

Jeffrey Ashton & Nicholas Crichton, Year 4 BScN Students

University of Victoria at Selkirk College

Objectives

- Utilize research to select an appropriate evaluation model (Kirkpatrick Model)
- Define scope and methods of evaluation within the Kirkpatrick model
- Create evaluation tools for levels one and three of the Kirkpatrick Model

Methods

The goal of this project was to collaborate with Interior Health to determine the effectiveness of the REDEP program in preparing new graduate nurses for emergency nursing practice. We worked towards this goal through the creation of an evaluation tool for the REDEP program along the framework of the Kirkpatrick model. Through extensive research, we learned about the Kirkpatrick model, and about new graduate nurses, survey methodologies, and program evaluations. With this research, we created evaluation tools for both the participants and preceptors in line with levels one and three of the Kirkpatrick Model.

Purpose

Interior Health is facing an ongoing shortage of emergency nurses, estimated at 113 per year. To fill this gap in a timely and cost-effective way, Interior Health has designed an in-house education and training program. This program is called the Regional Emergency Department Training Program. In order to keep funding for the project, the effectiveness of the REDEP training must be evaluated and analyzed. For this purpose, we set out to create an evaluation tool for Interior Health to utilize in order to determine if the REDEP program is effectively training new graduate nurses for emergency nursing.

Acknowledgements

We would like to thank our preceptor Kimberley Ferraro and our instructor Nicole Brown for their continuous guidance and support throughout this project.

Kirkpatrick Model

Level One (Reaction)

- Level one evaluates participants experience with the training. We created an online survey with open ended questions to evaluate participants reaction.

Level Two (Learning)

- Level two measures the learning of participants. Exam results and skills lab participation will be measured by Interior Health.

Level Three (Behavior)

- Level three measures if and how participants learning is being applied on the job. We collaborated on competency assessment tools to evaluate participant behavior.

Level Four (Results)

- Level four is results in comparison to goals. Interior Health will evaluate the overall effectiveness of the program in a multispectral view from participants, preceptors, hospital staff, statistical data, and patients.

References

Framework for the Practice of Registered Nurses in Canada 2015. (n.d.). 40.
Kirkpatrick Model: Four Levels of Learning Evaluation—Educational Technology. (n.d.). Retrieved from <https://educationaltechnology.net/kirkpatrick-model-four-levels-learning-evaluation/>
KloudLearn. (2020, April 27). *Overview of the Kirkpatrick Model and foundational principles.* Medium. <https://medium.com/@venkat.sridhar/overview-of-the-kirkpatrick-model-and-foundational-principles-1d9a349a9ae3>