

2018 QSEN National Forum Abstract Submission

Title Ideas (Please pick one):

Aligning an online educational activity with QSEN competencies to bridge the leadership practice gap

Abstract Background

Nurses commonly leave a department or organization because of leadership. This adds to the nursing shortage. Nurse leaders may move into leadership with little to no experience or training in a leadership role. If nurses are not adequately equipped with a foundation in leading quality and safety in the healthcare system this could lead to frustration, turnover, and poor patient outcomes.

Abstract Methods

Sigma Theta Tau International (Sigma) developed an online Nurse Manager Certificate Program (NMCP) that aligned the QSEN competencies and The American Organization of Nurse Executives (AONE) Nurse Manager Competencies. This innovative process allowed for a bridge between academic program curriculum and the practice setting.

Research was conducted to develop a core content outline. The QSEN and AONE competencies acted as a framework for the content outline development and then each section or module of the program was mapped to the appropriate competency.

Content experts authored presentations and then the Sigma education team developed the content into an interactive learning program. The entire program was then peer-reviewed by an expert in nursing leadership, known as a Program Editor. This process validated the relevance of the content in current practice and alignment with competencies as the framework.

A Facilitator's Guide was developed to allow faculty to visualize the program alignment with competencies, content of program, and faculty led discussion questions and activities. A Learner Development Plan and pre- and post- assessment were developed as part of the program to measure the learner's growth.

Abstract Summary

The NMCP has shown to increase learning and be effective means of providing leadership training. Program evaluations reflect 93% of responses agreed that the courses were beneficial. Additionally, 91% of responses said the program would help them in their practice and was an effective learning method. The pre- and post- assessment is generated from a test bank. Learner's pre-assessment score average was 67.9. Learner's post-assessment score average was 81.5. Utilization of the QSEN and AONE competencies as a framework for an online learning program related to nurse manager knowledge, skills and attitudes is beneficial and innovative in bridging the practice gap.