

# 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!





# References

American Nurses Credentialing Center (2013).

*2014 Magnet® application manual*. Silver Spring, MD: American Nurses Credentialing Center.

Krueger, R.A. & Casey, M.A. (2015). *Focus groups: A practical guide for applied research*. Thousand Oaks, CA: SAGE Publications, Inc.