Professional Development: Certification & Level III Project Promotion

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Purpose

- To identify existing knowledge deficits
- Develop staff education to address knowledge gaps
- To identify barriers that impede advancement to the Senior Professional Nurse role
- To implement changes and develop strategies for improvement in professional development growth
The Evidence

- Nursing specialty certification, baccalaureate nursing degree and staff engagement using evidence based practice (EBP) promotes:

  **PATIENT SAFETY**  (Kendall-Gallagher, Aiken, Sloane & Cimiotti, 2011), (Covell, 2009)

  **QUALITY PATIENT OUTCOMES**  (Fitzpatrick, Campo & Lavandero, 2011), (Fights, 2012)

  **PATIENT SATISFACTION**  (Fitzpatrick, Campo & Lavandero, 2011), (Fights, 2012)

  **RN RETENTION**  (Fitzpatrick, Campo & Lavandero, 2011)
Method

- Nursing demographic data updates every 3 months
- Presented EBP project and survey at Professional Practice & Development Council (PPDC) meeting and engaged council members as facilitators (February 2013)
- Prepared survey packets for each nursing department (March/April 2013)
- Nursing survey of staff RNs (April 2013)
  
  Paper survey & Survey Monkey on SharePoint
Method

• Data collection, analysis, and dissemination
  Presented at (PPDC) meeting 5/3/2013 & placed on SharePoint

• Presented EBP project at UPMC Nurse’s Week Conference
  (May 2013)

• Developed an image to reflect professional development
Method

Magnetometer

Certified Nurses

Level III Projects
Method

• Prepared information packet for each nursing department focusing on their appropriate professional nursing organization & certification (June 2013)

• Article in Pathways to Excellence (Spring 2013)

• Attended Unit Director (UD) meeting to discuss certification, Level III projects, and magnetrometers (Spring 2013)
Method: Ongoing

- Update Nursing Demographic data quarterly
- Continue to promote professional development at PPDC meetings
- Complete planning for CND (Certified Nurses Day) celebration March 19, 2014
Method: Survey participants: Years of experience

N=522

Percent

- 1 to 5
- 6 to 10
- 11 to 15
- 16-20
- 21-30
- >30
Method: Survey participants: Highest Nursing degree held

- Diploma: 44.7%
- ASN: 28.6%
- BSN: 20.8%
- MSN: 5.7%
- DNP/PhD/DrPH: 5.7%

*N=522*
Method: Survey participants: Nursing Level

- Current Nursing Level:
  - I: Staff Nurse (6.3%)
  - II: Professional Staff Nurse (20.4%)
  - III: Senior Professional Staff Nurse (13.7%)
  - IV: Clinician (59.6%)

N=522
Method: Survey participants

Project submission

- Level III Project submitted: 19.60%
- No Level III project submitted: 80.40%

N=522
Method: Survey participants: Project Barriers

- Time: 60 responses
- Lack of motivation: 20 responses
- Lack of certification: 10 responses
- Uninformed: 10 responses
- Too much work: 10 responses
- Cost: 10 responses
- SharePoint access: 5 responses
- Ineligible: 5 responses
- Lack of ideas: 5 responses

**X=Barriers Identified**

**Y=Number of responses**
Method: Professional development 2009-current

Relationship of Certification and Level III Projects

- **2009-2012:** \( r=0.80 \)

X=Years of observation

Y=\# of certified nurses & Level III projects

- **2009:** Certification: 193, Level III Projects: 34
- **2010:** Certification: 246, Level III Projects: 66
- **2011:** Certification: 281, Level III Projects: 69
- **2012:** Certification: 281, Level III Projects: 132
- **2013:** Certification: 307, Level III Projects: 131

Chart courtesy UPMC Shadyside Department of Nursing Education
Method: March 2013: Certification & Level III Gap

- % of Eligible Nurses Certified
- % of Level II Projects

Certification Level: 40%
Level III Projects: 11%
Method: Preliminary October 2013

Eligible Nurses Certified

Certification Level 40%

Level III Projects 16%

Level II Projects

UPMC - Life Changing Medicine
Anticipated Goal for March 2014

Certification Level

45%

Level III Projects

16%

Certification

Level III projects

UPMC Life Changing Medicine
Recommendations for improved project success

- A project of this magnitude requires a team
  The PPDC members were a great help, but a more involved and active team is necessary

- Professional collaboration with Nursing Administration (Clinical and Unit Directors) and Advanced Practice Nurses (APN’s) who have greater influence to impact change highly recommended

- Verify accuracy of baseline data
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References


