Evaluation and Revision of a Nursing Professional Practice Model Using Focus Group Research Methodology

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Disclosure Statement & Learning Objectives

• Susan C. Cobb is employed by Fox Chase Cancer Center and has no conflict of interest, no sponsorship or commercial support

• Learning Objectives:
  – Explain the steps of focus group methodology that can be used to evaluate a nursing professional practice model.
  – Relate focus group study findings to the revision of a nursing professional practice model.
A little bit about us…..
What is a Nursing Professional Practice Model?

“A conceptual framework for nurses, nursing care, and interprofessional patient care; a schematic description... illustrates the alignment and integration of nursing practice with the mission, vision, values, and philosophy that nursing has adopted”.

(American Nurses Credentialing Center, 2014)
Magnet® Designation

Magnet® requirement to evaluate nursing professional practice models:

– ongoing basis

– involve clinical nurses
Study Objectives

• The purpose of this study was to evaluate nursing staff understanding and perceptions of the Nursing Professional Practice Model.

• Research Questions:
  How is the **NPPM** understood and used by nurses at our organization?
  How can its relevance to current practice be enhanced?
Study Design

• Qualitative
• Focus groups
  – Conducted to better understand how people think or feel about an issue, idea, product or service

Krueger & Casey, 2015
Recruitment
Study Participants

- 14 Female
- 13 White
- 1 Non-white
- Age 33 – 65 yrs.
  Mean 50.59
- 8 BSN
- 5 MSN
- 1 Associate Degree
- 11 Day shift
- 3 Night shift
Nursing Roles

- 11 Clinical Nurses
- 1 Clinical Manager
- 1 Clinical Nurse Specialist
- 1 Certified Wound Ostomy Continence Nurse
Study Team Roles

• Nurse Researcher (Principal Investigator, data analyst)
• Co-Investigators:
  – Magnet Program Director (moderator, data analyst)
  – Clinical Nurses: One inpatient, one ambulatory care (field notes recorders, assisted with data analysis)
  – Chief Nursing Officer (assisted with data analysis)
• External qualitative research consultant – reviewed data for validation and concurrence
Study Methods

• Focus groups (four held)
• Structured interview questions
• Sample questions:
  – What does the Professional Practice Model at Fox Chase Cancer Center mean to you?
  – Please describe the relevance of the Professional Practice Model to current nursing practice at Fox Chase Cancer Center
Data Analysis

- Reviewed recordings, transcripts, field notes
- Identified themes
- Wrote a summary of findings
- Qualitative research consultant review and validation
Highlights of Themes

PPM:
- multifaceted, structure, fits practice, empowers

Nurses:
- independent practitioners, collaborative, interdisciplinary, respected, collegial, competent

Relationship with patients and families:
- caring, compassion, communicate, teach, advocate, symptom management, individualized care, quality of life, holistic care

Knowledge & Development:
- critical thinking, EBP, education, certification, nursing voice, visible leaders
Conclusions and Implications

• Focus group research approach was effective in evaluation of the NPPM
• NPPM was found to be relevant and reflective of nursing practice
• NPPM needs to be more visible throughout the organization
• NPPM needs to be diligently communicated to nurses new to the organization as representative of the nursing culture and expectations.
Final Results – Revised NPPM!
American Nurses Credentialing Center (2013).  
*2014 Magnet® application manual.* Silver Spring, MD: American Nurses Credentialing Center.