

Evaluation of Aspects of Continuing Nursing Education Programs in Kirkuk Health Directorate Hospitals

Hussein M. Abdulfatah¹, Salma K. Geehad²

¹Community Health Nurse Specialist, Kirkuk Health Directorate, ²Professor, Community Health Nursing, College of Nursing, University of Babylon

Abstract

Objective(s): To evaluate the aspects of the Continuing Nursing Education Programs in Kirkuk Health Directorate Hospitals

Methodology: A descriptive design, using self-evaluation approach, is employed throughout the present study. A non-probability sample of (251) staff nurse are recruited from Kirkuk Health Directorate Hospitals; Kirkuk General Hospital and Azady Hospital. A questionnaire is constructed for the purpose of the study which comprised of (1) part, (6) aspects and (52) item. Content validity and internal consistency reliability are determined for the questionnaire through a pilot study. Data are collected through the use of the questionnaire and structured interview a means of data collection. Data are analyzed through the application of descriptive statistical data analysis approach of frequency, percentage, mean of scores, total scores and range.

Results: The study indicates that the majority of nurses have evaluated the aspects of the continuing nursing education program as poor at Kirkuk Health Directorate.

Conclusion: The study concludes that the evaluation of aspects of the continuing nursing education programs is appraised as poor for the majority of nurses' self-evaluation.

Recommendations: The study recommends that mandatory, periodic, systematic and effective evaluation of continuing nursing education program can be carried out for the benefit of both staff nurses, these programs and the quality of nursing care. Further research can be carried out on a large sample size, varied range scale of variables, large sample size and nation-wide continuing nursing education programs.

Key words: *Determination, Continuing Nursing Education Program, Kirkuk Health, Directorate*

Introduction

Nursing is a thriving profession whose importance continues to grow in a complex healthcare system. Opportunities for continuing education abound and with online resources. While the availability of so many resources may feel overwhelming, it can be good to remember that nurses can tailor their continuing education to fit their particular professional needs ⁽¹⁾. Nursing is a lifetime learning process. Nurses not ever learn everything they want to know in nursing school. However, the greatest important thing that nurses learn is that if they don't know something, or have not ever accomplished a procedure, they must ask for assistance and, when necessary, supervision. As far as we are

concerned, the major reason for continuing education in nursing is the development and improvement in professional practice. Nursing continuing education provides nurses the prospect to learn and improvement of their own practices in secured patient care ⁽²⁾. Nurses in the 21th century will want to be highly skilled in technology and have widespread knowledge of healthcare policy, leadership and research. Nurses of the future will comprehend the value of evidence-based practice and be the leaders who aid implement new research for enhanced patient outcomes. These highly educated nurses will understand the value of collaboration and coordination crosswise multiple interdisciplinary teams. The future is very cheerful for highly educated nurses, especially those entering RN to

MSN programs. The healthcare system requests nurse leaders and visionaries more than ever. Those nurses will manage complex problems and see the impact of decisions on patient care and the healthcare environment in general. All of these topics can be met throughout continuing nursing education ⁽³⁾. Continuing nursing education and the submission of innovative knowledge to practice are progressively important means to advance patient care in today's health environment. The inclination and aptitude to transmission knowledge, skills, and attitudes are serious to improving patient outcomes. It has been also suggested that continuing education program endorse knowledge, attitude, performance and competency of nurses ^(4,5). Nursing continuing education affords nurses the opportunity to learn and advance their own techniques in safe patient care. Continuing education, more than a professional requirement, is aimed at improving overall knowledge and career prospects of the nurses. Continuing education is necessary for nurses for such reasons: (1) Professional Requirement: Nurses are required to complete a certain number of hours, in specific or open courses, to get their license renewed; (2) Professional Validation: As a way to validate clinical competence and education, many employers require nurses to complete specific courses; (3) Quality Care: Continuing education helps in staying current in evidence-based practices to assist nurses in providing safe and quality patient care; (4) Promotion: As every course adds to your knowledge and skills, it helps in landing a promotion or a coveted position and (5) Minimize legal risks: Staying up-to-date is a mandatory requirement for the nurses. Failing to do so can have serious consequences. Continuing nursing education helps them keep their practice current and minimize potential legal ramifications ⁽⁶⁾.

In addition to that nursing continuing education presents nurses the prospect to learn and advance their own techniques in secured patient care, continuing education presents benefits for nurses that include: Remaining up-to-date in evidence based practices in order to provide safe and quality patient care. Many organizations contain continuing education in their employee performance evaluation, professional and personal satisfaction ⁽²⁾.

Based on the early stated evidence, the present study ought to evaluate the Continuing Nursing Education

Programs at hospitals in Kirkuk Health Directorate.

Methodology

A descriptive design is employed throughout the present study to evaluate the aspects of the continuing nursing education programs in Kirkuk Health Directorate from November 3rd 2018 to April 30th 2020.

After receiving the approval of the Council of Nursing College for the study and prior to data collection, proposal and questionnaire of the study have been submitted to the Ministry of Planning Central Statistical Organization and the Ministry of Health and Environment Kirkuk Health Directorate in order to obtain an official permission to carry out the study. The permission, after being granted, is presented to the hospitals to ensure the agreement and cooperation.

The study is conducted at Kirkuk General Hospital and Azady Teaching Hospital in Kirkuk Health Directorate. These settings are the designated site for data collection, because all of them are representing the classification of hospitals as general and specialized ones.

A purposive "nonprobability" sample of (251) staff nurse is selected for the present study. All staff nurses, who have participated in the study, have presented with consent form and they are asked to sign the form for their agreements for the participation in the study. All participants are introduced with the study objectives and they are presented with the opportunity of being aware of the study affairs. Such action has been implemented to protect the participants' human rights and facilitate access to them in order to gather the necessary data for the study.

The study instrument consists of the following:

Part I: Aspects of the Continuing Nursing Education Program

This part is comprised of six aspects as follows:

1. Program goals:

This part is comprised of (7) items which are concerned with the program goals. It is evaluated as poor (7-12), fair (13-17) and good (18-21).

2. Program Planning:

This part is comprised of (6) items which are concerned with the program planning. It is evaluated as poor (7-12), fair (13-17) and good (18-21).

3. Performance:

This part is comprised of (7) items which are concerned with the program performance. It is evaluated as poor (10-17), fair (18-24) and good (25-30).

4. Operation and Management:

This part is comprised of (8) which are concerned with program's operation and management. It is evaluated as poor (10-17), fair (18-24) and good (25-30).

5. Program Outcomes:

This part is comprised of (10) item which are concerned with the program outcomes. It is evaluated as poor (10-17), fair (18-24) and good (25-30).

6. Program Effectiveness:

This part is comprised of (8) item which are concerned with the program effectiveness. It is evaluated as poor (8-13), fair (14-18) and good (19-24).

Each one of these aspects is evaluated based on the calculation of the total scores and ranges.

A pilot study is conducted for the determination of the study instrument validity and reliability for the period from February 12th to March 7th 2019.

The content validity of questionnaire is determined by panel of (10) experts who are provided with copy of study instrument and are asked to review and evaluate the instrument for its content clarity and adequacy. Some items are excluded and others are added after taking all the comments and recommendations into consideration. So, the questionnaire is considered adequately valid measure after performing the modifications that are based on the experts' responses.

Internal consistency reliability of the questionnaire is determined through the use of split-half technique and the computation of Cronbach alpha correlation coefficient on responses of (20) staff nurse. The correlation coefficient is (r=0.85) which indicates that the questionnaire is adequately reliable measure.

Data are collected through the use of the study instrument and the structured interview technique as means of data collection for the period from March 10th 2019 to May 8th 2019.

The data are analyzed through the use of descriptive statistical data analysis approach of frequency, percent, mean and standard deviation, mean of scores, total scores and ranges.

Results

Table (1): Evaluation of the Program Goals as an aspect of the Continuing Nursing

Education Program

Poor (7-12)		Fair (13-17)		Good (18-21)	
F	%	F	%	F	%
214	85.2%	29	11.5%	8	3.1%

F: Frequencies, %: Percentages

This table presents that the program goals is poor for the majority of the subjects (85.2%).

Table (2): Evaluation Program Planning as an aspect of the Continuing Nursing

Education Program

Poor (7-12)		Fair (13-17)		Good (18-21)	
F	%	F	%	F	%
192	76.4%	58	23.1%	1	0.4%

F: Frequencies, %: Percentages

This table reveals that the program planning is poor for most of the subjects (76.4%).

Table (3): Evaluation of program performance as an aspect of the Continuing Nursing

Education Program

Poor (10-17)		Fair (18-24)		Good (25-30)	
F	%	F	%	F	%
203	80.8%	45	17.9%	3	1.2%

F: Frequencies, %: Percentages

This table shows that the program performance is poor for the majority of the subjects (80.8%).

Table (4): Evaluation of Program Operations and Management as an aspect of the

Continuing Nursing Education Program

Poor (10-17)		Fair (18-24)		Good (25-30)	
F	%	F	%	F	%
201	80.1%	45	17.9%	5	2%

F: Frequencies, %: Percentages

This table depicts that the program operation and management is poor for the majority of the subjects (80.1%).

Table (5): Evaluation of Program Outcomes as an aspect of the Continuing Nursing

Education Program

Poor (10-17)		Fair (18-24)		Good (25-30)	
F	%	F	%	F	%
209	83.2%	38	15.1%	4	1.6%

F: Frequencies, %: Percentages

This table presents that the program outcomes is poor for the majority of the subjects (83.2%).

Table (6): Evaluation of Program Effectiveness as an aspect of the Continuing Nursing

Education Program

Poor (8-13)		Fair (14-18)		Good (19-24)	
F	%	F	%	F	%
203	80.8%	40	15.9%	8	3.1%

F: Frequencies, %: Percentages

This table reveals that the program effectiveness is poor for the majority of the subjects (80.8%).

Discussion

Analysis of evaluation of the aspects of the Continuing Nursing Education Program in Kirkuk Health Directorate has revealed that staff nurses have appraised these aspects as poor for the majority of them. Such finding provides empirical evidence that the continuing nursing education program has practiced series of insufficiencies with respect to all aspects of the program.

A study was done, In Korea, to develop a measurement tool for evaluation of continuing nursing education programs and to verify its validity for effective management and quality of education programs. The draft of the evaluation measurement is developed from consultation with professionals, focus group interviews targeting groups of nurses, and individual

interviews with education program planners. After (6) professionals examined content validity, 46 items were retained. A pilot-survey is conducted to confirm the time required to complete the questionnaire and the level of understanding of general content and each item in the questionnaire. Construct validity is verified through exploratory factor analysis of data from a survey with (44) items completed by (452) nurses and (59) education program planners. The final evaluation measurement for continuing nursing education programs consisted of (6) evaluation factors and (36) evaluation items. The (6) evaluation factors include identifying program goals and target groups, program planning, performance, operation and management, program outcomes, and program effectiveness. The study concludes that the evaluation measurement for continuing nursing education programs developed in this study is considered suitable to utilize as

an evaluation measurement of the quality of continuing education programs for nurses ⁽⁷⁾.

Conclusion

The study concludes that the evaluation of aspects of the continuing nursing education programs is appraised as poor for the majority of nurses' self-evaluation.

Recommendations:

The study recommends that mandatory, periodic, systematic and effective evaluation of continuing nursing education program can be carried out for the benefit of both staff nurses, these programs and the quality of nursing care. Further research can be carried out on a large sample size, varied range scale of variables, large sample size and nation-wide continuing nursing education programs.

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Conflict of Interest: None to declare.

Ethical Clearance: All experimental protocols were approved under the Kirkuk Health Directorate and all experiments were carried out in accordance with approved guidelines.

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