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Professional Development: Implementing Evidence-Based Practice in Professional Development: Measuring the Impact of Education

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Implementing Evidence-Based Practice in Professional Development: Measuring the Impact of Education

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Objectives

Identify the framework and components of a plan for implementing EBP in Professional Development

Discuss ways to measure the impact of education

EBP Framework

Departmental plan

- Mission, vision, and value statements
- Departmental structure/organizational chart
- Purpose/description

EBP Framework

Departmental Plan (continued)

- Products and services
- Marketing
- Action plan/goals and objectives
- Budget

Components of EBP in NPD

Evaluation Framework

- Satisfaction/reaction
- Learning

Components of EBP in NPD

Evaluation Framework (continued)

- Behavior
- Results
- ROI

Templates: Assessing Current Practice for EBP in NPD

Data Source	Questions	Comments
Needs Assessments	How conducted? How often? How are learning needs identified? Do staff needs reflect organizational needs? How are needs prioritized?	
Informal Conversations	How documented? How are data used? How are data validated?	Source: Evidence-Based Staff Development

Templates: Framework for Planning Change

Step # 1	Tasks	Responsibility	Comments
Identify change agent(s) and determine who will be affected by change	<p>Select NPD specialists who will assume primary responsibility for implementing EBP in NPD.</p> <p>Compile a list of affected persons and departments</p>		<p>Clearly identify responsible persons</p> <p>Source: Evidence-Based Staff Development</p>

Templates: Program Analysis Template

Task	Findings	Comments/Revisions
Identify: Existing data sources Data collection method Documenting data method Frequency of data Collection Additional sources that should be used		
Describe: Method of data analysis Frequency of program revisions		

Templates: Program Analysis

Template (con't)

Task	Findings	Comments/Revisions
Determine: Best practices Benchmarks		
Verify conclusions: Review best practice history Review literature to support conclusions Identify possible research projects		Source: Evidence-Based Staff Development

Templates: Communication

Program	Needs Assessment Data	Implementation Method and Rationale	Evaluation Data
			Source: Evidence-Based Staff Development

Measuring the Impact of Education

Reactive (satisfaction) data:

- Can't be used in isolation
- Used as a foundation for more advanced levels of evaluation

Scenario # 1: Two speakers with very different teaching styles

Scenario # 2: Distance learning versus classroom

Measuring the Impact of Education

Reactive (satisfaction) data (misc.)

- Includes separate form for distance learning
- Must complete form to receive credit
- “Identify three specific education topics that would improve your ability to do your job.”
- Process for retrieving evaluation forms

Measuring the Impact of Education

Learning/knowledge acquisition data

Pre and post tests

- ✓ Fairness of testing
- ✓ Handling disputes
- ✓ Correlating data with reactive data

Measuring the Impact of Education

Learning/knowledge acquisition (con't)

Demonstration

- ✓ Consistency among observers
- ✓ Signatures of observers and learners
- ✓ Plan for remediation
- ✓ Correlating data with reactive data

Measuring the Impact of Education

Behavior data

- ✓ Suggestions for ensuring consistency
- ✓ Observation (training of observers)
- ✓ Signatures of observers and learners
- ✓ Review of documentation

Measuring the Impact of Education

Results data

- ✓ Scenario # 1: Infection rate
- ✓ Scenario # 2: Patient complaints
- ✓ Scenario # 3: Turnover/retention

Measuring the Impact of Education

Return on Investment

$$\text{ROI (\%)} = \frac{\text{Net program benefits}}{\text{Program costs}} \times 100$$

In terms of increased lengths of stay

In terms of turnover/retention

References

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