Breakthrough Thinking: A Model to Differentiate ADN and BSN Education

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Objectives

1. Describe the evidence supporting the Baccalaureate Big 5 model
2. Outline methods the model could be applied to a variety for nursing programs

Sharon Kumm reports no conflict of interest and has not received any commercial support
Breakthrough Thinking

Unrestrained Brainstorming

Breakthrough Thinking

Quantitative Analysis
Background

- University of Kansas School of Nursing revised undergraduate program in 2011
- Concept-based, standards driven
- Based on *The Essentials of Professional Education for the Baccalaureate Nursing Practice* (AACN, 2008).
## Distribution of Credits

<table>
<thead>
<tr>
<th>Outcomes</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nursing Core</td>
<td>31 = 28.4%</td>
</tr>
<tr>
<td>Professionalism/Communication/Informatics</td>
<td>29 = 26.6%</td>
</tr>
<tr>
<td>Leadership/Policy, Finance, Regulations</td>
<td>26 = 28.4%</td>
</tr>
<tr>
<td>EBP/QI</td>
<td>11 = 10%</td>
</tr>
<tr>
<td>Population Health</td>
<td>9 = 8.3%</td>
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</tbody>
</table>
Results
What about our RN-BSN program?

- 30 credits
- Able to complete in 1 year
- Are any of the Outcomes met in Associate Degree programs?
- What is taught in Kansas ADN programs?
First Step: Match NCLEX-RN test plan to Essential Outcomes

- Q-sort methodology
- ~40% match
  - Generalist nursing practice
  - Information management & application of patient care technology
  - Professionalism & professional values
  - Interprofessional communication & collaboration for improving patient outcomes
Baccalaureate Outcomes Met by ADN Programs

- Nationally accredited Associate Degree Programs in Kansas meet 42 of the 109 AACN outcomes at the 80% level (38.5%)
  - Information management and application of technology
  - Professionalism and professional values
  - Generalist nursing practice
A Model to Differentiate ADN and BSN Education:
The Baccalaureate Big 5
- BSN programs need to meet 109 outcomes
- ADN programs met 42 outcomes
- RN-BSN programs need to meet 67 outcomes
Focus areas for RN-BSN program

- Liberal education
- Basic organizational and system leadership
- Healthcare policy, finance, & regulations
- Quality Improvement
- Population health
- Evidence-based practice
- Interprofessional communication and collaboration for improving patient outcomes
- Informatics
Concurrent Curriculum

- **Need**
  - Limited clinical sites for ADN students
  - Limited positions for ADN graduates

- **Solution**
  - Students enrolled in ADN and BSN program at the same time
  - Graduate with both degrees
Concurrent Curriculum (cont.)

- Students complete all prerequisites prior to entry into ADN program
- After acceptance in ADN program, admitted to BSN
- Students take full ADN coursework + 2 BSN courses per semester
References


