ANPD Casey-Fink

NPD Transition Experience Survey© 2024

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ANPD Casey-Fink NPD Transition Experience Survey© 2024

The Association for Nursing Professional Development (ANPD) Casey-Fink Nursing Professional Development (NPD) Transition Experience Survey© 2024 was developed as a self-report instrument to measure nursing professional development practitioners' (NPDP) role transition experiences. Following development of survey items from *Nursing Professional Development: Scope and Standards of Practice* (Harper & Maloney, 2022), other published literature, the authors' experience, and feedback from novice NPD practitioners, content validity was established by 20 experienced, NPD certified, NPD practitioners and one expert in survey development. These experts rated their level of agreement with each item on a 4-point scale. Content Validity Index (I-CVI), was calculated for each item, and those with an I-CVI of > 0.80 were retained. Pursuant to content validity determination and survey revision, 388 novice NPDPs, with less than 12 months' experience in NPD, completed the survey. Exploratory factor analysis (EFA) was conducted to identify individual scales and their items. For the Role Transition Scale (alpha = 0.89), 5 subscales were identified, which appear on the final instrument: professional fulfillment (alpha = 0.92), organizational integration (alpha = 0.87), role clarity and readiness (alpha = 0.90), leadership support (alpha = 0.88), and mentorship (alpha = 0.88). For the Role Confidence Scale (alpha = 0.80), 6 subscales were identified, which also appear on the final instrument: evidence-based practice (alpha = 0.86), education (alpha = 0.85), competency management (alpha = 0.81), administrative and compliance duties (alpha = 0.78), quality improvement (alpha = 0.89), and onboarding/orientation (alpha = 0.64).

Detailed findings were submitted to the Journal for Nurses in Professional Development in August, 2024, and are in press. Pending publication, individuals who would like additional information about the instrument's validity and reliability can contact either Dr. Casey or Dr. Harper at the email address provided below.

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This survey is designed for individuals with ≤12 months experience in the nursing professional development (NPD) role. Please select the response that best describes your experience transitioning into the NPD practitioner role. All responses are anonymous and will be kept confidential.

Please use the following definitions as you consider your responses:

NPD includes those who function in the role of employee education including clinical educator.

NPD Practitioner: An RN with NPD practice judgement and expertise who influences professional role competence and growth of learners in a variety of settings with a desired outcome of improved population health (Harper & Maloney, 2022).

Manager: Includes those who function in the direct supervision of the NPD Practitioner.

Mentor: "A supportive relationship sustained over time between an experienced individual and a less experienced individual where feedback, guidance, and role modeling enhance the individual's growth" (Kusterbeck, 2019).

SECTION I – ROLE TRANSITION

Please rate your level of agreement with each of the following items using the scale provided:

	Strongly Disagree	Disagree	Agree	Strongly Agree
1. I can positively influence nursing practice at my organization.				
2. I enjoy helping staff in my practice setting.				
3. I have a sense of purpose as an NPD practitioner.				
4. I am excited about the work I am doing.				
5. I can influence patient outcomes as an NPD practitioner.				
6. I feel I am making a difference in this organization.				
7. I am satisfied being in the NPD role.				
8. I feel I belong in the NPD specialty.				
9. I can advocate for the value of the NPD specialty in my organization.				

Please rate your level of agreement with each of the following items using the scale provided:

	Strongly Disagree	Disagree	Agree	Strongly Agree
10. NPD practitioners are respected in my organization.				
11. My role is supported by senior leadership in my organization.				
12. My organization has a clear understanding of the NPD role.				
13. The NPD role is valued by my organization.				
14. I have a voice in my organization.				
15. The NPD role expectations are clear to me.				
16. I received adequate training for my NPD responsibilities.				
17. I know what is expected of me in this role.				
18. I have the knowledge I need to perform my role.				
19. I feel prepared for the responsibilities of the NPD role.				
20. I am comfortable discussing my responsibilities with my manager.				
21. My manager understands the NPD role.				
22. My manager provides feedback about my work performance.				
23. My manager values my work.				
24. My leader is invested in my professional development.				
25. I have opportunities to connect with experienced NPD practitioners for guidance.				
26. I have a mentor who supports my NPD role development.				
27. I have a mentor who can help me problem-solve work issues.				

SECTION II – NPD ROLE CONFIDENCE

Please rate your confidence with each of the following items using the scale provided:

	Not Confident	Somewhat Confident	Very Confident
28. Measuring outcomes of an educational activity			
29. Implementing an EBP project			
30. Implementing policy changes in my practice area(s)			
31. Evaluating evidence to guide practice/policy changes			
32. Integrating current evidence into my NPD responsibilities			
33. Creating learning outcomes for an educational activity			
34. Implementing an educational activity			
35. Engaging learners in educational activities			
36. Collaborating with interprofessional teams to plan learning activities			
37. Creating online educational activities			
38. Coaching staff to improve their performance			
39. Identifying learning needs of staff			
40. Addressing deficiencies in staff members' competence			
41. Providing constructive feedback to learners			
42. Using business software applications provided by my organization (e.g., Excel, Teams)			
43. Meeting the regulatory/compliance training requirements for my organization			
44. Meeting the record-keeping requirements of my role/department			
45. Suggesting changes within my areas of responsibility			
46. Knowing my organization's quality improvement (QI) process			

SECTION II – NPD ROLE CONFIDENCE *(continued)*

Please rate your confidence with each of the following items using the scale provided:

	Not Confident	Somewhat Confident	Very Confident
47. Implementing quality improvement initiatives in my practice areas			
48. Measuring quality improvement outcomes in my practice areas			
49. Managing my daily NPD responsibilities			
50. Facilitating new employee onboarding/ orientation			
51. Validating staff competency			

SECTION III – DEMOGRAPHICS *(may be modified to match your study population)*

1. **Age** *(round to nearest year)*: _____

2. **Gender:**
   a. Female
   b. Male
   c. Non-binary, transgender, or gender fluid
   d. Prefer not to answer

3. **Race/Ethnicity** *(select the option that best matches your identity)*:
   a. American Indian or Alaskan Native
   b. Asian
   c. Black or African American
   d. Hispanic or Latino
   e. Native Hawaiian or Pacific Islander
   f. White or Caucasian
   g. Two or more ethnicities
   h. Prefer not to answer

4. **Which option best describes your primary practice setting:**
   a. Inpatient/Acute Care
   b. Outpatient/Ambulatory Care
   c. Home Health or Hospice Care
   d. Long Term Care/Skilled Nursing Facility
   e. Other (please specify)

   _____

5. **Which option best describes your organization:**
   a. Single site
   b. Multi-site system

6. **Which option best describes the location of your organization:**

   a. Urban (a densely developed area, typically a city with a population over 5000)

   b. Rural (area outside an urban area with lower population)

7. **Highest nursing degree obtained:**

   a. Diploma

   b. Associate's

   c. Traditional Bachelor's (BSN)

   d. Accelerated Bachelors (BSN)

   e. Master's in Nursing (focus other than education)

   f. Master's in Nursing Education (MSN, MS, MN)

   i. If Master's in Nursing Education selected: Did your program include content related to nursing professional development?

      a. Yes

      b. No

   g. Doctor of Nursing Practice (DNP)

   h. Doctor of Nursing Education (DNE)

   i. Doctor of Philosophy (PhD) in Nursing

8. **How long have you been in the NPD role?** *(round to the nearest whole number of months)* _____

9. **Were you provided a structured orientation to the NPD role at your organization?**

   a. Yes (if yes, what was the duration of your orientation program? _____ weeks)

   b. No

10. **Please describe the orientation you received for your NPD position.** *(Select all that apply.)*

    a. None

    b. 1:1 Preceptorship

    c. Mentorship program

    d. Association for Nursing Professional Development (ANPD) Transition to NPD Practice online modules available through ANPD or Elsevier

    e. Getting Started in Nursing Professional Development: Focus on the Learning Facilitator Role (ANPD book)

    f. Organization-based orientation

    g. Organization-based resources

    h. Leadership courses

    i. Competency validation tool (skills checklist)

    j. Other, please specify

    _____

11. **Are you familiar with *Nursing Professional Development: Scope & Standards of Practice*?**

    a. Yes

    b. No

12. **Are you familiar with the Nursing Professional Development Practice Model?**

    a. Yes

    b. No

13. **What is your job title? (Select one.)**

   a. NPD Practitioner

   b. NPD Specialist

   c. Educator

   d. Clinical Educator

   e. Nurse Educator

   f. Clinical Nurse Educator

   g. Education Consultant

   h. Professional Development Specialist

   i. Other, please specify

   _____

14. **Is your position part of a centralized NPD/ education department?**

   a. Yes

   b. No

15. **Please describe your certification status:**

   a. Certified in clinical specialty only (e.g., CCRN, CEN, Med-Surg-BC)

   b. Certified in nursing administration/ management only (e.g., NE-BC, NEA-BC, CNML)

   c. Certified in more than one specialty

   d. Not certified

16. **What suggestions do you have to improve the transition into the NPD practitioner role at your organization?**

   _____

   _____

   _____

Thank you for completing this survey.

References

Harper, M. G., & Maloney, P. (Eds.). (2022). *Nursing professional development: Scope and standards of practice* (4th ed.). Association for Nursing Professional Development.

Kusterbeck, M. (2019, November). *A concept analysis of mentorship* [Poster presentation]. Sigma Theta Tau International 45th Biennial Convention, Washington, D.C., United States. https://sigma.nursingrepository.org/handle/10755/19060

Scoring Instructions

Section I – Role Transition

1	2	3	4
Strongly Disagree	Disagree	Agree	Strongly Agree

Compute the mean score for each subscale based on its items. Add the scores for all items in the subscale and divide the total score by the number of items in that subscale (noted in parentheses).

SUBSCALES	MEAN SCORE (Range: 1 — 4)
Professional Fulfillment (9 items): 1, 2, 3, 4, 5, 6, 7, 8, 9	
Organizational Integration (5 items): 10, 11, 12, 13, 14	
Role Clarity & Readiness (5 items): 15, 16, 17, 18, 19	
Leadership Support (5 items): 20, 21, 22, 23, 24	
Mentorship (3 items): 25, 26, 27	

A higher mean score indicates higher agreement with each item

Section II – Role Confidence

1	2	3
Not Confident	Somewhat Confident	Not Confident

Compute the mean score for each subscale based on its items. Add the scores for all items in the subscale and divide the total score by the number of items in that subscale (noted in parentheses).

SUBSCALES	MEAN SCORE (Range: 1 — 3)
Evidence-Based Practice (5 items): 28, 29, 30, 31, 32	
Education (5 items): 33, 34, 35, 36, 37	
Competency Management (4 items): 38, 39, 40, 41	
Administrative & Compliance Duties (4 items): 42, 43, 44, 45	
Quality Improvement (3 items): 46, 47, 48	
Onboarding/Orientation (3 items): 49, 50, 51	

A higher mean score represents higher levels of confidence in performing these items.