

Outcomes and Impacts of a Regulatory Continuing Education Workshop for Nurse Leaders



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Purpose

To determine the value and effectiveness of an NC Board of Nursing regulatory continuing education workshop for nursing administrators, directors, and managers.

Research Question

- Does completion of the workshop increase the nursing administrators' or managers' knowledge and perceived expertise of nursing regulation; is the knowledge and perceived expertise sustained over 3 months?
- Based on information obtained during the workshop, do the nurse administrators or managers experience intent to change nursing practice behavior; is the intent to change nursing practice behavior sustained over 3 months?

Sample

- RNs employed as nurse administrators or managers in various settings
- Participant completes the NCBON continuing education workshop

Sample Size

- Survey Design

Data Collections Time Points	Sample Size
Pre-workshop	73 participants
Immediate Post-workshop	96%
Three Months Post-workshop	50.6%

Fig. 1. Data collection time points and sample size

Design and Procedure

Survey Design – Four Instruments

- Knowledge test
- Two quantitative surveys
- One Qualitative Survey

Data were Collected at Three Points

- Immediately Pre-Workshop
- Immediately Post-Workshop
- Three months Post- Workshop

	Pre-workshop	Immediate Post-workshop	3 Months Post-workshop
Multiple Choice Knowledge	X	X	X
Education Program and Change (Quantitative)	X	X	X
Program Skills Self-Evaluation (Quantitative)		X	X
Self-Evaluation - Changes (Qualitative)			X

Fig. 2. Survey Instruments and Data Collection Time Points

Results

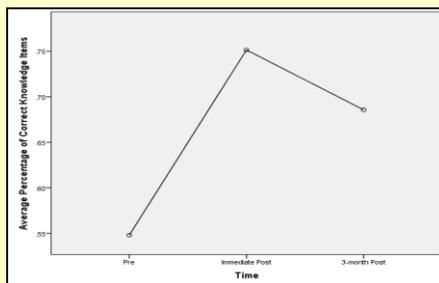


Fig. 3. Average % correct for each data collection point

Participant Knowledge of Nursing Regulation Increased and was Sustained Over Three Months

Knowledge Multiple Choice

- Pre-workshop to immediate post-workshop - Significant increase in total proportion of correct scores ($p = .000$)
- Pre-workshop to three month post-workshop – Significant increase in proportion of correct scores ($p = .003$)

Participants Level of Expertise Increased Immediately Post-Workshop

Level of Expertise Was Not Sustained

Program Skills Self-Evaluation: Level of Expertise

- Statistically significant increase in level of expertise from pre-workshop to immediate post-workshop ($p = .001$)
- Statistically significant decrease from immediate post-workshop to three months post-workshop ($p = .009$)

Participant Indicated Intent to Change Practice Immediately Post-Workshop

Intent to Change Practice Was Not Sustained

Education Program and Change: Intent to Change Practice

- Immediate post-workshop results indicate that participants **experienced an intent to change** nursing practice
- Intent to change nursing practice was not sustained over three months ($p = .048$)

Qualitative Responses to Changes Implemented Three Months Following Workshop

- Discussed workshop content with others
- Reviewed policies & procedures at facility
- Shared information
- Utilized NCBON website resources

Qualitative Responses to Barriers Encountered When Implementing Changes During Three Months Post-workshop

- 86.7% indicated **no barriers**
- 13.3 % indicated **barriers encountered were:**
 - People don't like change
 - Lack of clarity of referral process to BON
 - Centralization with other facilities

Significant Correlations of Overall Scores of Surveys

- Knowledge and Level of Expertise Surveys: significantly positive at pre-workshop data collection point, $r(60) = .25, p = .04$
- Level of Expertise and Intent to Change Practice Surveys: significantly, positive at immediate post-workshop, $r(64) = .26, p = .04$; marginally significant at three months, $r(26) = .34, p = .08$

Discussion And Conclusion

Findings suggest:

- Increasing the nurse administrators' or managers' knowledge of nursing regulatory information increases his/her level of expertise
- Increasing the nurse administrators' or managers' level of expertise increases the likelihood that he/she would implement changes in nursing practice

Implications

Findings support:

- The value of BONs providing regulatory continuing education workshops for nurse administrators and managers as a method to increase knowledge and level of expertise to support change in practice and enhance compliance with regulation
- Providing regulatory information on a continued basis to strengthen nurse administrator and manager regulatory knowledge, expertise, and support changes in practice