

# “Jump Start” a Baccalaureate Degree by Increasing Self-Efficacy in Associate Degree Nursing Students

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## Purpose

- The purpose of the project was to develop a model to encourage and increase self-efficacy in current associate degree nursing (ADN) students who have a goal to obtain a Bachelor of Science in Nursing (BSN) degree.

## Collaborative Initiative

- Nursing leadership and faculty from ADN and RN-BSN programs identified goals for students starting an RN-BSN program concurrent with completing an ADN degree.
  - Successful completion of ADN program
  - Pass NCLEX
  - Increase self-efficacy to complete BSN degree
  - Increase number of BSN graduates

## Implementation

- Online courses, one course per semester
  - NURS 340 Nurse's Role in Health Promotion (2 credits)
  - NURS 668 Health Care Policy Today and in the Future for RN's (2 credits)

## Admission Criteria

- Admission to Pittsburg State University
- Admission to the Irene Ransom Bradley School of Nursing ADN-BSN track
- Completion of 1 year of nursing courses from ADN program
- GPA  $\leq 3.0$  in ADN nursing courses
- Written recommendation from ADN nursing director

## Academic Advisement

- Joint advisement while completing RN-BSN courses
- Bi-semester update between ADN advisor and ADN-BSN advisor



## Evaluation of Model

- Academic self-efficacy is strongly related to performance, adjustment, satisfaction and commitment (Schunk, D. & DiBenedetto, M. 2014).
- Students who started the ADN-BSN finished one or both courses
- 100% of students completing one or both ADN-BSN courses have continued into the RN-BSN program (N=15).
- ADN-BSN students self-evaluation on completion of RN-BSN program

“I’m able to conduct a comprehensive and focused assessment. This includes the physical, behavioral psychological, spiritual, socioeconomic and environmental parameters of a patient. I learned to consider that each patient’s needs are tailored in respect to development and culture. Every patient is different, there are no, “one size fits all care.” I’ve learned to implement holistic, patient-centered care that reflects an understand of human growth and development, pathophysiology, pharmacology, medical management, and nursing management across the health-illness continuum, across the lifespan, and in all healthcare settings. I’m able to communicate effectively with members of my health care team, including the patient and the patient’s support system.”

## Results of Model

- Self-efficacy demonstrated as students adjusted to online coursework, committed to continuing education, and overall satisfaction with ADN-BSN program
- Jump Start model increased the number of ADN nurses completing BSN degrees
- Model contributes to the Institute of Medicine 2010 goal to increase Baccalaureate Nursing workforce by 2020
- Model promotes collaboration between ADN and BSN schools of nursing.
- Prepares students to meet future licensure and employment requirements.

*Pittsburg State University received a Human Resources & Service Administration Grant (HRSA) for 2018, which provides tuition for RN-BSN students who meet the grant requirements. ADN-BSN students are eligible to apply for the grant on admission to the RN-BSN program.*