

FUTURE OF NURSING™

Campaign for Action

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Module 3.5 Measuring Outcomes

Virtual Workshop

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What is the most important thing to look at with the mentoring program?

What influences the mentorship?

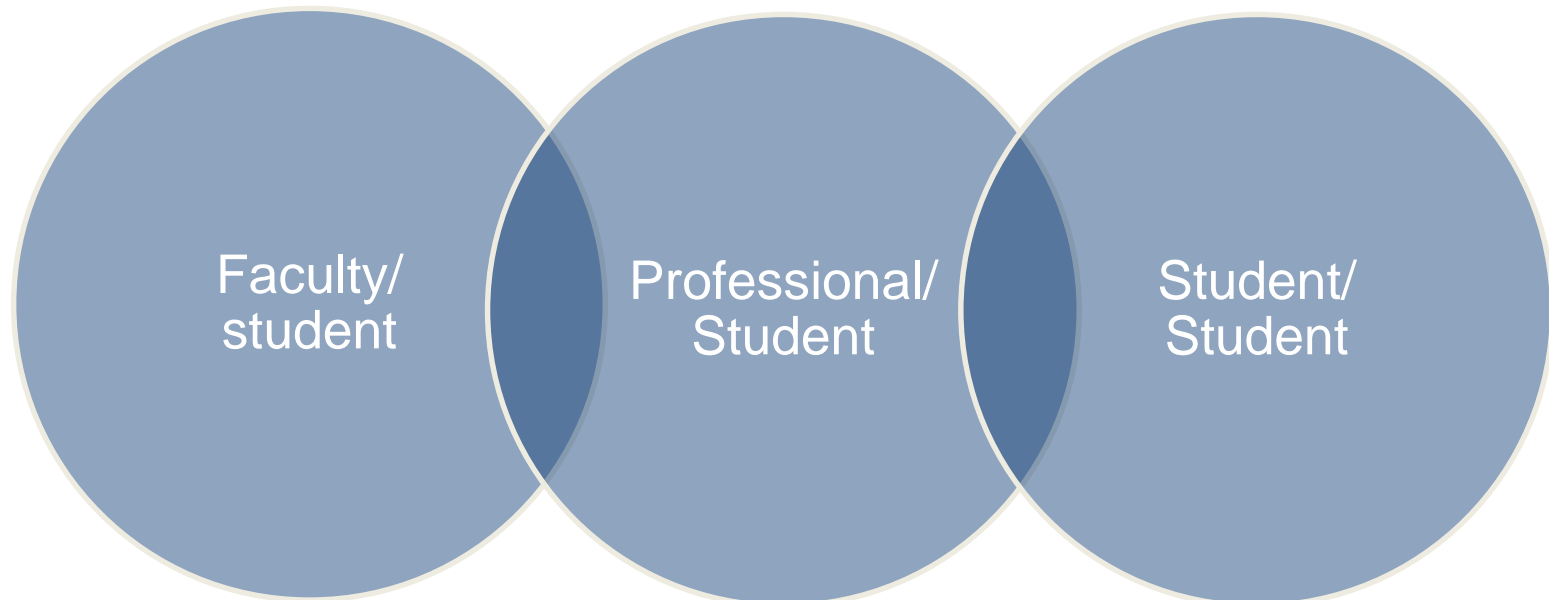
Who makes the decisions about the program goals & outcomes?

What is the end-goal of the mentoring program?

What outcomes are being measured?

What is best measurement of each outcome?

Models of mentoring



Formative Evaluation

Collected during the mentoring program to inform program improvement. (process)

Summative Evaluation:

Collected upon completion of the program in order to demonstrate achievement of end program objectives. (outcomes)

Why do these matter in program planning?

Process

- Mentor preparation
- Demographic match
- Mentee retention rate vs non mentee retention
- Contacts between Mentor & Mentee

Outcome

- Increased retention/completion
- Increased NCLEX pass rate

Can mentee graduates become mentors?

Qualitative

Mentor/mentee comments exemplars; comments from employers; comments regarding impact of mentor relationship preferred

Quantitative

Demographics; number mentoring meetings vs graduation rates; mentee program completion vs non mentee; NCLEX pass rates; job placement

Importance of each type in determining program effectiveness. What needs to change based on data?

Schools of Nursing & parent institution mission/vision statements

Institutional resources & existing programs

Stakeholder support— other programs/practice sites contribute to mentoring

Case study application

Medium-sized liberal arts HSI with nursing program wants to establish a mentoring program for BSN students. Institution has active alumni partnership board and student success initiatives. The HSI is located in an area with vast healthcare resources holding multiple clinical opportunities.

How can an effective mentoring program be implemented?