Quality Improvement Competency Development for Correctional Nursing Leaders

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Abstract
Nurse leaders are often promoted with little to no leadership development. Lack of development is a leading cause of turnover. Leadership development is crucial to retaining qualified leaders and the National Academy of Medicine identified that quality improvement (QI) competency development for nursing leaders is critical to improved healthcare. To invest in leader development and improve QI competence, a structured, weekly, coaching intervention was used for four consecutive weeks to reinforce QI concepts and assist in development of a QI project plan for nursing leaders. The Beliefs, Attitudes, Skills, and Confidence in Quality Improvement (BASiC-QI) instrument was used before and after the intervention, and findings were compared to a region that did not receive the coaching intervention. There were minimal to no statistically significant findings when comparing the two regions. The Quality Improvement Knowledge Application Tool-Revised (QIKAT-R) was utilized to examine each nurse leaders QI project plan. Results indicate participants were challenged the most when attempting to identify a change for their QI project. Practice implications include providing leaders the opportunity to come together to learn new information, but also to network with their peers, hear each other’s ideas, and have the opportunity to ask questions and get clarification on a complex subject that may contribute positively to their future QI efforts.

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