Nursing Clinical Practicum: Integrated Application Process

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28th Sigma Theta Tau International Research Congress
July 2017
By the end of this presentation, the learner will...

1. Recognize at least 2 strategies used to support student decision making for selection of program and practicum site selections.

2. Identify at least 2 common barriers to active involvement of students in their own decision making for program and site selection.

3. Describe the multi-step process used for student site selection for specialty, local, distant, and international programs.

Conflict of Interest: The authors declare no conflict of interest. The authors received no financial support or sponsorship for this project.
Synthesis Practicum

Final capstone practicum or clinical course

Transition to Professional Practice

(Baptiste & Shaefer, 2015)
Decisions, Decisions...

- Where to complete practicum can be difficulty decision: many options
  - Local and distant
  - Specialty programs
  - International program

- Selection Process
  - improve selection quality
  - integrated application
  - challenging goal for educator
Literature Review

• Nursing students’ value clinical placements
  – Foster learning needs
  – Help meet professional goals
  – Transition into nursing practice

• Little evidence to support educators challenges
  – Organizing clinical placement requests
  – Students entering their final practicum
  – Integration of learning needs with skills

(Baptiste & Shaefer, 2015; Doyle, et.al., 2017)
Purpose/Goals

• Technology support the application

• Enabled educators to successfully assign students to practicum site of choice

• Goal for using this system
  – Reduce student anxiety
  – Increase student satisfaction with placements
Paper Application

STUDENT NAME: ____________________________

Current Address: ____________________________

__________________________________________

LOCAL Clinical Placement Request Form
Transitions Into Professional Practice Practicum, 7ML10-43C

In preparation for Transitions Practicum that begins on June 6, 2016, ALL students must complete this form. This includes those applying for international sites. Please choose four (4) different areas of clinical interest. Please note there is no guarantee; however, we will try to provide you with one of your selected sites.

The survey must be completed and returned by: March 14, 2016 at 5 pm
Return the completed form via email to: convertclinicalnursing@jhu.edu
The subject line of the email MUST READ: ACCESSIBLE: Your Name

• Every effort will be made to place you in one of your identified clinical areas of interest and your preferred geographical location.
• A change of mind will not be accepted once this request form has been submitted.
• Transportation is your responsibility – many placements are not at 344. A car is required for travel.
• You may expect to travel up to 2 hours for your placements. The locations may include: Baltimore metropolitan region; St. Petersburg, Florida; Eastern Shore, MD; Annapolis, MD; Washington, D.C. & York, PA.
• Assignments may include inpatient or outpatient clinical sites.
• DO NOT CONTACT SITES. Assignments must be arranged by course faculty.

<table>
<thead>
<tr>
<th>Choice #1</th>
<th>Choice #2</th>
<th>Choice #3</th>
<th>Choice #4</th>
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<td>Public Health</td>
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Are requesting an International placement? Yes ______ No _____

Students requesting international transitions, please go to the Global Nursing Site on Blackboard and downloaded forms from “How to apply” folder. “International Transitions Application” information is public accessible, please visit to apply. An electronic copy at nursing.jhu.edu no later than February 29, 2016.

What is your geographic preference? Please mark all that apply below: ______ Northern Virginia

______Baltimore metropolitan region ______ Eastern Shore, MD ______ Annapolis, MD

______Washington, DC ______ St. Petersburg, Florida ______ York, PA
Methods

• Web-based application – Qualtrics® survey software

• Students provided link to complete application

• Divided options into categories – specialty area

• Students provided text box – 250-word narrative

• Practicum requests received from 106 student applicants
  – Results uploaded to Excel spreadsheet
  – Reviewed by educators to assign all student placements
In preparation for the final semester practicum that begins in Summer 2017, all students must complete this form. This includes those applying for domestic and international sites, an ICU residency and the SPAN program.

Please note that while every effort will be made to place students in one of their identified clinical areas of interest and preferred geographical location, final placements in areas of clinical interest or geographic location within a one hour radius are not guaranteed.

This application must be completed by: Wednesday, February 15th at 11:59 pm

Any letters of recommendation for international sites, the Specialty Unit Nurse Residency Program (SUNR) are not due until Wednesday, February 22nd at 11:59 pm. Letters of recommendation including the preceptor form for the SPAN Program are due by midnight, Sunday, March 6, 2017.

Please note:

A change of mind will not be accepted once this request form has been submitted.

Students applying for placements internationally or at the Florida location should be prepared to relocate for the semester. If you have any concerns about your ability to relocate, please contact Dr. Nancy Goldstein or Dr. Dana Baptiste regarding the Florida location, or Sibyl Snow regarding international sites prior to completing your application.

Transportation is the responsibility of the student - many placements are not at JHH.

Students should expect to travel up to 1 hour for placement.

Placements may include inpatient or outpatient clinical sites.
Clinical Selections

Clinical Area Choice #2

- Adult Medical Specialties
- Adult Surgical Specialties
- Adult Critical Care
- Adult Emergency Department
- Pediatric/Emergency Department
- PACU/Operating Room
- Childbearing
- Pediatrics
- Public Health

Please select all areas of Adult Surgery Interest:

- Orthopedics
- Transplant
- Oncology
- Neurosurgery

Please select all areas of Pediatric interest:

- NICU
- Adolescents
- PICU
- Pediatric Psychiatry

Please select all areas of Psychiatry interest:

- Psych Emergency
- General Psychiatry
- Eating Disorders

Students interested in the SPAN program, an ICU residency or international placement may only select ONE of the aforementioned choices.

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Optional Placements

Students interested in the SPAN program, an ICU residency or international placement may only select ONE of the aforementioned choices.

Please select ONE option:

- SPAN program
- ICU residency
- International placement
- All Children's Hospital in St. Petersburg, Florida
- None of the above
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<th>Geographic Preference</th>
<th>Clinical Area Choice #1</th>
<th>Clinical Area Choice #2</th>
<th>Clinical Area Choice #3</th>
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<th>Please Select All Areas of Interest</th>
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Outcomes

• Enabled educators to successfully organize requests

• Honor students’ individual preferences

• Using technology to support application
  – Enabled educators to assign students to practicum site of choice
# Survey Questions

## Practicum Application Survey Questions

<table>
<thead>
<tr>
<th>Question</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neither</th>
<th>Agree</th>
<th>Strongly Agree</th>
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<tr>
<td>1. I like using an electronic format to complete applications.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
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<tr>
<td>2. I like using a paper format to complete applications.</td>
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<td>2</td>
<td>3</td>
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<tr>
<td>3. The electronic Synthesis application was easy to complete.</td>
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<td>4. I was able to communicate my requests on the electronic application.</td>
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<td>5. The application was an appropriate length in order to convey my necessary information.</td>
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<td>5</td>
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<tr>
<td>6. The application provided clear directions in selection for practicum areas (local/distance and specialty and international programs).</td>
<td>1</td>
<td>2</td>
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<td>4</td>
<td>5</td>
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<tr>
<td>7. What did you like about the electronic application?</td>
<td>(open ended)</td>
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<td>8. What would you change about the electronic application?</td>
<td>(open ended)</td>
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Themes Emerged

Theme 1
• Application well organized and easy to follow

Theme 2
• Quick and easy to navigate and complete

Theme 3
• Preferred electronic over paper application
Workload Results

Semester 1  
N=124

Clinical Placement Assignment

Non-electronic Applications  
11.5 days

17 hours

Faculty Workload (monthly)  
11%

Semester 2  
N=106

Electronic Applications  
8 days

7 hours

Faculty Workload (monthly)  
4%

Decreased Time and Workload

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• Developed process to improve selection quality for integrated application – goal
  – Analyzed and reorganized process

• Focus on functionality and technical capabilities
  – Support wide ranging needs – all clinical practicum options
  – Local area, distant, specialty & international

• Each option had requirements
  – Need for supplemental forms
Challenges & Limitations

• Communicating goals, process and outcomes for development and implementation process
  – Change in workflow for students and educators

• Challenge:
  – Developing process to improve selection quality for integrated application

• Limitations identified:
  – Incomplete applications, discrepancies between narrative and drop-down menu selections, and narrative word-length limiting

• Student difficulty selecting clinical placements:
  – Novice skillsets, modest patient exposure, and limited experiences in clinical areas
Conclusions

• Application by electronic devices (mobile device, or tablets) and by computer enabled direct access for students

• Maximize choice for learning experiences

• Further investigation necessary to explore student satisfaction
References


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