Transforming NPD Practice by Increasing Certification Rates

Nicki Shonka MS RN-BC CPN, Lisa Baske MS RN-BC, Susan Clarke MS RN-NIC RN-BC CNS
Children’s Hospital Colorado, Anschutz Medical Campus - Aurora, CO

Background
- Ongoing professional development is essential to maintain the knowledge, skill and attitudes needed for current nursing professional development (NPD) practice.
- In 2016, the NPD Scope and Standards of Practice were revised to delineate the NPD practitioner role to include NPD generalists and NPD specialists.
- The Professional Development Specialist is a masters prepared RN with NPD certification.
- Our team was inspired to transform NPD practitioners at Children’s Hospital Colorado (CHCO) into NPD specialists by increasing NPD certification rates with a certification campaign.

Goal
- Increase NPD certification rate by 50% for NPD practitioners by June of 2017
  - Baseline data: 29 NPD practitioners with a 100% certification rate in clinical specialty and a 28% certification rate in NPD

Methods
- Created Leap to NPD Certification Campaign
- Created inspirational video about the value of NPD certification
- Developed and provided monthly group study activities with timeline goals
- Coordinated and hosted onsite two-day NPD certification preparation course provided by ANPD
- Secured funding to support attendance for CHCO NPD practitioners
- Provided NPD certification mentors to guide practitioners on their certification journey
- Provided ongoing support via check ins, emails and positive encouragement

Outcomes
- Increased NPD certification rate by 63%
  - Post data: 29 NPD practitioners with a 45% certification rate in NPD
- 5 additional NPD practitioners planning to sit for NPD certification in the coming year
- 48 nurses attended the NPD certification prep course hosted at CHCO
- Inspired NPD practitioners about their specialty role:
  - “Their support and encouragement helped propel my certification readiness and confidence!”
  - “All the activities met my multimodal learning style.”
  - “I have been enlightened to the gravity my actions as the educator can have on the nursing profession.”
  - “The NPD certification prep course ignited my passion and excitement for my new role by giving me the tools I need to be successful.”

Implications
- NPD specialty certification promotes the value of NPD practice in healthcare settings.
- The NPD Leap to Certification campaign was designed to support the role development of the NPD practitioner.
- NPD specialists are leaders in the promotion of certification and lifelong learning.
- The NPD specialty has a duty to continue efforts to increase the perception of value for both clinical specialty and NPD certification in order to impact clinical outcomes and Institute of Medicine recommendations.

Timeline
- November 7, 2016: NPD Certification Campaign Kick-off Meeting
  - Goal – Develop Personal Goal Plan
- December 5, 2016: Meeting Theme:
  - December 5, 2016: Meeting Theme Scope & Standards
    - Goal – Identify Resources and Begin Studying
  - December 19, 2016: Meeting Theme:
    - December 19, 2016: Meeting Theme Test Taking Strategies
      - Goal – Register for Prep Course Study
  - January 9, 2017: Meeting Theme:
    - January 9, 2017: Meeting Theme Jeopardy Game with Practice Questions
      - Goal – Apply to sit for NPD Exam on ANCC site
  - February 6, 2017: ANPD Certification Preparation Course
    - Goal – Register for exam upon receipt of authorization to test
  - March 29-30, 2017: ANPD Certification Preparation Course
    - Goal – Study
  - April 3, 2017: ANPD Certification Preparation Course
    - Goal – Take NPD certification exam no later than 5/20/2017
  - May 1, 2017: ANPD Certification Preparation Course
    - Goal – Take NPD certification exam no later than 5/20/2017

Acknowledgement & Contact
- Anna Woodroof, Kristen Coleman, Tony Yost and Christina Kunkel for their inspiration and project contributions
- Nicole.Shonka@childrenscolorado.org