Survey Introduction

The purpose of this Annual Learning Needs Assessment online survey is to find out what education you feel is needed to improve your best care practices.

Your voluntary, confidential responses will be collectively analyzed by your Nursing Professional Development Team.

These results will be used for educational purposes.

Magnet Standard: SE4E0 "Nurses participate in professional development activities designed to improve their knowledge, skills, and/or practices in the work place. Professional development activities are designed to improve the professional practice of nursing or patient outcomes, or both. May include interprofessional activities."

Texas Children's Mission: to create a healthier future for children and women throughout our global community by leading in patient care, education and research

Read each question and select the answer that fits your perspective.

This survey takes three- five minutes to complete.

Title:

* 1. I am a:

○ Registered Nurse (RN)

○ Advance Practice Nurse (APN)

Role:

* 2. What is your role?

○ Chief Nurse Officer (CNO)

○ Vice President

○ Assistant Vice President

○ Director

○ Manager or Assistant Director **with direct reports** (Assistant Director, Assistant Clinical Director, Patient Care Manager, Nurse Manager)

○ Nurse Leaders **without direct reports** (NAC/House Supervisor)

○ Nurse Educator **without direct patient care** (DEC, Specialist/Coordinator, Simulation)

○ APRN **without direct patient care** (Clinical Nurse Specialist, Clinical Specialist/Clinical Nurse Leader)

○ Quality & Safety Nurse

○ Evidence- Based Outcome Nurse

○ Nurse Researcher (Nurse Scientist, Research Specialist, etc.)

○ Risk Management Nurse

○ Nurse in Purchasing Department

○ Informatics Nurse, Business System Analyst

○ Other

Unit/department

* 3. What is your primary unit/department?

Communication

* 4. Select the top 3 topics that you would like to learn more about

☐ Managing conflict

☐ Bullying

☐ Assertiveness

☐ Dealing with challenging people

☐ Building a successful team

☐ Crucial conversations

☐ Building relationships

☐ Delegating responsibility

☐ Relationship management

☐ Service recovery

☐ Influencing behaviors (Create and communicate shared vision)

☐ Diversity (Assess current environment and recognize/value differences)

☐ Shared decision-making (Promote decisions, engage staff and other in decision making)

☐ Medical staff relationships

☐ Academic relationships

☐ EPIC

☐ Other (please specify)

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Knowledge of the Health Care Environment

* 5. Select the top 3 topics that you would like to learn more about

☐ Clinical Practice Knowledge (Current nursing practice and roles/functions of care team, articulate standards from Joint Commission, CMS, and professional literature)

☐ Delivery Models/Work Design (Patient care systems and innovations, & various models)

☐ Health Care Economics (Federal/state payment systems, regulations, insurance issues, payer mix, CMI, benchmarking)

☐ Health and Public Care Policy (Federal/state laws & regulations, tort reform, malpractice/negligence; reimbursement)

☐ Governance (Fiduciary responsibilities, credentialing, performance management, strategic planning, quality initiatives with governing body)

☐ Evidence-based Practice/Outcome Measurement (Interpret, utilize, disseminate, participate, allocate research)

☐ Patient Safety/ Error Prevention (Patient safety program, safe clinical systems, processes, policies/procedures, reporting/supporting unsafe practices/a reward system, articulate action to support Joint Commission, National PSG)

☐ Utilization/ Case Management (Continuum of care options, etc.)

☐ Quality Improvement/Metrics (QI programs/goals, define organizational metrics, know link between organization metrics and National Quality Initiatives/Metrics, target outcomes, root cause from quality standards, controlling solutions/sustaining success)

☐ Risk Management (Compliance issues, reporting, etc.)

☐ Other (please specify)

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Leadership

* 6. Select the top 3 topics that you would like to learn more about

☐ Foundational thinking skills (Address ideas, beliefs, viewpoints for serious consideration, personal beliefs, nursing as a science and art, visionary thinking, value feedback, lifelong learning)

☐ Systems thinking (Leadership building/loyalty, commitment, synthesize and integrate divergent viewpoints, Leadership Effectiveness etc.)

☐ Succession planning (Promote nursing management, mentor future nursing leaders, mentoring)

☐ Change management (Knowledge of different change theories, implement process of change)

☐ Other (please specify)

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Professionalism

* 7. Select the top 3 topics that you would like to learn more about

- [ ] Personal and professional accountability (Hold self-accountable, create environment of professionalism, holding others accountable for actions and outcomes)

- [ ] Community involvement (Provide consultations to other areas other than healthcare, be an effective board member for community, Out Reach)

- [ ] Career planning

- [ ] Ethics (Standards, core values, principles)

- [ ] Compassion fatigue

- [ ] Evidence-based practice, and research (Interpret, utilize, disseminate, participate, allocate best practice/research)

- [ ] Advocacy

- [ ] Active membership in professional organizations

- [ ] Innovation

- [ ] Strategic visioning and planning

- [ ] Presentation skills

- [ ] Grant writing

- [ ] Publishing

- [ ] Specialty certification

- [ ] How to analyze data

- [ ] How to use PolicyTech

- [ ] Creating oral presentations to diverse audience

- [ ] Create written material to address organizational needs

- [ ] Other (please specify)

Business Skills

* 8. Select the top 3 topics that you would like to learn more about

☐ Financial management (Articulate business models, accounting principles, analyze financial statements, develop business plans, accurate charging mechanisms, teach financial implications as it relates to patient care decisions)

☐ Human Resource Management (Workforce planning, diverse workforce, interpret employee satisfaction/quality of work surveys, legal and regulatory guidelines, work place violence, bullying, physical/verbal abuse, bioterrist/biohazard/disaster readiness, market data as it relates to supply/demand)

☐ Strategic management (SWOT and gap analysis, measure/analyze performance growth, business process, customer and financial perspectives)

☐ Current Microsoft Office

☐ Current data analytic tool

☐ Levels of care

☐ Accounts payable vendor payments

☐ E-Business training

☐ API Report/Xpress/Kronos

☐ Procurement card training

☐ Other (please specify)

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Education

* 9. Select the top 3 ways of receiving education

☐ Pod casts

☐ Staff meeting

☐ Simulation

☐ Team huddles

☐ Online modules

☐ Webinars

☐ One to one discussions

☐ Email

☐ Skills checklist

☐ Continuing Nurse Education

☐ Presentations/lectures

☐ Teleconferences

☐ Nursing Professional Day

☐ Direct Mailing

☐ Newsletter

Future offering

* 10. What topic would you want to see offered in the future for contact hours?