


Needs Assessment and Identifying a Gap in Knowledge, Skills and/or Practices

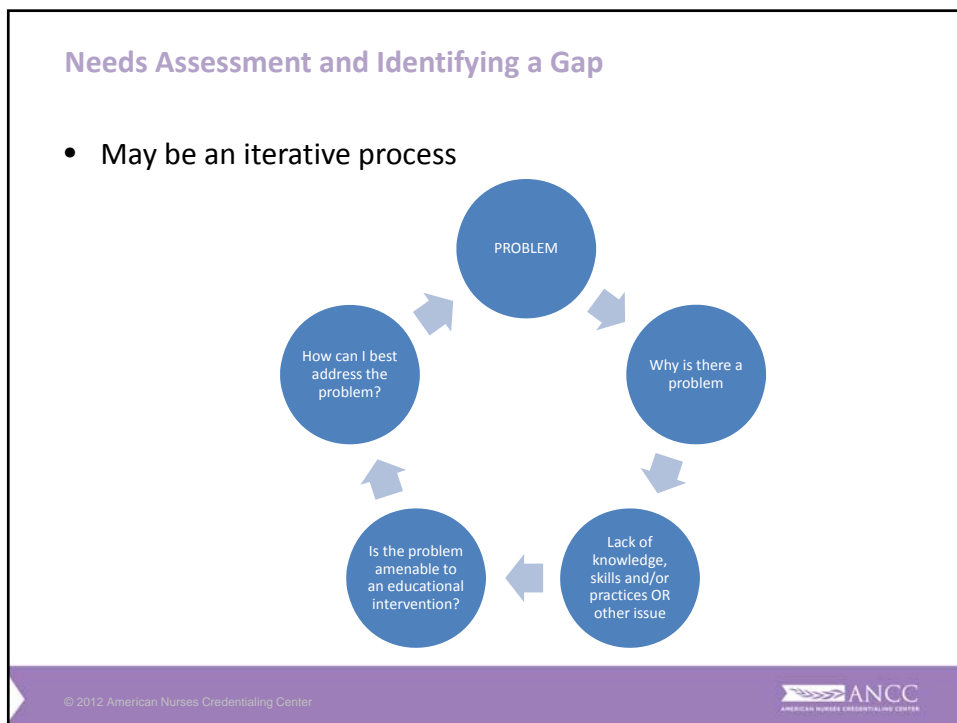
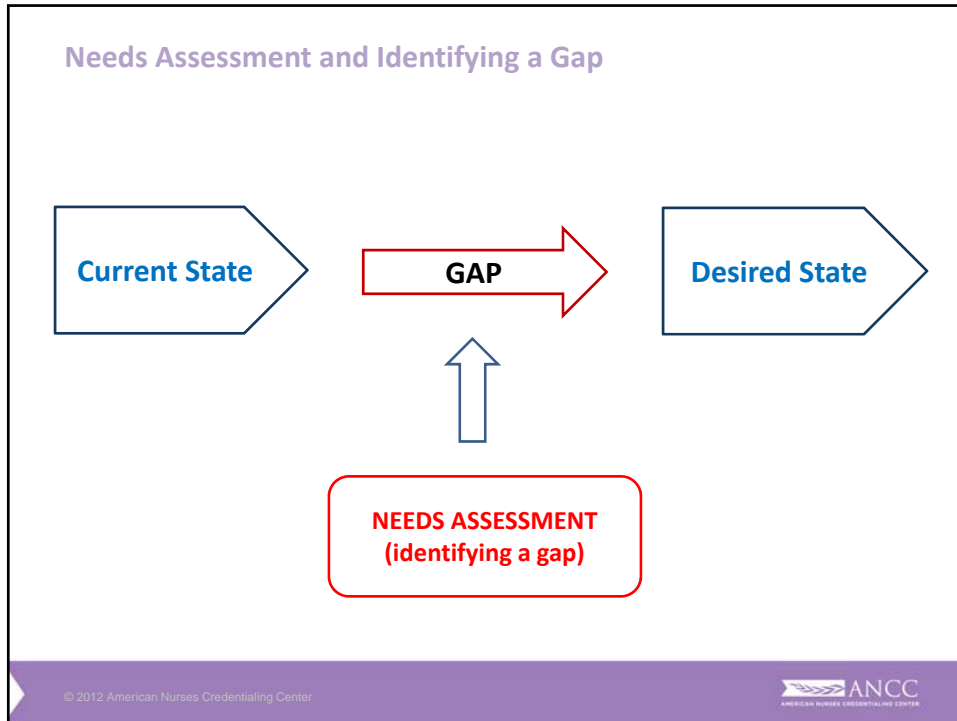
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Needs Assessment and Identifying a Gap

Needs assessment:

- Systematic process of gathering data
- “Gap analysis”
- Pre-planning stages of an activity
- Establishes the “need” for the educational activity



Needs Assessment and Identifying a Gap

Methods of conducting a needs assessment (collecting data):

- Survey stakeholders (representative of target audience, subject matter experts)
- Solicit input from stakeholders
- Collect Quality Improvement/Performance Improvement data
- Collect summative evaluation data from previous activities
- Research trends in literature, law, healthcare

Needs Assessment and Identifying a Gap

Findings from conducting a needs assessment:

- Analyze survey data
- Evaluate input from stakeholders
- Analyze QI/PI data
- Analyze summative evaluation data from previous activity
- Analyze trends in literature, law or healthcare

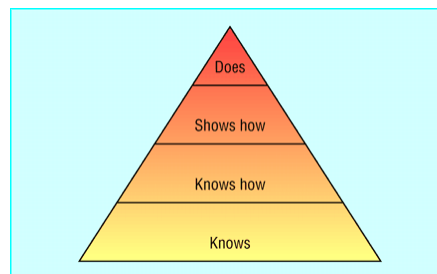
What do the data suggest? What seems to be the underlying reason for the problem (gap)?

Educational Design Process

- Using data to identify/validate a gap:
 - Gap is the difference between the current state of “what is” and the desirable or achievable state “what should be or desired”
 - Gap due to knowledge – doesn’t know
 - Gap due to skills – doesn’t know how
 - Gap due to practices – not able to show or do in practice

Educational Design Process

Miller's
Model of
Clinical
Competence



Knows: learner has knowledge about the topic/subject

Knows how: learner is capable of applying the knowledge

Shows how/does: learner is able to apply knowledge and skills in a simulated setting (shows how) or the practice environment (does)

Educational Design Process

- Assess knowledge (knows):
 - Simple knowledge tests (multiple choice or similar)
- Assess skill (knows how):
 - Case studies/extended matching multiple choice
 - Case presentations
 - Essay questions
- Assess practice (shows/does):
 - Simulation (Objective Structured Clinical Examination)
 - Observation in the practice setting

Gap analysis worksheet

Desired State	Current State	Identified Gap	Gap due to Knowledge, Skills or Practice	Purpose	Outcome Measure

Let's practice

Desired state	Current state	Identified gap	Gap due to knowledge, skills or practices	Purpose	Outcome Measure
Registered nurse compliance with the Virginia Nurse Practice Act 2012	Registered nurse compliance with the Virginia Nurse Practice Act 2010	Registered nurses may be out of compliance with new 2012 requirements if unaware of new requirements	Lack of knowledge related to new requirements in Virginia Nurse Practice Act 2012	Registered nurses will comply with requirements in the Virginia Nurse Practice Act 2012	Registered nurses will successfully pass post-test related to new requirements in Virginia Nurse Practice Act 2012 with score of 80% or higher

Let's practice

Desired state	Current state	Identified gap	Gap due to knowledge, skills or practices	Purpose	Outcome Measure
Pediatric patients in respiratory distress are placed on a non-rebreather facemask support that is applied appropriately within 5 minutes of presentation to the Emergency Department 100% of the time	Pediatric patients in respiratory distress are placed on a non-rebreather facemask support within 5 minutes of presentation to the Emergency Department 100% of the time, but frequently the facemask is not applied appropriately	Skill in applying non-rebreather facemask support for pediatric patients in respiratory distress	Lack of skill in applying a non-rebreather facemask support for pediatric patients in respiratory distress	Registered nurses in the emergency department will apply a non-rebreather facemask support correctly to all pediatric patients in respiratory distress	Successful return demonstration of application of a non-rebreather facemask for pediatric patients in respiratory distress; participants must correctly assess the signs/symptoms of respiratory distress and apply the non-rebreather facemask correctly

Let's practice

Desired state	Current state	Identified gap	Gap due to knowledge, skills or practices	Purpose	Outcome Measure
100% of patients discharged from the hospital will have discharge instructions provided by a registered nurse	70% of patients discharged from the hospital have discharge instructions provided by a registered nurse	30% of patients discharged from the hospital do not have discharge instructions provided by a registered nurse	Gap may be due to (planning committee should assess): ?Knowledge – Registered nurses do not know that they are responsible for discharge instructions ? Skills –Registered nurses do not know how to deliver discharge instructions ? Practices - Registered nurses are not delivering discharge instructions to all patients (why)	Ensure that all patients are given discharge instructions by a registered nurse	Number of patients given discharge instructions by a registered nurse/number of all patients discharged from the surgical floor during the first week in April (by chart audit)

Other examples

- Nurse Educators
 - Knowledge
 - Components of high quality evidence
 - Skill
 - How to evaluate evidence
 - Practice
 - Using/applying evidence in practice

Other examples

- Nurse Administrators
 - Knowledge
 - Components of a business case proposal
 - Skill
 - How to calculate return on investment
 - Practice
 - Creating, tracking and revising a budget