

Supporting Nursing Advanced Practice Transitions (SNAPT) – Using evaluation metrics to assess SNAPT Fellow Nurse Practitioners' transition to practice

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Background

- In 2020, the Johns Hopkins School of Nursing (JHSON) received a NSP II grant to develop the Supporting Nursing Advanced Practice Transitions (SNAPT) Fellowship Program.
- Advanced practice nurses are expected to be fully functioning practitioners upon graduation, while adjusting to a new role, scope of practice and business model¹ and thus the turnover rate for new primary care NP (PCNPs) is twice that of physicians.²
- 25% of primary care NPs reported being burned out³ and experiencing “minimal” to “moderate” job satisfaction.⁴
- SNAPT focuses on the development of clinical competence in student NPs as they transition into practice allowing for an individualized approach to meet the goals of competency; to increase confidence, resilience, productivity and retention.
- The SNAPT Fellowship will seek accreditation in year 3.
- The grant will demonstrate how the Fellowship model prepares NPs for a successful and supported transition to practice.

Objective

- Identify measures for evaluation of an innovative nurse practitioner fellowship program, Supporting Nursing Advanced Practice Transitions (SNAPT).

Methods

- The SNAPT Fellowship program will systematically collect five (5) separate evaluation metrics from Fellows over an 18 month period spanning the last semester (6 months) of school through their first 12 months of practice to assess NP Fellows' transition to practice.
- Evaluation measures will be administered via Qualtrics and include:
 - Maslach Burnout Inventory (MBI) for Medical Personnel⁵,
 - Misener Nurse Practitioner Job Satisfaction Scale⁶,
 - Connor-Davidson Resiliency Scale (CD-RISC-10)⁷,
 - Berk Mentorship Effectiveness Scale⁸
 - A skill assessment checklist developed by the program faculty.

Anticipated Findings

- The SNAPT Fellowship is in its first year and accepted three Fellows to the program in 2021.
- The program will accept 2-4 additional fellows per year over a 5 year period.
- Each Fellow will be administered the aforementioned measures.
- Program staff will continuously monitor responses to surveys and compare responses over time noting changes and deducing program effectiveness from these and other evaluation methods.

Evaluation Metrics

Administration Schedule

Maslach Burnout Inventory (MBI) for Medical Personnel	• End of Fellowship (December) • One year of employment
Misener Nurse Practitioner Job Satisfaction Scale	• End of Fellowship (December) • One year of employment
Connor Davidson Resiliency Scale	• End of the course/beginning of employment (June) • End of fellowship (December)
Berk Mentorship Effectiveness Scale	• End of Fellowship (December)
Skill Assessment Checklist	• Beginning of the course (January) • End of the course (May/June) • End of Fellowship (December)

Conclusions

- The SNAPT Fellowship Program was built as a curriculum-to-career initiative for new NPs in primary care in Maryland.
- SNAPT's goal is to advance the transition of NP students to independent practice in primary care settings in Maryland, building a scalable, sustainable model to train advanced practice providers.
- A robust evaluation plan with regular administration of measures will support the SNAPT Program's need to accredit the program by establishing a baseline and building supportive data that will demonstrate program efficacy.

References

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