The Kansas Nurse Leader Residency Program: A Clinical-Academic Partnership to Develop Nurse Leaders

Jill Peltzer, PhD, APRN-CNS
Brian Selig, DNP, RN
Cynthia Teel, PhD, RN, FAAN
Learning Objectives

- Explain how principles of partnership across diverse organizations can be applied in advancing leadership residency programs.
- Describe development & implementation of state-level nurse residency programs.
Kansas Action Coalition (KSAC)

Practice
- Working to full extent of practice for RNs & APRNs
- Develop/sustain grassroots campaign for support of changes to KS Nurse Practice Act
- Develop/deliver educational module describing full scope of authority for all nurses

Education
- Develop of standardized prerequisites
- Develop model for statewide academic progression
- Encourage lifelong learning
- Webinar focused on importance of lifetime CE

Leadership
- Leadership & mentorship needs assessments
- Develop leadership resources based on data
- Create “match.com” style website for matching mentors & mentees

Advocacy
- Advance health of Kansans thru building client advocacy skills of nurses
- Advance skills in advocating for nursing & KSAC
- Identify/build partnerships with nurse champions (non-nurses)

Interprofessional Collaboration  Diversity  Data
KSAC Leadership Survey

- Baseline assessment of leadership needed:
  - Current roles
  - Barriers to engaging in leadership roles
  - Opportunities for leadership development

- Descriptive cross-sectional study of ~1000 Kansas RNs

- Major findings (62% in at least 1 leadership role)
  - Primary barriers, perceived by nurses
    - Lack of leadership knowledge & skills
    - Lack of time
  - Leadership development interests
    - Personal leadership development & How to influence policy
Nurse Leader Residency Program for Acute Care Nurses

- Based on AACN/UHC Nurse Residency Program for BSN grads
- Used AONE Nurse Manager, Learning Domain Framework
- AONE Nurse Manager Skills Inventory
- Originally designed as 1 year program
- Developed:
  - Curriculum
  - Agendas
  - Evaluation Tools
Partnership between Academic Health Center and KSAC

- Support of Hospital CNO/COO & Nursing Directors
- Presented to KSAC Sub-committee
- Bridging from original concept into the KNLR Program
  - Expansion into additional specialty areas
    - Acute Care
    - Long Term Care
    - School Nursing
    - Public Health
- Content experts evaluation for each specialty
- Leaders for each geographic region
Kansas Nurse Leader Residency (KNLR) Program
Development of the (KNLR) Program

- Created statewide leadership team
  - representation from each quadrant of state
- Developed hybrid program
  - In-person sessions & online modules
- Program topics
  - Human Factors
  - Organizational Factors
- Small change project
- Mentor-Mentee component
Program Participants

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<tr>
<th>Specialty Area</th>
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<th>Completed, N=21</th>
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<td>Public Health</td>
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## Program Topics & Implementation

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<tr>
<td>1</td>
<td>KNLR Program Overview</td>
<td>Regional In-Person Meeting</td>
<td>02/26/16</td>
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<td>2</td>
<td>Inter-professional Relationships &amp; Team Development</td>
<td>Online</td>
<td>2/27-3/18/16</td>
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<td>3</td>
<td>Leading People: Relationship Development &amp; Human Resource Management</td>
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<td>3/19-4/21/16</td>
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<td>Synthesis: Human Factors</td>
<td>Regional In-Person Meeting</td>
<td>4/22/16</td>
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<td>Quality, Safety &amp; Performance Improvement</td>
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<td>Financial Management &amp; Strategic Planning</td>
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<td>5/21-6/23/16</td>
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<td>Project Presentations/Networking</td>
<td>Topeka In-Person Meeting</td>
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Small Change Projects

Mentor-Mentee Relationships

Our Vision of Leadership
2016 KNLR Program Participants
Program Evaluation

- Pre-post evaluation of knowledge & skills
  - 45 items in three categories:
    - the science, the art, the leader within
  - Completed by nurse resident & mentor at baseline & immediately after program completion

- Longer term program evaluation
  - 19 items to evaluate program acceptability & fidelity
  - Will be completed by nurse resident 3 months after program
Pre-Program Leadership Knowledge & Skills Inventory

The Leader Within: Creating the Leader Inside Yourself
- Competent to Expert
- Nurse Residents: 56% - 84%
- Mentors: 76% - 83%

The Science: Managing the Business
- Competent to Expert
- Nurse Residents: 36% - 91%
- Mentors: 47% - 87%

The Art: Leading the People
- Competent to Expert
- Nurse Residents: 75% - 78%
- Mentors: 65% - 76%
Successes, Challenges, and Next Steps

**Successes**
- Small change projects - impact on local practice environment & community
- Nurse residents’ desire for advanced residency program; offer to mentor others
- Residents’ colleagues interested in participating in future programs

**Challenges**
- Majority of residents from acute care
- 39% attrition rate
- Staying connected during online component of program

**Next steps**
- Complete program evaluation
- Revise program based on evaluation
- Develop recruitment materials to increase participation among long-term care, public health, and school health nurses & increase retention for all
Thank You!