



2024 SCIENTIFIC SYMPOSIUM

From Data to Policy

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The Importance of Entry-Level Nursing Clinical Judgment Through the Lens of Experienced Nurses

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Agenda

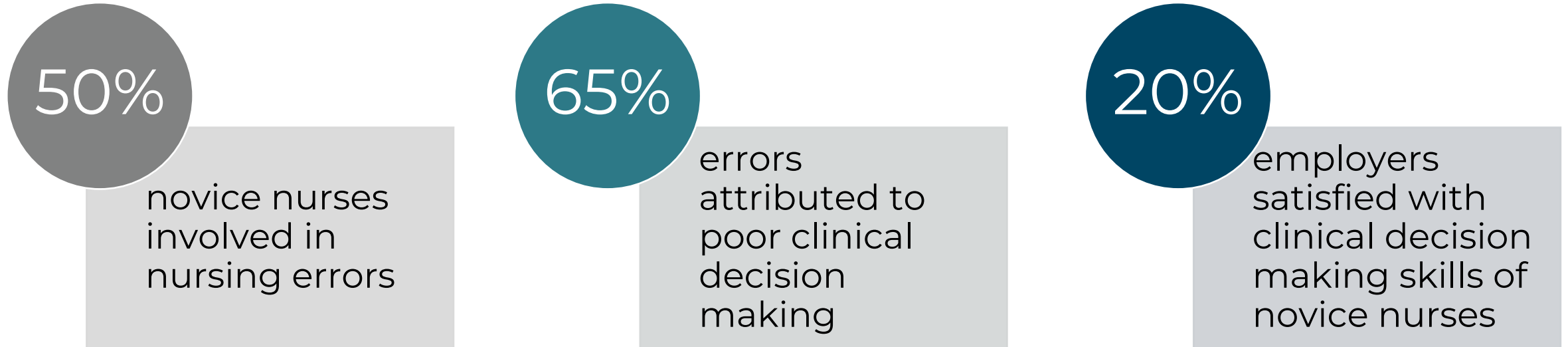
- Background and clinical judgment foundation
- Methodology
- Results
- Study limitations
- Implications
 - Nursing profession
 - Regulation



Background



Background



Clinical judgment, even at the entry-level, is critical to patient safety and public protection

Clinical Judgement

The observed outcome of critical thinking and decision making. It is an iterative process that uses nursing knowledge to observe and assess presenting situations, identify a prioritized client concern, and generate the best possible evidence-based solutions in order to deliver safe client care.



Who is Today's Entry-Level Registered Nurse (RN)?

- Acute setting located in an urban area
- Caring for medical-surgical, critical care, ED patients
- Aging patient population
- Chronic, stable conditions
- Complex treatments
- Behavioral/emotional conditions
- End-of-life care
- Increase formal orientation/internship

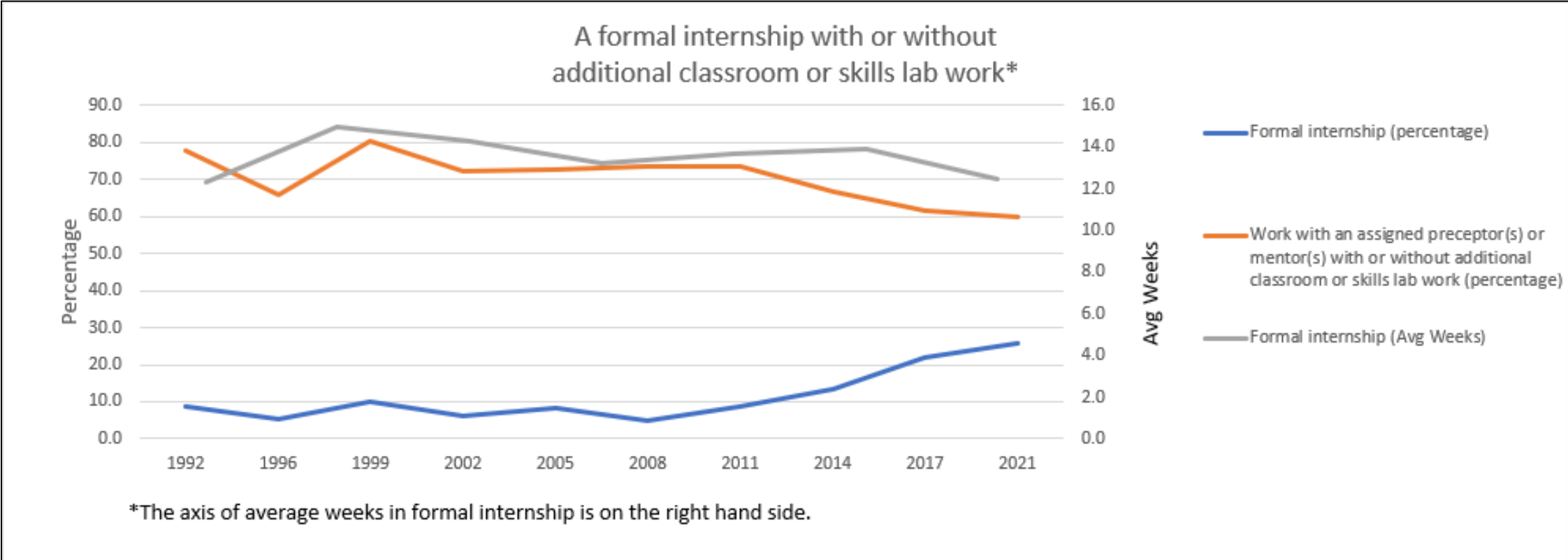


Who is Today's Entry-Level Practical Nurse (PN)?



- Long-term care facility, increase in acute setting located in an urban area
- Caring for medical-surgical clients
- Aging patient population
- Chronic, stable conditions
- Behavioral/emotional conditions
- End-of-life care
- Increase in no orientation or on-boarding

RN Orientation



PN Orientation

Type and Length of Orientation				
Type of Orientation	2021		2018	
	%	Avg Weeks	%	Avg Weeks
No formal orientation	9.7	N/A	7.2	N/A
Classroom instruction/skills lab work only	3.8	2.4	2.8	1.9
Classroom and/or skills lab plus supervised work with clients	17.4	4.3	18.2	3.8
Work with an assigned preceptor(s) or mentor(s) with or without additional classroom or skills lab work	63.2	3.8	66.2	3.9
A formal internship with or without additional classroom or skills lab work	2.3	4.0	1.9	4.5
Other	3.7	3.0	3.8	3.1

Methodology



Methodology

- Mixed-method design
- Convenience sample of 73 experienced RN and PN nurses
- Discussion in eight sessions
- Post-surveys
 - Survey 1
 - Survey 2

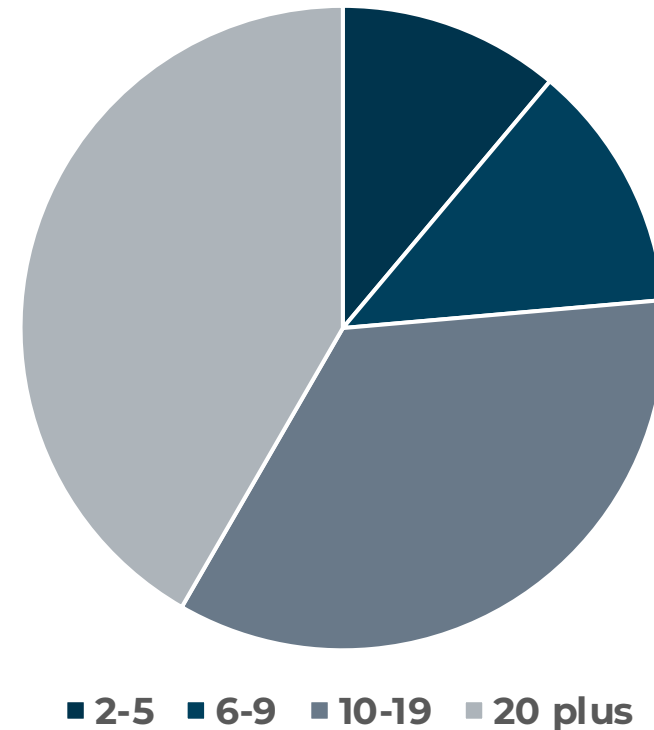


Participant Characteristics

Gender	# of experienced nurses
Female	65
Male	8
Total	73

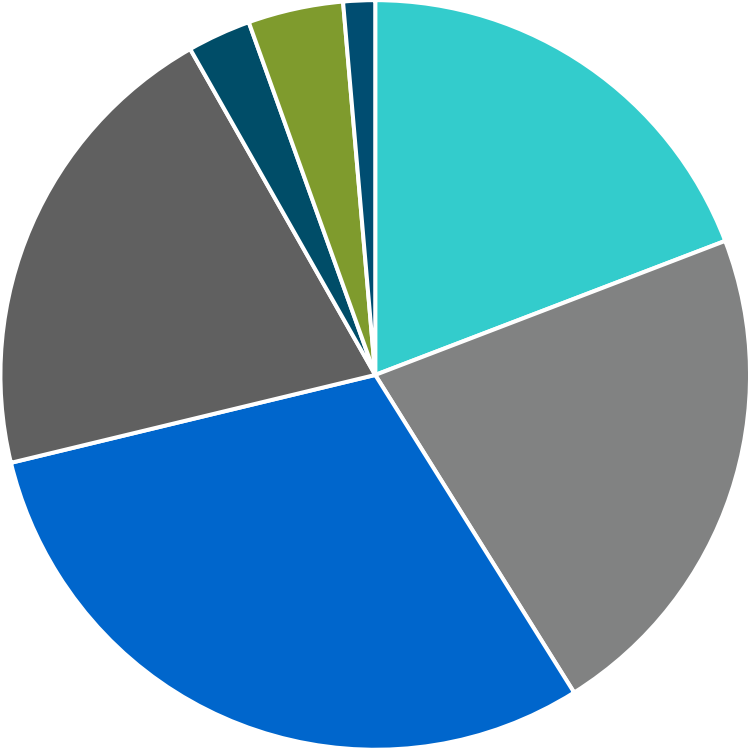
Session	# of experienced nurses
RN	38
PN	35
Total	73

Number of Years of Nursing Experience

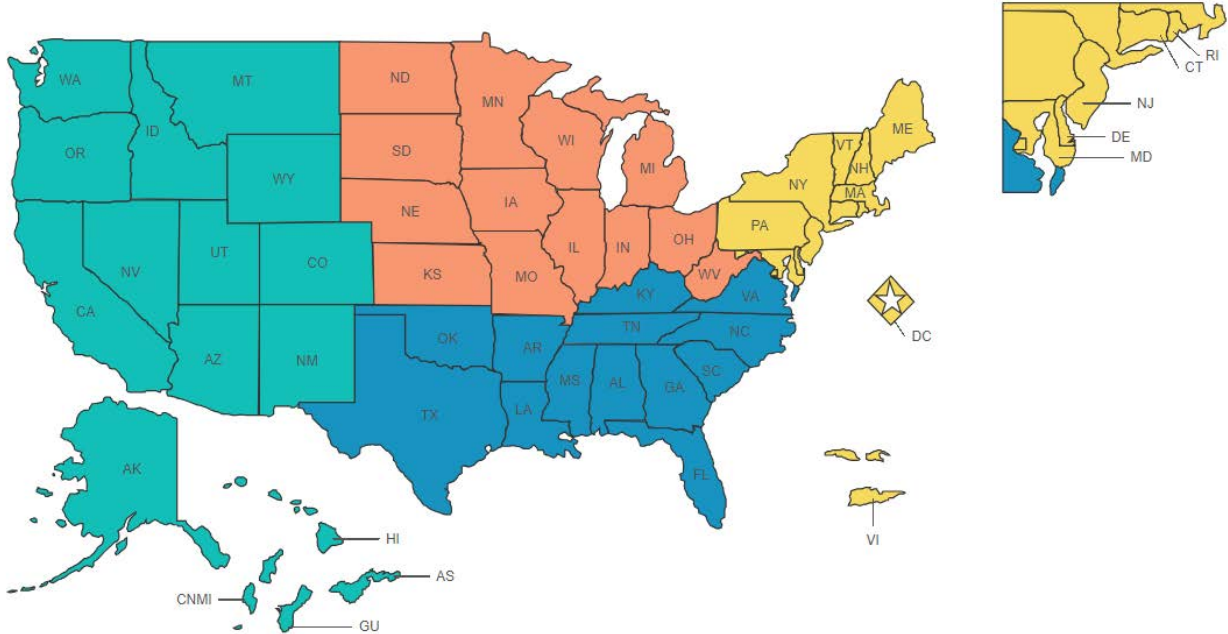


Participant Characteristics

of participants in each Area/Region

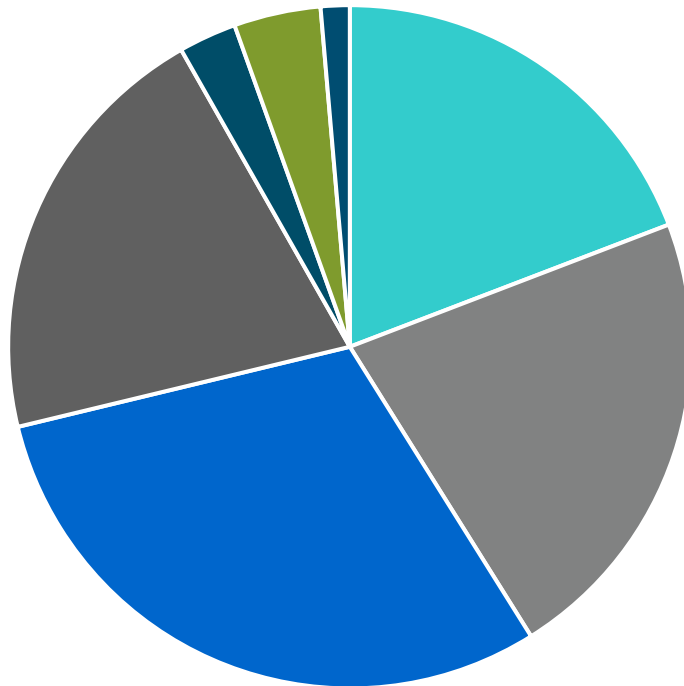


- US Area I ■ US Area II ■ US Area III ■ US Area IV
- CA Region 1 ■ CA Region 2 ■ CA Region 3



Participant Characteristics

of participants in each Area/Region



■ US Area I ■ US Area II ■ US Area III ■ US Area IV
■ CA Region 1 ■ CA Region 2 ■ CA Region 3

Canada Regions	Provinces
Region 1	Alberta, British Columbia, Saskatchewan
Region 2	Manitoba, Northwest Territories, Nunavut, Ontario
Region 3	New Brunswick, Newfoundland and Labrador, Nova Scotia, Prince Edward Island

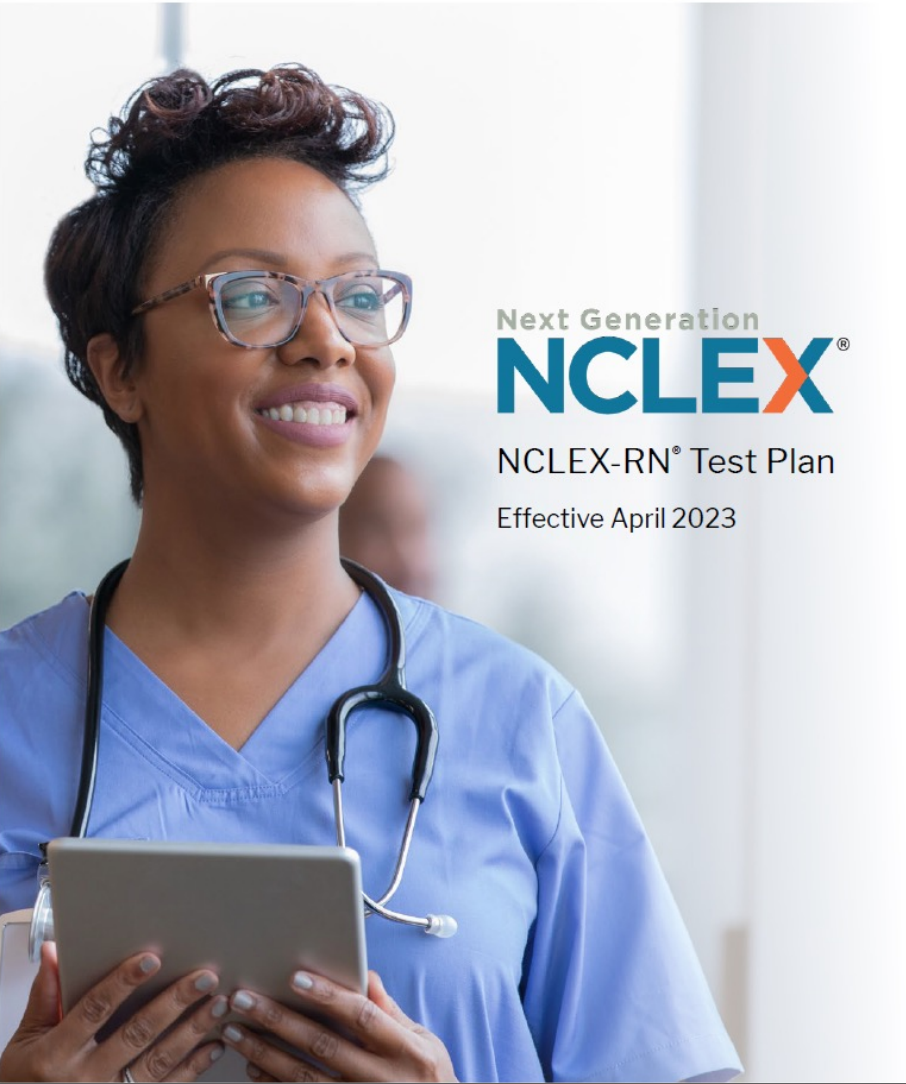
Qualitative Discussion

30 min education and discussion

- Clinical judgment
- Entry-level nurse characteristics
- Practice environment

Themes

- Increase in entry-level nurses working part-time/PRN status
- Employed in specialty areas such as intensive care, emergency department, etc.
- Increase turnover from unit or facility within the entry-level period



Next Generation
NCLEX[®]
NCLEX-RN[®] Test Plan
Effective April 2023

Survey One

Relevancy of clinical judgment

1 = Not relevant,
2 = Helpful,
3 = Important,
4 = Essential

Physiological Adaptation

- Managing and providing care for clients with acute, chronic or life-threatening physical health conditions.

Physiological Adaptation
Related Activity Statements from the 2021 RN Practice Analysis: <i>Linking the NCLEX-RN[®] Examination to Practice</i>
<ul style="list-style-type: none">Assist with invasive procedures (e.g., central line, thoracentesis, bronchoscopy)Implement and monitor phototherapyMaintain optimal temperature of clientMonitor and care for clients on a ventilatorMonitor and maintain devices and equipment used for drainage (e.g., surgical wound drains, chest tube suction, negative pressure wound therapy)Perform and manage care of client receiving peritoneal dialysisPerform suctioningPerform wound care and dressing changeProvide ostomy care and education (e.g., tracheal, enteral)Provide pulmonary hygiene (e.g., chest physiotherapy, incentive spirometry)Provide postoperative careManage the care of the client with a fluid and electrolyte imbalanceMonitor and maintain arterial linesManage the care of a client with a pacing deviceManage the care of a client on telemetryManage the care of a client receiving hemodialysis or continuous renal replacement therapyManage the care of a client with alteration in hemodynamics, tissue perfusion, and hemostasisEducate client regarding an acute or chronic conditionManage the care of a client with impaired ventilation/oxygenationEvaluate the effectiveness of the treatment plan for a client with an acute or chronic diagnosisPerform emergency care proceduresIdentify pathophysiology related to an acute or chronic conditionRecognize signs and symptoms of client complications and intervene

Survey One

How relevant is clinical judgment when performing this nursing activity?

Not relevant

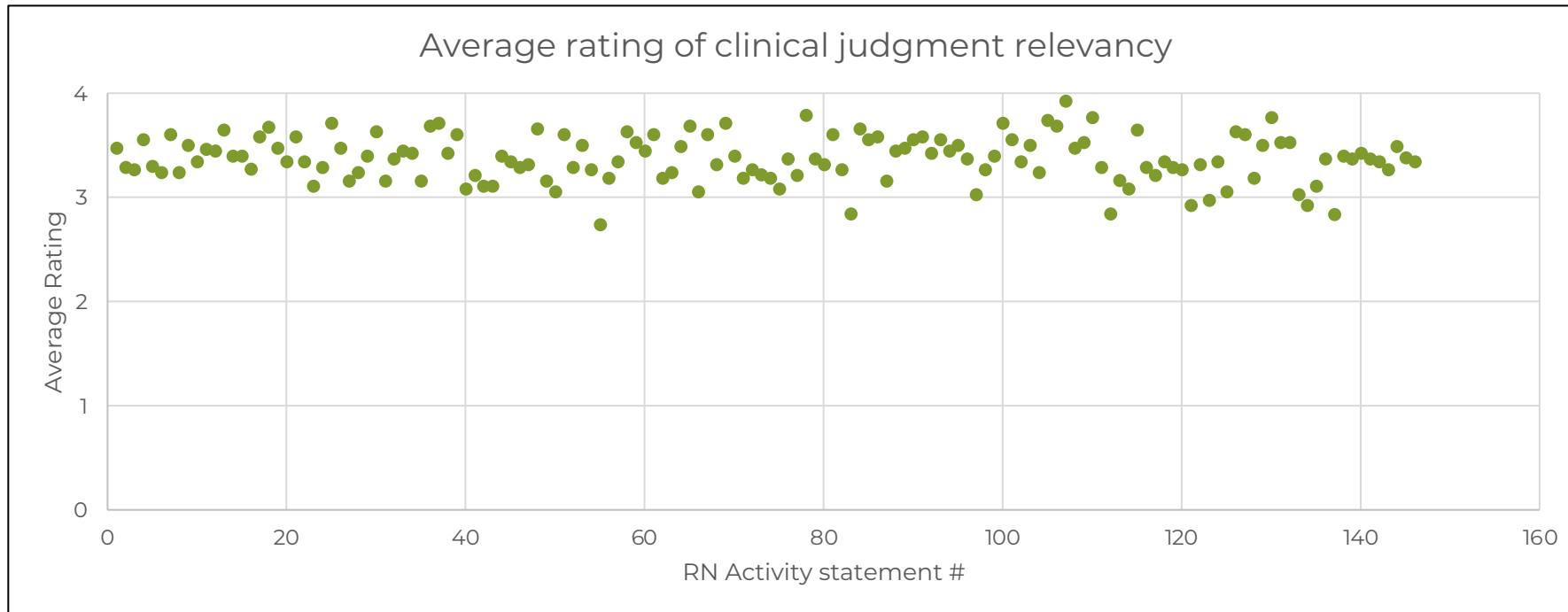
Helpful

Important

Essential

Perform procedures necessary to safely admit, transfer
and/or discharge a client

RN Results Using 146 Entry-Level Nursing Activity Statements



Minimum rating: 2.7
Maximum rating: 3.9
Average rating: 3.37
SD: 0.773

1 = Not relevant, 2 = Helpful, 3 = Important, and 4 = Essential

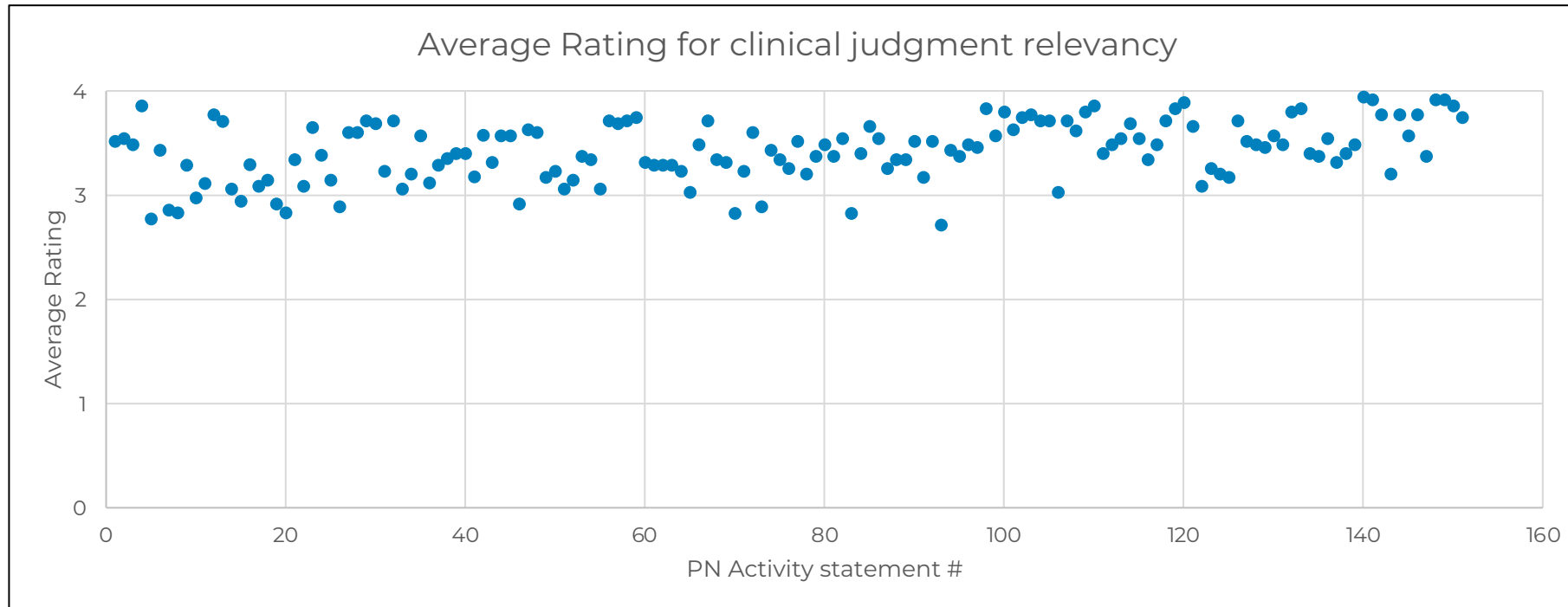
RN Results Using 146 Entry-Level Nursing Activity Statements

“Do not know”

Panelists for 146 statements, noted “Do not know” 1.2% or 16 of 1314 ratings

Panelist #	# of “Do not know”
Panelist #1	7
Panelist #3	3
Panelist #5	2
Panelist #8	4
Total	16

PN Results Using 151 Entry-Level Nursing Activity Statements



Minimum rating: 2.7
Maximum rating: 3.9
Average rating: 3.42
SD: 0.76

1 = Not relevant, 2 = Helpful, 3 = Important, and 4 = Essential

PN Results Using 151 Entry-Level Nursing Activity Statements

“Do not know”

Panelists for 151 statements, noted “Do not know” 1.1% or 12 of 1057 ratings.

Panelist #	# of “Do not know”
Panelist #2	2
Panelist #3	4
Panelist #6	1
Panelist #7	5
Total	12

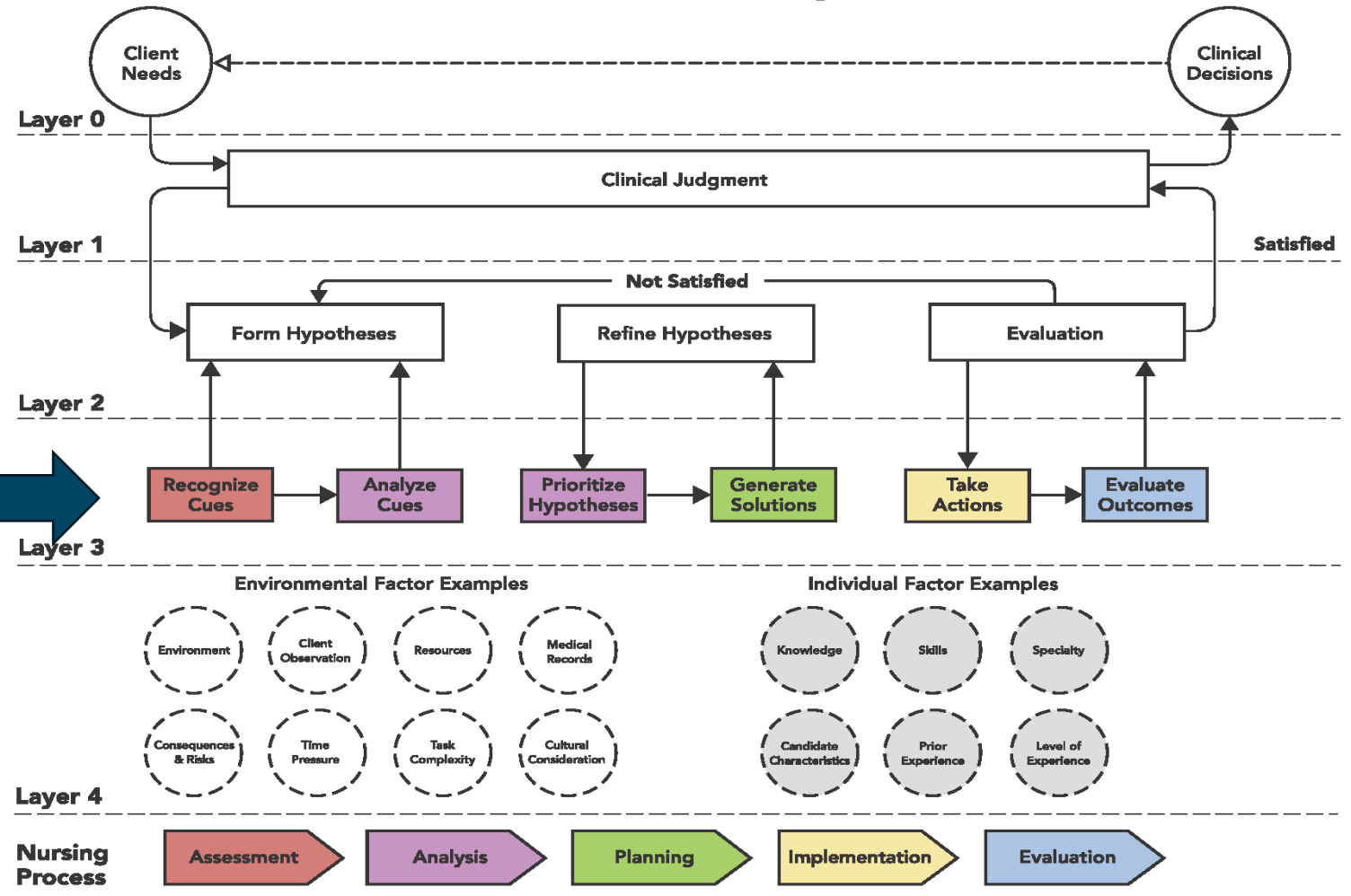
Survey Two

Relevancy of clinical judgment

1 = Not relevant,
2 = Helpful,
3 = Important,
4 = Essential



The NCSBN Clinical Judgment Model

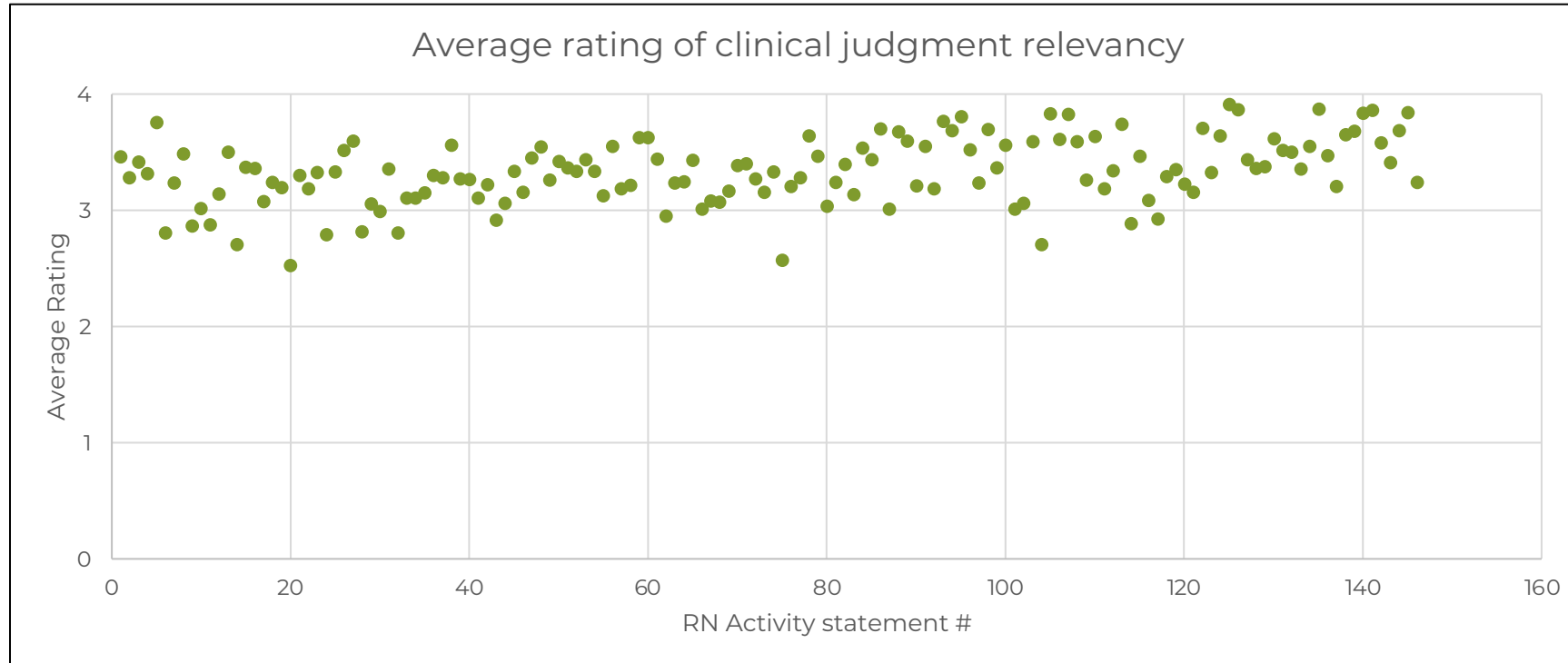


Survey Two

1. How relevant is the clinical judgment step when performing "Perform procedures necessary to safely admit, transfer and/or discharge a client"?

	Not relevant	Helpful	Important	Essential
Recognize Cues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Analyze Cues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Prioritize Hypotheses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Generate Solutions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Take Actions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Evaluate Outcomes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

RN Results Using 146 Entry-Level Nursing Activity Statements



Minimum rating: 2.5
Maximum rating: 3.9
Average rating: 3.34
SD: 0.823

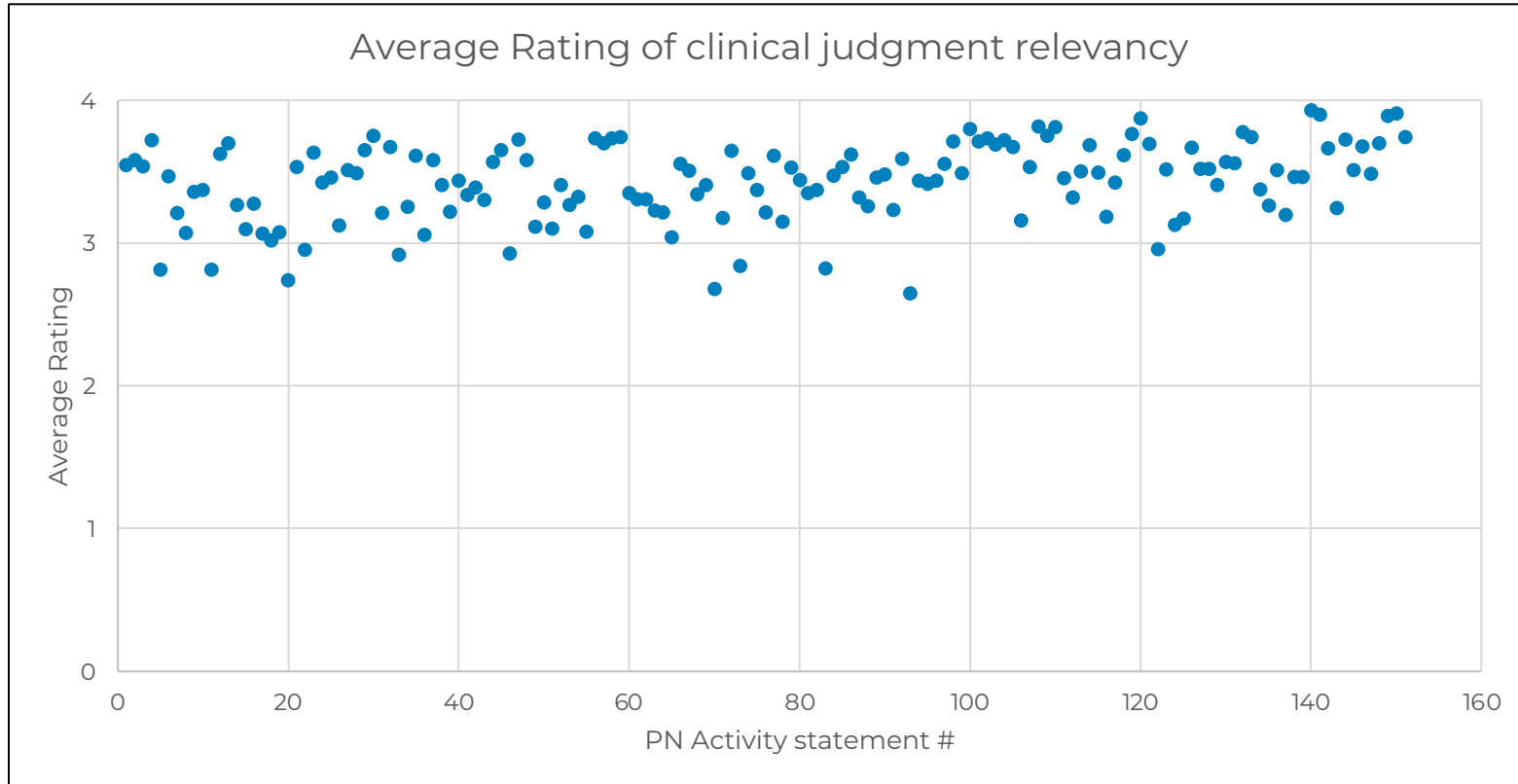
1 = Not relevant, 2 = Helpful, 3 = Important, and 4 = Essential

RN Results Using 146 Entry-Level Nursing Activity Statements



1 = Not relevant, 2 = Helpful, 3 = Important, and 4 = Essential

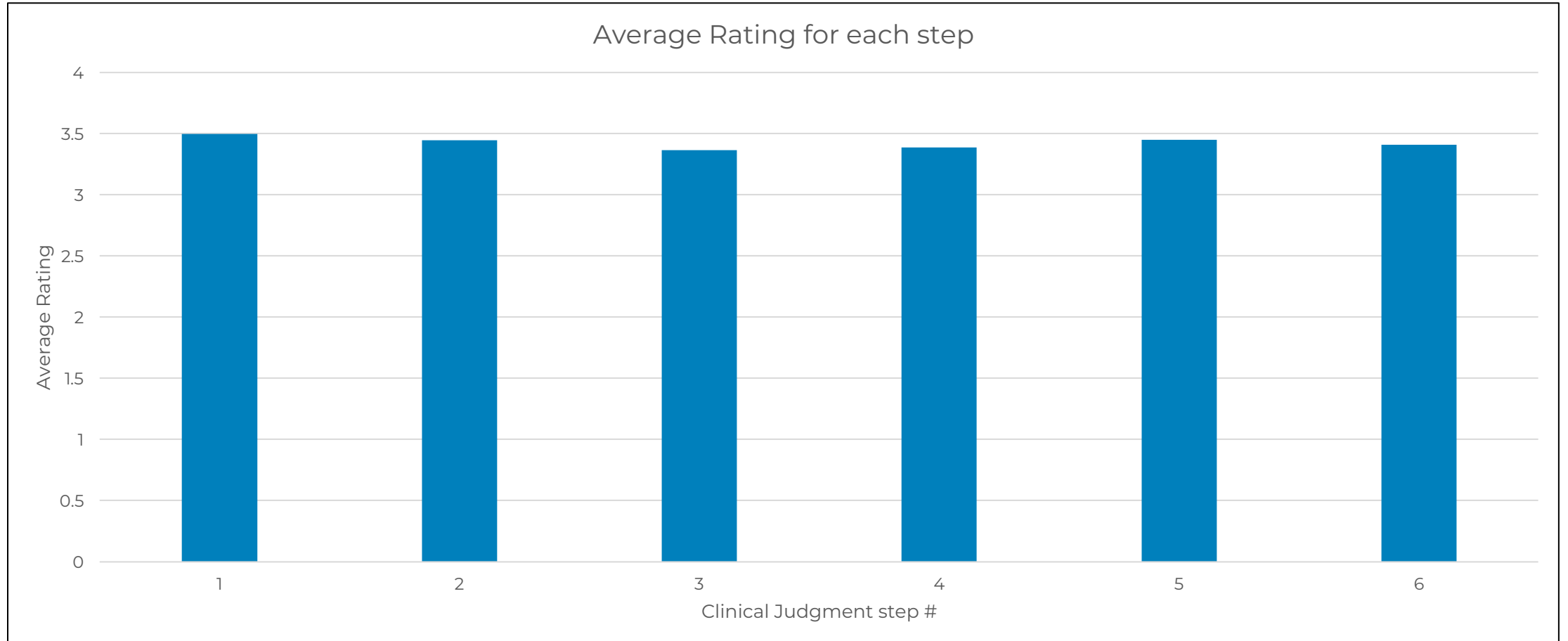
PN Results Using 151 Entry-Level Nursing Activity Statements



Minimum rating: 2.6
Maximum rating: 3.9
Average rating: 3.43
SD: 0.827

1 = Not relevant, 2 = Helpful, 3 = Important, and 4 = Essential

PN Results Using 151 Entry-Level Nursing Activity Statements



1 = Not relevant, 2 = Helpful, 3 = Important, and 4 = Essential

Study Limitations



Limitations

Session discussion format

Convenience sample

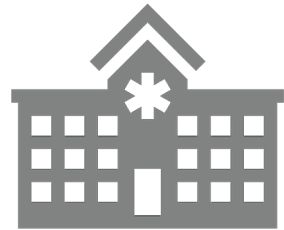
Participant motivation

Potential survey fatigue

Implications



Implications



Nursing Profession

Clinical judgment remains essential

Important in entry-level onboarding

Enhances client safety



Regulation

Entry-level assessment

Use of a clinical judgment paradigm in education



Questions