



NATIONAL NURSE PRACTITIONER
RESIDENCY & FELLOWSHIP TRAINING
CONSORTIUM

Panel Presentation:
Evaluations, Outcomes and Research for NP/PA
Postgraduate Training

Evaluation of Postgraduate Residency Programs



Learning Objectives

1. Learn a broad overview of evaluation structure and design of a postgraduate training program
2. Understand how to use your evaluation information to impact program operations
3. Learn what data to collect and how to disseminate data collected from NP postgraduate training programs to move the policy lever on their funding and expansion



Part 1: Evaluation for Programmatic Operations

Part 2: Data Collection and Dissemination For NP Postgraduate Training Programs



Purpose of Program Evaluation

- Anchor evaluation plan in the program's mission and goals
- Integrated throughout the program – from recruitment to graduation
- Create explicit expectations for trainee
- Document programmatic success and challenges
- Foster improvement, positive growth, creativity and innovation



5 Steps to Developing and Implementing Program Evaluation

1. Use the accreditation standards as a guide
2. Develop a written plan linked to your program's curriculum
3. Collect evaluation data
4. Analyze evaluation data
5. Communicate the results and improve the program



Core Evaluation Components

Assessing the
Postgraduate
Trainee

Assessing
Program
Faculty

Organizational
Evaluation

Ongoing
Program
Evaluation



Evaluating Postgraduate Trainee

- ✓ Assess the performance and development of every trainee
- ✓ Periodic, objective assessment focused on core competencies in clinical and professional areas
- ✓ Include identification of deficiencies or performance concerns
- ✓ Have clear process for promptly identifying and addressing trainee's issues including performance improvement plan with measurable outcomes

TOOLS FOR EVALUATION

- Trainee competency self-assessment of competency
- Preceptor assessment of the trainee's performance
- Trainee reflective assessment
- Trainee overall programmatic evaluation



Evaluating Clinical Faculty

- Established process to regularly evaluate all clinical faculty, including preceptors and didactic faculty
- Have clear process for promptly identifying and addressing any faculty performance issues including performance improvement plan with measurable outcomes

TOOLS FOR EVALUATION

- Resident evaluations of faculty including preceptors, rotation faculty, and didactic faculty
- Resident reflective assessments



Evaluating Organizational Impact

- The Program must review and assess the operational impact of the Program on the overall organization and evaluate for improvements or efficiencies in the business operations
 - ✓ Financial
 - ✓ Administrative
 - ✓ Operational
- A documented process for initial and on-going evaluation of all sites used for trainees' clinical practice experiences
 - ✓ The site itself (resources provided, staff, etc.)
 - ✓ The trainee's experience at the site
- Recommend Residency Advisory Committee



Ongoing Program Evaluation

Established process

Periodic, at least annual evaluation

Suggested areas to document the findings

- Postgraduate trainee completion rates;
- withdrawals or dismissals

Postgraduate trainee evaluations of core program elements:

- Preceptor evaluations of trainees' performance
- Graduate employment data
- Alumni satisfaction
- Employer satisfaction (if possible)
- Program staff turn over

Suggested areas for documentation of evaluation process and subsequent action plan –

- Identified strengths and weaknesses, opportunities for improvement
- Structural or content program adjustments to address areas needing improvement
- Evidence of improvement resulting from implementation of action plan



Evaluations: What We Evaluate

1. Patient Care
2. Knowledge for Practice
3. Practice-based Learning and Improvement
4. Interpersonal and Communication Skills
5. Professionalism
6. Systems-based Practice
7. Inter-professional Collaboration
8. Personal and Professional Development

Evaluation Element	Frequency
Competency Self-Assessment	1, 6, 12 months
Preceptor Evaluations	6, 12 months
Specialty Rotation Evaluations	Monthly
Procedures	Monthly
Mid-year Coaching Session	Month 6
Reflective Journals	Weekly



Evaluation of Program: Alumni

- ✓ Demonstrate achievement of program goals and objectives
- ✓ Provides overall outcome measures for your training program for organization and external funders or partners
- ✓ Recommend collecting annual data on your cohort of alumni





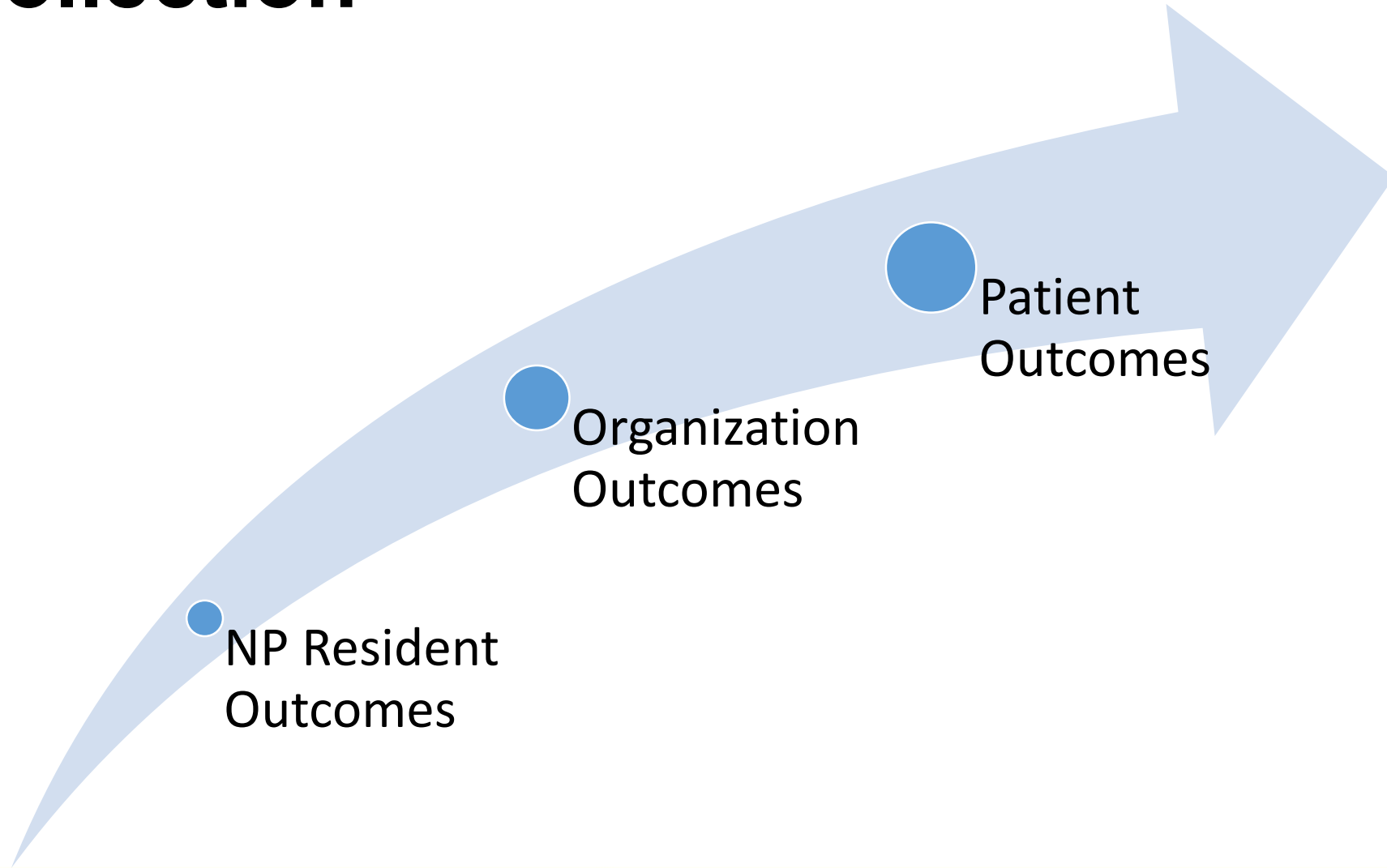
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Data Collection and Dissemination for NP Postgraduate Training Programs

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Associate Professor

Data Collection



Data Dissemination

Quantitative Research

JAANP

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Effects of completing a postgraduate residency or fellowship program on primary care nurse practitioners' transition to practice

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BRIEF REPORT



JNP

Family Nurse Practitioner Residency for Recruiting and Retention

Rebecca-Maria Norwick, MS, FNP-C

Let's collaborate!

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