

**The Nurse Leadership Institute of Central Virginia**  
Final Evaluation Summary Inaugural Class of Fellows: July, 2008

Prepared for the Nurse Leadership Institute of Central Virginia by Community Health Solutions, Inc.

The Final Evaluation Survey of all 2007-2008 Fellows surveys was designed by Community Health Solutions (CHS) in collaboration with the Institute Director and staff. The purpose of the survey was to evaluate the actual impact of the Institute on its participants. The response rate for this survey is 100%. Fellows were asked to answer questions that started at the level of thinking and progressed through the levels of action. The survey sought evaluation of the components of the Institute:

1. The Fellows Personal Leadership Development and their Applied Leadership Projects
2. Experience in Leading for Nurse Retention
3. Experience in Leading for Positive Patient Outcomes
4. Overall Experience in the Institute.

The results of the survey are instructive for identifying what Fellows have learned from the Institute experience and the impact of the Institute learning activities on leadership knowledge and skills.

**Summary Findings:**

1. The majority of the Fellows report actively pursued their Personal Leadership Development Plan goals and made as much or more progress on their plans as they had hoped. The Applied Leadership Project was intended to help the Fellows enhance their leadership skills in a practical setting. Based on the self reports, it appears that the Fellows pursued a wide variety of Applied Leadership Projects. Eighteen of twenty-one respondents reported making ABOUT AS MUCH or MORE progress on their projects as they had hoped. Three of sixteen respondents reported making LESS progress than they had planned. Feedback from Institute staff indicate that many Fellows set very high goals for themselves and those who achieved less than they anticipated may have set their goals at too high a level.
2. The Institute focused on improving nurse retention. Fellows were first asked to describe the current status of nurse retention efforts at their organization. All reported that their organization had identified nurse retention as a priority, or planned to do so in the near future. Nineteen of twenty-one respondents reported their organization had a formal nurse retention initiative in place or planned to do so in the near future; they had formal responsibility for improving nurse retention or planned to do so in the near future; and had a unit plan to increase nurse retention or planned to do so in the near future. Twenty of twenty-one reported that they fairly- or very-often think about nurse retention as a personal leadership priority,

- and consider nurse retention as an important factor in their leadership decisions. Sixteen of twenty-one reported they fairly- or very-often talk with colleagues about nurse retention. Fifteen of twenty-one reported they fairly- or very-often encourage other leaders in their organization to consider nurse retention as an important decision factor.
3. The other Institute goal is to assist Fellows to improve patient care outcomes. Not surprisingly, twenty of twenty respondents reported fairly- or very-often thinking about positive patient outcomes as a personal leadership priority and considered patient outcomes as an important factor in their leadership decisions. Nineteen of twenty respondents reported fairly- or very-often talking with colleagues about ways to promote positive patient outcomes; Also, nineteen of twenty respondents reported encouraging other leaders to consider patient outcomes in their leadership decisions at least sometimes (2), fairly often (4), or very often (13).
  4. . Fellows were asked to describe their overall experience in the Institute in terms of learning, personal leadership perspectives, effectiveness of major learning activities, support from their employer organization, and Institute supports. Responses indicate that the majority of the Fellows learned “a great amount” or at least “a fair amount” around key competencies and have gained strength in their Personal Leadership Perspective. Eighteen of the twenty-one respondents reported learning ‘a fair amount’ or ‘a great amount’ in each of the five leadership competency areas. The highest learning scores are in the areas of communication and relationship management, leadership styles and techniques.
  5. Fellows were asked to describe how they have changed on each of 12 key leadership dimensions since they started their work in the Institute. At least eighteen of twenty-one respondents reported gaining strength on every dimension.

In addition, Fellows were asked to evaluate how helpful each Institute learning activity was for them. A large majority of respondents reported the *On-site Learning Sessions, the Personal Leadership Development Plan, and the Applied Leadership Project* were very helpful or extremely helpful. Approximately half of all respondents reported Mentoring Sessions (11), Audio Conferences (10), and the Online Extranet (10) were very helpful or extremely helpful. Separate evaluations of sessions and speakers were conducted throughout the year and were consistently rated above 3.3 on a 4.0 scale.

**Note:**

The evaluation provides much information that will be used in implementation of year 02. In fact several changes have been made in response to this evaluation. The spacing of sessions and order of content have been modified and the number of audio conferences has been decreased. The Curriculum Advisory Committee has reviewed this evaluation when it was in draft form and made additional recommendations for changes that are being implemented.