety Indicators	"Nurses with positive safety attitudes reported fewer patient falls, medication errors, pressure injuries, healthcare-associated infections, mortality, physical restraints, vascular access device reactions and higher patient satisfaction." (Alanazi et al., 2021, p. 30)
Communication (TeamSTEPPS)	"Integrating TeamSTEPPS into nursing training programs can significantly enhance nurses' perceptions of teamwork and the culture of patient safety." (Hassan et al., 2024, p. 1)
Diversity, Equity, and Inclusion	"Diversity promotes better communication within the staff as well as with patients. It is with this better communication and teamwork that patient outcomes improve." (Morrison et al., 2021, p. 322)

IMPLEMENTATION PLAN

Key stakeholders worked together to align the curriculum with organizational goals. A centralized team distilled these insights into three core learning objectives, forming the foundation for all future curricula. Content development proceeded in a structured manner, with regular team meetings to ensure progress and alignment. Parallel to this, we developed evaluation instruments, built data management systems, and planned logistics for a smooth launch. A final review showcased the new content and operational readiness. Overall, our January 2023 go-live was successful, and our new program has been in place for nearly two years. Ongoing evaluations inform biyearly curriculum revisions, ensuring continuous improvement and alignment with evolving needs.

OUTCOMES

Curriculum impact was measured through instruments such as knowledge tests and the NLN EPQ-C survey. Pre-program scores averaged 56.37, which increased to 63.27 post-program, indicating a statistically significant increase in knowledge. The NLN's EPQ-C survey, conducted with a sample size of 2252, yielded the following: Part one mean score of 104.18 out of 110, while part two mean score of 103.73 out of 110. These results signify a high degree of learner satisfaction with the utilized teaching strategies.

RECOMMENDATIONS

During the initial implementation of our new curriculum, we encountered several challenges, including tight deadlines, operational adjustments in a new building, and unexpected technical issues at launch. Despite this, we successfully launched the curriculum and incorporated diverse teaching strategies to enhance learner accessibility. While content saturation due to limited time and scheduling became apparent, the overall implementation provided valuable insights for future curriculum development.

FUTURE DIRECTION

We are committed to regular curriculum revisions. With the ICP curriculum launched in 2023, we are now preparing for the 2025 update. This revision will incorporate feedback and outcomes, while we continue to monitor our programs. It is important to note that curriculum development is ongoing. The ICP orientation is just one part of our offerings. The positive impact of this redesign project is already evident in other programs, leading to further curriculum revamps. Stay tuned for more updates!

RECORDING **REFERENCES**

QR CODE



NPD

Northwell Health
Institute for Nursing