Monitoring the Transition to Practice Outcomes During Cardiology Nurse Practitioner Development

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Abstract

Background: Post-graduate cardiology nurse practitioner fellowship (CNPF) programs are in their initial development, and have been developed to provide consistent cardiovascular curriculum that facilitates the transition to practice. In order to evaluate the learner development and readiness to practice, methods need to be developed to monitor outcomes. While Cardiovascular Nursing Scope and Standards of Practice have been proposed, there are currently no formal outcomes reporting requirements for these programs.

Objectives: Develop strategies to assess competency evaluation and learning needs. Provide efficient methods to monitor transition to practice.

Methods: Previously written curriculum and evaluation tools were transferred to an online tracking tool (MedHub, LLC, Dexter, MI.) used for the institution's medicine graduate school that as features for customized reporting and automatic delivery. Cardiovascular nursing scope and standards of practice and core nurse practitioner competency domains (ANA, 2015) were applied to each tool content to allow for accreditation requirements tracking. The program director generates individualized aggregate reports at end of each rotation, quarterly and at end of program to review with the CNPF to identify learning gaps and competency achievement.

Results: By engaging the CNPF and faculty in the monitoring process, there is transparency regarding the CNPF developmental goals and outcomes. At program completion, a detailed record of outcomes and professional development will be accessible for CNPF, faculty and program accreditation needs.

Conclusions: Online tracking tools can manage the ongoing CNPF development to ensure that consistent curriculum is delivered to evaluate the transition to practice and competency acquisition. As future CNPFs develop, these tools can be shared among program stakeholders for benchmarking of outcomes and program development.

Background

- The 12-month post-graduate Cardiology Nurse Practitioner Fellowship (CNPF) provides competency-based training to facilitate the transition into specialty practice.
- Although the program integrates the cardiovascular nursing scope and standards of practice and core competency domains have been proposed by various national organizations (ANA, 2015), there are no formal reporting requirements to demonstrate clinical performance nor milestone achievement of domains before advancing to the next level.
- Methods to identify how individual learning gaps are determined and how to evaluate the readiness to practice are needed to create benchmarks for robust CNPF programs.

Objectives

- Develop strategies to determine individual learning needs.
- Provide efficient methods to track competency and transition to practice.

Methods

Analyze: Individual learning gaps are identified during orientation to develop targeted learning plans based on minimum competency achievement.

Develop: The program curriculum and evaluation forms were transferred to a secure online and mobile tracking system (MedHub, LLC, Dexter, MI). Automatic evaluations are delivered at predetermined milestones: orientation, end of specialty rotations, quarterly, and end of year to track clinical performance.

Execute: The CNPF enters ongoing clinical data regarding procedures/skills. Faculty enter evaluation of CNPF performance and competency. Didactic curriculum is entered corresponding to core competencies and domains.

Evaluate: The program director monitors aggregate outcomes reports and facilitates the clinical progression with the CNPF and faculty.

Evaluations: CNPF Competency Domains, Integrated with NONPF and ACGME Standards

Competency Domain	Focus
Patient care outcomes	Providing patient care
Scientific foundation/ evidence-based practices	Attaining knowledge
Critical thinking/clinical reasoning	Integrating knowledge into practice
Practice-based learning/role transition	Learning how to improve
Systems-based practice/quality	Functioning within health system
Interprofessional collaboration	Working as a team member
Professionalism	Acting as a professional leader
Technology/information literacy	Using resources effectively
Time and stress management	Handling conflicts

Performance and Outcomes Reports

Orientation	End of Rotation	Quarterly Review	End of Program
Pre-Self Needs Assessment	Aggregate Faculty Evaluation	Aggregation Faculty Evaluation	Post-Self Needs Assessment
Pre-SimLab Assessment Debriefing	Conference Evaluation; Presentation Rubric	Learning Needs Development	Post-SimLab Assessment Debriefing
Learning Needs Development	Procedure/ Skills Summary	Transition to Practice Progression	Aggregate Faculty Evaluation
	Learning Needs Development		Procedure/ Skill Summary
	CNPF Evaluation of Rotation		Appregate Conference Evaluation; Conferences by Competency
			Learning Needs Development
			Transition to Practice Progression

Conclusions

- Online tracking tools streamline the ability to monitor the professional development process and allow a consistent approach for programs to evaluate the transition to practice and competency acquisition.
- By engaging the learner and faculty in the monitoring process, there is transparency regarding the individualized developmental goals and outcomes.
- At program completion, a permanent and detailed record of aggregate outcomes will be accessible for learners and faculty to review, as well as for program accreditation reporting.
- As future CNPFs develop, monitoring tools can be shared among all program stakeholders for benchmarking of outcomes and program effectiveness.

References

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Disclosures

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