

Implementation of a Professional Development Model for Masters-Prepared Pediatric Advanced Practice Providers: A Quality Improvement Project

ABSTRACT

Presenters:

- **Primary Author:** Ivette Jones, DNP, APRN, CPNP-AC/PC – Adjunct Assistant Professor, UT Health San Antonio, School of Nursing (San Antonio, TX)
- **Co-Author:** Kathryn Parke, DNP, APRN, CPNP-PC – Associate Professor/Clinical, Co-Director of DNP Program, UT Health San Antonio, School of Nursing (San Antonio, TX)
- **Co-Author:** Dorinda Escamilla-Padilla, DNP, APRN, CPNP-AC/PC – Assistant Professor, UT Health San Antonio, School of Medicine, Department of Pediatrics (San Antonio, TX)
- **Co-Author:** Maria Woosley, DNP, APRN, CPNP-AC – Assistant Professor, Associate Chair for Advanced Practice Providers, UT Health San Antonio, School of Medicine, Department of Pediatrics (San Antonio, TX)

Background & Significance: Decreased job satisfaction can increase turnover rates among advanced practice providers (APPs). Additionally, high turnover can negatively affect patient outcomes through inconsistent care. De Milt (2011) reported that a lack of career advancement was a common reason nurse practitioners left their workplace. Losing an employee can also decrease morale and have a negative financial impact on the organization. Hartsell & Noecker's (2020) survey research estimated that APP turnover costs between 75% and 100% of an employee's annual salary.

Purpose: Improve job satisfaction among masters-prepared pediatric APPs by implementing a professional development model (PDM).

Problem Statement: At the School of Medicine (SOM) of a large academic healthcare institution, 24 masters-prepared pediatric APPs were surveyed with the Meisner Nurse Practitioner Job Satisfaction Scale (MNPJSS). The pediatric APPs' job satisfaction mean score for the professional growth subscale was 3.70 on the six-point Likert-type scale, corresponding to an answer of "minimally dissatisfied" to "minimally satisfied."

Methods: The masters-prepared APPs in the department of pediatrics were selected for the pilot. A steering committee was created to develop and implement a PDM. The literature search supported several interventions to improve job satisfaction, including a PDM. This QI project was deemed non-regulated research by the institutional review board. The steering committee followed Patricia Benner's Novice to Expert framework (1982) as a guide when creating the PDM. Due to time restrictions and since the evidence supports PDM as a tool to increase job satisfaction, an "intent to apply" letter was the primary measurement for this QI project.

Results: 55% of the APPs submitted a written "intent to apply" letter.

Discussion: Having a PDM fosters professional growth and development for APPs by encouraging involvement and engagement. The literature demonstrates that a PDM for APPs can improve job satisfaction scores; this data must be followed long-term to ascertain the impact.

Keywords: Advanced Practice Provider, Advanced Practice Nurses, Professional Development, Job Satisfaction, Turnover