



Residency TTP Program Evaluation Grid: Who does what when (Location: Appendix)

Key:
 1=Complete evaluation
 2=Review evaluation
 3=Compile evaluation

Evaluation Components	RN-Resident	Preceptor	Nurse Manager	Program Coordinator	Institution Executive Sponsor
Content: Competency					
Baseline: Knowledge & Skill (includes self-confidence)	1	2	2	3	
Weekly: Knowledge & Skill	1	2	2	3	
Mid-Program 5-Domain Evaluation	1	2	2	3	
1.Client-centered care	(Self-identify gaps, develop	(focus: critical thinking	(review w/ Preceptor)		
2.Inter/Intradisciplinary Team (IDT)	Interventions)	& problem solving)			
3. Safety & QI* Strategies					
4.Informatics					
5.Evidenced-Based Practice (EBP)					
Final 5-Domain Evaluation (as above)	1	2	2	3	
Communication					
Skill Competency: Oral, Written; Team, Customer-friendly; Attitude		1	2	3	
Reflection-journaling (weekly)	1			3 anonymous	
Program (mid/end; 3-6-12 months); Formative & Summative					
Preceptor Process & Effectiveness	1	1	1	2,3	
RN-Resident Readiness for Practice	1	1	1	2,3	
Program Outcomes & Effectiveness					
RN Job Satisfaction	1		2	3	3
Turnover; Vacancy; Agency (temporal/traveler staff) use; Overtime			1		1,3
Workforce Pipeline				1	1, 3
School Recommendation	1			1	2,3
Organization Reputation	1			1	1,3
Client Care (quality & safety)		1	1	2	1,3
Work Environment Moral		1	1	2,3	2,3
Other Staff's Job Satisfaction			1		2,3
Internal Staff Ability to Preceptor; Orient; Monitor New Employees			1	1,2,3	1,2,3
Staff Professionalism: Stability in Org. Protocol Implementation; Participate in CQI; Invest in Mission; Internal Staff Growth Toward Leadership		1	1		2,3

Evaluation components	RN-Resident	Preceptor	Nurse Manager	Program Coordinator	Institution Executive Sponsor
Cost					
Recruitment (providers, community sources, internal staff marketing) & Agency Use Comparison			1		2,3
HR Costs of RN Recruitment; Orientation; Management; Partnership (labor & community); Staffing/Supervising Expenses					1,2,3
Curriculum Development (copy, food, supply, external consultants)				1	2,3
Downstream Savings				2	1,3

*CQI= Continuous Quality Improvement

An organization can select any evaluation items that would suite their focus and intent. The more data points collected usually mean the more robust the evaluation report.

(C Redfield 9/27/17; 10/16/17)