

Indiana University School of Nursing: PRAC Assessment Project Proposal

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Project Title: A Faculty Accountability Partner Pilot Program, Providing Support for the New Graduate

Project Dates: July 01, 2020 – December 31, 2021

Project Checklist

Statement of support: Dr. Eileen Hacker, Professor and Chair, will submit a letter of support for this project.

Simple budget: See narrative on page 4.

IRB Approval: Submitted/Determined not needed

Abstract

Approximately 300 students annually graduate from Indiana University School of Nursing (IUSON). 97% of graduates serve Indiana communities. While in seat, students develop supportive relationships with peers and faculty. Upon graduation, students prepare to take the state licensure exam (NCLEX) to earn the Registered Nurse title. Additionally, students accept a position and begin the orientation process before they are licensed. This 6 to 8-week transitional period, from graduation to job orientation, can induce high-level stressors when one support system ends and a new one begins. The project aims to fill a support gap for students as they transition into practice.

Purpose of Project

The purpose of this project is to create a sustainable, support system during our second-degree graduates' transition into practice setting. The development of Faculty Accountability Partners (FAPs) will be implemented to provide routine support and coaching to new graduates. Specific aims of this project include:

1. Identification of graduates at risk for failure of the state licensure exam.
2. Development of a tracking system of second-degree program graduates and their success on the state licensure exam.
3. Implementation of a protocol to provide support to graduates during their transition.
4. Defined responsibilities and provide education for FAPs.
5. Assess the impact of interventions on student's feelings of support provided by the FAPs.

Intended Outcomes of the Project

The intended outcome of this project is to provide a means of communication, support, and tracking of graduates once they transition from the School of Nursing into the workforce.

Assessment Methods

This is a performance improvement project with specific aims that must be achieved to be considered successful. A post-intervention questionnaire will assess graduate perceptions of support, communication, and success. The post-intervention survey will determine the overall success or failure of the protocol. The specific aims of the projects will be individually assessed and evaluated.

The first aim is to identify graduates at risk for failure to pass the state licensure exam. The principle investigator will work in coordination with the Assistant Dean of Prelicensure

Programs to track students graduating each semester from the second-degree, accelerated nursing program. Together they will identify and track all graduates, including students at risk for failure based on their progress with the Virtual Assessment Technologies Institute (VATI). This is a program that all students are required to participate in, that helps to assess readiness for state licensure.

The second aim is to develop a plan for tracking all graduates of the second-degree program through the Office of Evaluation at the School of Nursing. They will provide data on the student's licensure exam status and help identify trends in student pass rates during the time of this project.

The third aim is to implement a protocol of interventions (Appendix A) to support the graduates prior to, during, and after graduation. Graduates will sign a consent to be a part of the protocol and to give permission for their data to be tracked and presented.

The fourth aim is to define responsibilities and develop education for Faculty Accountability Partners (FAPs). Participating faculty will sign a document of acknowledgement stating they understand the purpose of this project and the responsibilities of their role. Education on the protocol will be provided by the principle investigator.

Finally, the fifth aim is to assess the impact of interventions on student's feelings of support provided by the Faculty Accountability Partners (FAPs). Once graduates have successfully passed the state licensure exam, a survey will be issued to the graduates asking for feedback on the protocol.

Data Analysis

All data analysis will be in collaboration with the School of Nursing's data analyst and qualitative expert the Office of Evaluation. Each aim will be evaluated individually, and metrics will be set based on recommendations from the Office of Evaluation.

Evaluation and Dissemination of Results

A final report of project outcomes will be disseminated to the IU School of Nursing executive leadership team and strategic planning committee, and the BSN curriculum and evaluation committee for discussion and planning of significant findings. The findings will be published and widely disseminated through conference presentations nationally.

Intended Use of Findings

The finding from this study will be incorporated in the evaluation of the IU School of Nursing BSN program and used to make curricular and program decisions. The protocol will be refined each semester based on evaluation metrics and graduate feedback, with a goal of expanding to all School of Nursing BSN graduates. Funding will be sought for the sustainability of the program.

Budget Narrative

The funding for this project will be used for protocol materials and to pay for conference registration/travel for the purpose of dissemination of results at professional conferences.

Program Materials (Cards, printing, shirts, etc)	\$3500.00
Registration/Travel to Present at National Conference (Annual National League for Nursing Conference)	\$1500.00
Total	\$5000.00

*Appendix A:***Faculty Accountability Partner Pilot Program Protocol**

The Virtual-ATI ‘Green Light’ process is designed to assess new graduate’s readiness for NCLEX-licensure success. It provides students with an individualized plan to prepare for the NCLEX; however, many students are challenged by the “Green Light” process due to the level of work involved, in addition to job searching, orientation to the hospital systems, and beginning a new phase of their life. Creating a motivational pilot program to facilitate students staying accountable to finishing the VATI process is an ideal project to not only bridge a gap of support as students are transitioning into practice upon graduation, but it encourages improved NCLEX pass rates for our new graduate students.

6 weeks before graduation

- The Primary Investigator (PI) will introduce the VATI program to the students with the Synthesis course faculty.

3 weeks before graduation:

- Faculty Accountability Partners will introduce the program via a zoom Q and A introductory session.
- Voluntary participants will complete an acknowledge of consent and complete a Qualtrics survey related to:
 - needs prior to graduation
 - current ATI progress
 - learner styles
 - needed support post-graduation

2 weeks before graduation:

- Students will be randomly assigned to the FAPs based on voluntary participation.
- The assigned Faculty Accountability Partner will email their assigned students to set a one-on-one introductory meeting.

1 week before graduation

- Faculty Accountability Partners will meet with their students for an approximate 30-minute zoom meeting to discuss the students’ expectations of the VATI process. They will discuss various items, including a designed calendar that will help the FAP and student to track their progress, time management skills, work assignments, and project requirements.
- The student will be encouraged to “check in” with their FAP, at a minimum, each time they move onto another subject area via their contact method of choice: email, phone, or various apps, such as Group Me. The student will be offered weekly meetings if they are found to be at risk of failing the NCLEX.

At Graduation: The Primary Investigator will send a congratulation e-card to the student 2 days after graduation.

Student-Individualized Protocol

- The Faculty Accountability Partners will review the progress reports sent every Thursday by the VATI coach.
 1. The FAPs will send weekly check-ins via the GroupMe app on Thursday to their student and will record their progress on the VATI calendar (designed by the PI).
- The primary investigator will:
 1. Email students when they achieve 75% of the VATI process with a motivational flyer
 2. Email students when they achieve 100% of the VATI process with a motivational flyer
 3. Once the student reaches 100%, the PI will mail the students their #greenlight t-shirt along with a congratulatory card and business cards.
- If the student stops engaging in VATI, based on the progress report:
 1. The first week of no engagement the FAP will send a Group Me Message with a “check in.”
 2. The second week of no engagement the FAP will email the student.
 3. The third week of no engagement the FAP will call the student.
 4. If the student does not begin to engage after the above three weeks, the student will receive a “WE’RE HERE FOR YOU” email that reminds the student of available support by IUSON with contact information.

After 8 weeks (or confirmed NCLEX Pass)

A final post-intervention survey is sent to the students as they take their NCLEX examination to obtain feedback on the program and to assess for positive outcomes of the project.