

# Implementation of a Professional Development Tracking Tool with Coaching Sessions for New Graduate Nurses

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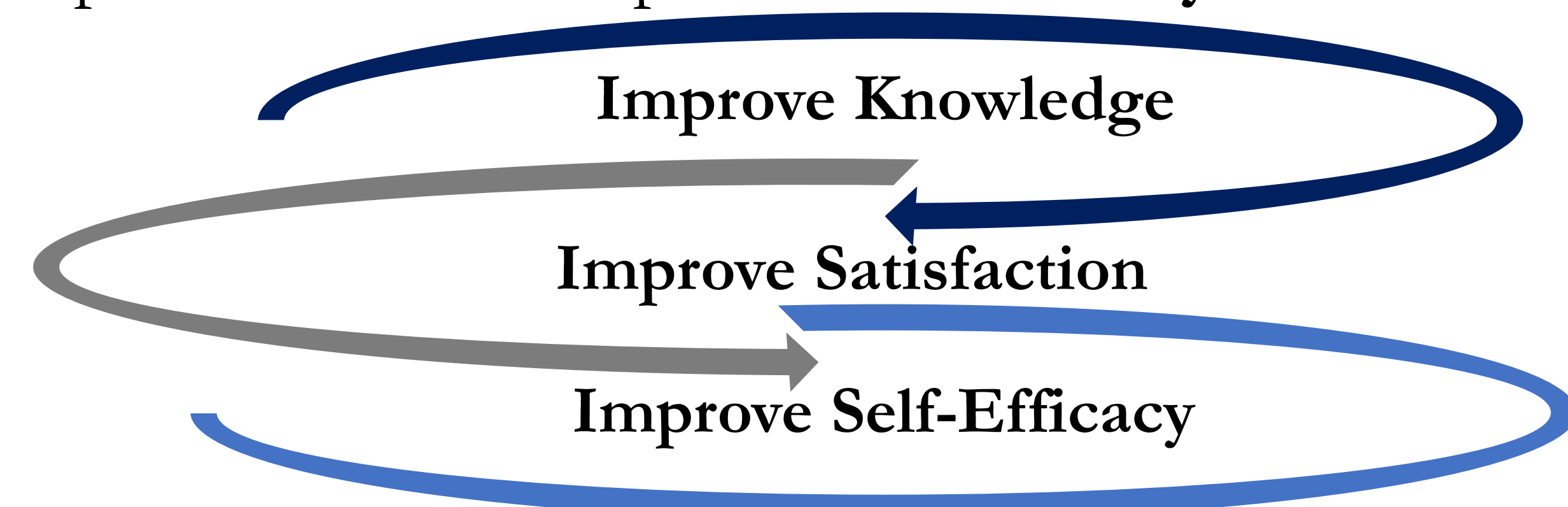
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## Introduction

- Nurse satisfaction with **professional development influences overall job satisfaction**, intent to stay and nurse turnover.<sup>1,5</sup> Turnover costs the average US hospital up to six million dollars.<sup>6</sup>
- Results from a 2017 NDNQI satisfaction survey at project setting showed 69% of all units scored **below benchmark for professional development**. Units **below benchmark on the professional development domain also ranked below benchmark on overall satisfaction**.
- Nurse turnover increased to a historical level; 54% of the turnover occurred in **nurses with less than 3 years experience**.
- Literature synthesis recommends a **structured, yet iterative intervention to enhance professional development** with leadership support.<sup>2</sup>

## Purpose and Aims

Improve new graduate nurses' **knowledge** and **satisfaction** with their professional development opportunities utilizing a professional development-tracking tool coupled with coaching sessions. Also, improve professional development **self-efficacy**



## Methods

- Design/Setting:** Paired pre-and post-test QI design; 23-bed inpatient telemetry unit/large academic medical center.
- Sample:** Nurses 6 to 36 months experience (N=5); Nurses with less than 6 months or greater than 36 months excluded
- Intervention:** Professional tracking tool was coupled with three 1:1 professional development coaching sessions over twelve weeks.

## Tools

- Professional Development Qualtrics 15-item Likert Pre- and Post-test Survey.
- IBM SPSS Statistics, Version 26
- Evidence-based **professional development-tracking tool**.

Professional Development Tracking Tool									
Professional Development Goals	Example Goal 1: <i>Become a competent nurse precepting by August 1, 2019</i>			Goal 2:			Goal 3:		
	Action Items	Achieve by Date	Professional Practice Model Alignment	Action Items	Achieve by date	Professional Practice Model Alignment	Action Items	Achieve by Date	Professional Practice Model Alignment
Orientation or In-service Needed									
Competency Required									
Continuing Education Needed									
Research, EBP, QI									
Certification Required									
ARTs Alignment/Contribution (if applicable)									

## Baseline Demographics of Sample

Demographic characteristic	(N = 5)
RN experience in months, median (IQR)	26 (3)
Pre-licensure nursing degree, n (%)	
Associates degree	2 (40.0)
Bachelors' degree	2 (40.0)
Masters' degree	0 (0.0)
Other	1 (20.0)
Nursing as first career, n (%)	
Yes	5 (100.0%)
No	0 (0.0%)

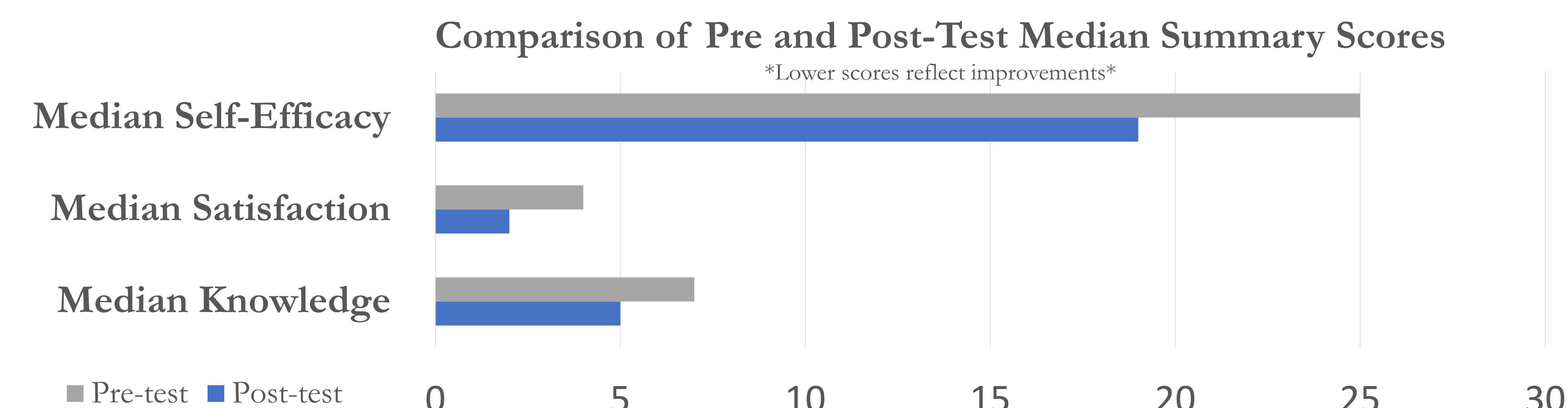
Note. IQR=interquartile range

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## Results

- Descriptive statistics showed **overall improvements** in median knowledge, satisfaction and self-efficacy summary scores.
- Bachelors' prepared nurses showed the highest overall improvements.



### Knowledge Outcome

- Median summary scores shift 7.0 (IQR 0) → 5.0 (IQR 0)
- Shift to lower score reflects improvement- **28% increase**
- Bachelors prepped nurses showed highest improvement

### Satisfaction Outcome

- Median summary scores shift 4.0 (IQR 1) → 2.0 (IQR 1)
- Shift to lower score reflects improvement- **50% increase**

### Self-Efficacy Outcome

- Median summary scores shift 25.0 (IQR 5) → 19.0 (IQR 3)
- Lower score reflects improvement- **24% increase**
- Bachelors prepped nurses showed highest improvement

## Conclusion

- Coaching coupled with an evidence-based tracking tool provides an iterative and structured approach can enhance professional development in early tenured nurses.
- Expansion of future study to include larger sample size and diverse clinical settings will improve scalability of findings.
- Dissemination Plan:** Organizational engagements with nurse leaders/frontline RNs; abstract submissions to ANPD and MAGNET conferences; submission for publication in Journal for Nurses in Professional Development.