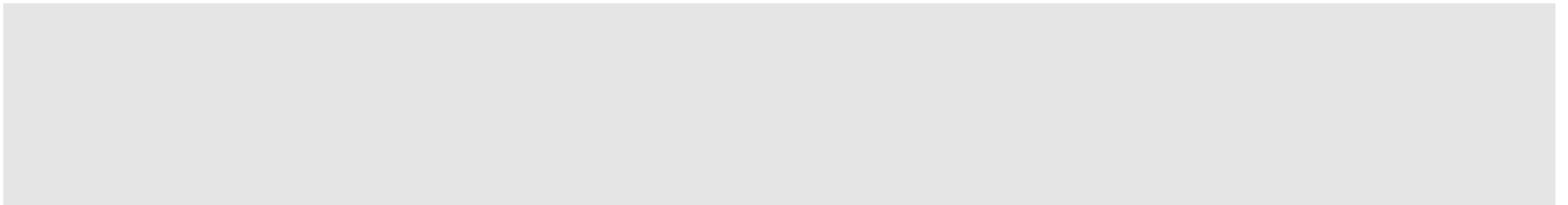


Provider Unit Outcome Measures



Provider Unit Evaluation

Examine aggregate data

- ✓ Structure
- ✓ Process
- ✓ Outcomes



ISOLATE
OFIs



Set Quality
Outcome Measures



Make
Improvements



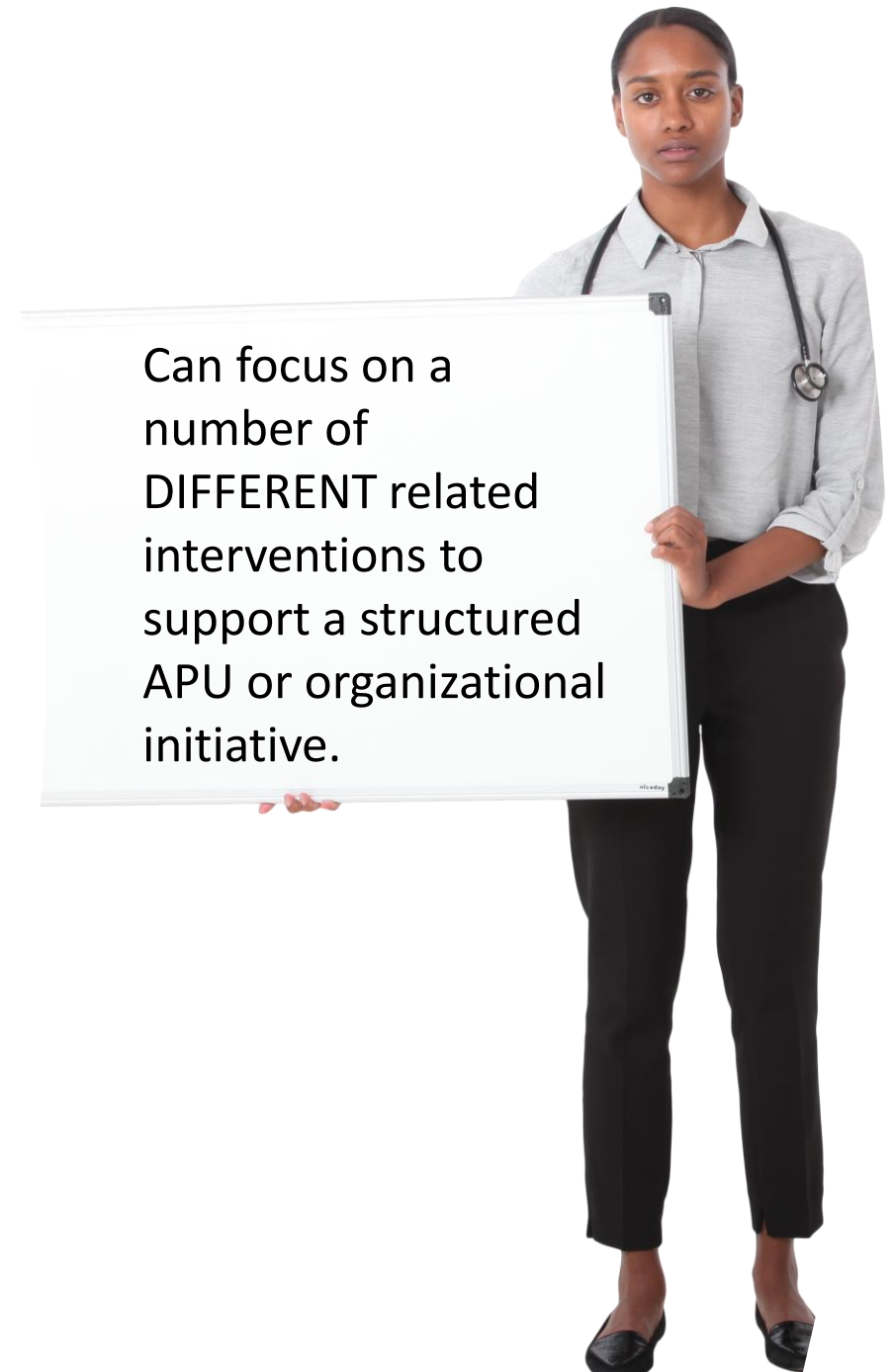
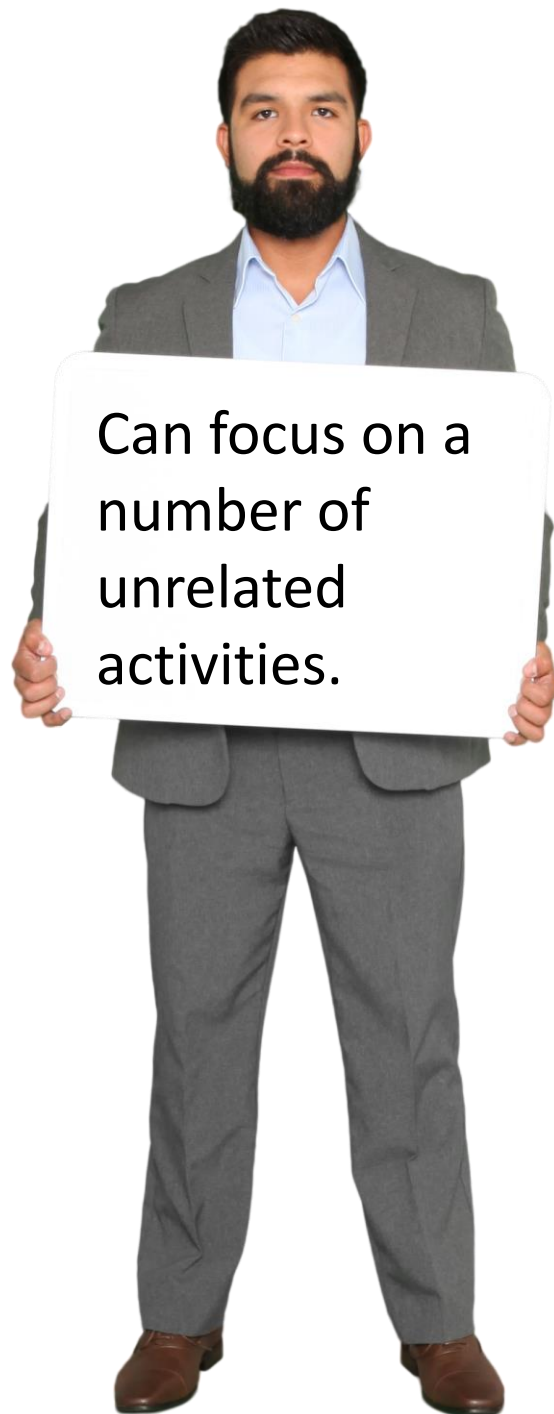
PU Outcome Measures – ANCC says,

Identify quality outcomes to improve PU operations / the professional development of nurses.

The outcome should be written in a measurable format.

QOMs should reflect overall PU effectiveness and should NOT be related to one individual activity.

**PU Measures
do not focus on
a single activity.**



PU Evaluation does not focus on a single activity

- Aggregate data from all activities or sub-sets of activities
- Aggregate data from a subset of activities:
 - groups (e.g., specific nursing departments)
 - activity topics (e.g., leadership)
- Set of different activities on different aspects of one general topic (e.g., incivility – psychology, communication, conflict resolution, legal issues) that support an organizational initiative

Requirement for PU Outcome Measures

Need Operational Measure x 1	Need Nursing Professional Development Measure x 1
Related to an PU Process - States what the PU will do / PU actions.	Related to the impact on nurses' knowledge, skill, practice behaviors, (or outcomes)
“We will offer a series of three related certification prep courses to ICU nurses in 2023.”	“At the end of 2023, 90% of ICU nurses who attended the series of cert prep courses will report they gained the knowledge needed to take the certification exam.

A Word on NPD Measures – “It’s about people”

- You want to measure *APU impact* on learners.
- You will measure changes in nursing knowledge, skills, practice behaviors, or you can measure (patient, student, membership) outcomes.
- You can focus on measuring nursing behaviors that change outcomes, not the actual organizational outcomes.



PU Outcome
Measures
Need to be
Measurable
and
Measured

You can try the “SMART” Format:

Specific

Measurable

Achievable

Relevant

Time-bound

Sample Outcome Measures –

<https://padlet.com/janejetson50/7024avbicep8a1kc>

Operational or NPD?



Check
Your
Knowledge



APU Outcome Measures Examples to Assess

Read the APU outcome measures and make constructive comments on how to improve them: 1. State what needs improvement. 2. Make specific suggestions for improvement. SMART Format = Specific, Measureable, Achievable, Relevant, Time-bound 3. Is this an Operational or a Nursing Professional Development Measure? See column 1 below for these instructions with examples of Operations and QOM Measures.

INSTRUCTIONS -

- 1.Improve &
- 2.Categorize:

Outcomes Last name starts with A - I

Outcomes Last name starts with J - Q

Outcomes Last name starts with R - Z



Read APU Quality Outcome Measures. 1. State what needs improvement. 2. Suggest specific improvements.

Add comment

3. Indicate if the QOM is Operational or a Nursing Professional Development (NPD) Measure:

Example 1 A-I
Nurse planners will be able to implement appropriate learner engagement strategies for changing practice following a series of case-based education sessions.

Add comment

Example 2 A-I
Evaluate impact of educational activities in the practice setting.

Example 1 J-Q
Nurses will use the S-A-F-E method for inserting g-tubes 100% correctly, 100% of the time, on 100% of patients who need g-tubes.

Add comment

Example 2 J-Q
At least 50% of nurses will self-report changing at least one practice behavior related to any activity series the APU offered in

Example 4 R-Z
After attending one educational activity on nurse bullying, nurses will change their practice behaviors by using the pocket card provided in one real scenario in the next six months.

Add comment

Example 5 R-Z
Develop a method for obtaining feedback from nurses that is

Thank you!

wnanprl@wisconsinurses.org