

Appendix C: Partnership Expectation and Outcome Metrics Worksheet Sample

This worksheet is designed to facilitate robust and effective academic-practice partnerships by providing a method to 1) establish partnership goals, 2) identify action steps for implementation by both the practice and academic partners, and 3) specify expected outcomes and their timeframe. By use of this intentional planning and evaluation process, the successes of a partnership can be documented, changes made as appropriate, follow-through assured.

Partnership Goals	Activities	Outcomes
*PP & †AP representatives mutually establish partnership goals	PP nurse liaison & designated AP faculty collaboratively plan & implement the partnership activities	PP & AP representatives mutually establish target outcome thresholds
Increase the number of well qualified new graduates seeking employment at the PP facility	Implement a partnership that enables nursing students to complete the majority of their clinical experiences at the PP facility. • Student clinical placement: ◦ PP liaison will take the lead in identifying the units for students' experiences. ◦ A cohort of students will "match" with PP; AP faculty will take the lead for student recruitment & selection. ◦ Students will be oriented to PP during their first clinical rotation. Additional aspects of orientation will be added as appropriate over the semesters with a goal that most of the new hire orientation will have been completed by the students' graduation. ◦ PP nurse liaison will take the lead in design of the orientation components. AP faculty will participate in the delivery.	___% of partnership graduates will seek employment at AP (within 6 months of graduation) ___% of partnership graduates will be considered excellent candidates by nurse managers for new graduate hires at AP (at graduation) ___% of those who apply will secure employment at AP (within 6 months of graduation) ___% of partnership new hires that will required a reduced period of orientation as reported by the nurse education department (within 6 months of hire)

Partnership Goals	Activities	Outcomes
Increase the collaborative approach to nursing clinical education among nursing staff and faculty such that the expertise of each is effectively utilized Provide excellent clinical experiences for AP students with a focus on quality & safety Minimize the gap between AP graduates' clinical competency and the expectations for new graduate practice	Collaborative Relationships - Nurses work closely with students to facilitate learning based on semester goals. - Nurse preceptors will partner 1:1 with students in their final semester. - Preceptors will be identified by PP liaisons - Preceptor training will be a joint effort, with the AP faculty taking the lead. - AP faculty will offer preceptor-training classes for PP nurses. - AP faculty will provide nurses and nurse managers a weekly overview of student clinical expectations & learning goals. - PP nurse managers will provide AP faculty & students an overview of unit priorities for nurse sensitive measure and update the as appropriate.	___% of staff nurses accurately report that they know the AP faculty, lead faculty, and the goals for a given clinical placement (at the end of the semester) ___% of AP clinical faculty accurately report the unit priorities for nurses and the manager regarding nurse sensitive measures (at the end of the semester) ___% of nurses who work with PP-AP partnership students will report they would like to work with them in the future (at the end of the semester) ___% of nurse preceptors who work with PPAP partnership students will report they would like to work with them in the future (at the end of the semester) ___% of managers will report that they prefer to host students from the partnership program (at the end of the semester) ___% of nurses who worked with partnership students will provide feedback on clinical assignments and curricular components re. to quality & safety (at the end of the semester) ___% of AP faculty will make recommendations about clinical assignments and curricular components based on staff nurse feedback (at the end of the semester)

Partnership Goals	Activities	Outcomes
Facilitate student & faculty contributions to the PP interprofessional team	Establish a timeline and plan for intentional interprofessional experiences: grand rounds; post conference; student interviews.	__ # of interprofessional events/semester (yearly) __% of students will report effective interprofessional communication while at PP (at the end of the semester)
Inform the AP nursing curricula with high quality expectations of PP practice outcomes	Develop a year-long schedule for PP & AP interaction and partnership promotion. - Planned Yearly Kick-Off Events: Each year AP will host a kick-off event for PP nurses, managers, and educators and/or designated clinical liaisons. The event will allow for an overview of what to expect in the partnership and a review of the previous year's successes. - Joint PP-AP Nursing Practice Showcase: Each year the partnership will hold a showcase of innovation in nursing practice. Poster presentations will be made with the goal that joint project will be the base for national presentations and publications. AP faculty and the PP educators will take joint responsibility for the event. - AP Faculty Info Sessions: Each semester AP will host info an information session about teaching opportunities for PP nurses. - Part of the hiring of clinical faculty will not only include the preceptor and faculty orientation, but access to a graduate certificate in educational leadership (classroom, clinical, online and simulated clinical teaching). - Informal AP Info Sessions: Each semester AP will host information sessions about advanced educational opportunities at AP for PP nurses.	__% of nurses who work with partnership students will collaborate on a poster for the annual showcase (yearly) __% of the posters will be prepared and submitted for publication (yearly) __% of nurses/managers will participate in evidence-based post conferences with students (yearly) __# of PP nurses who attend the showcase (yearly) __# of AP students who attend the showcase (yearly) __# of PP nurses who attend the info sessions (yearly) __# of PP nurses who complete the certificate in educational leadership (yearly)

Partnership Goals	Activities	Outcomes
Integrate “academic” approaches at AP to clinical practice with PP standards of practice and vice versa Strengthen the standard of evidence-based practice in the clinical and academic setting	Implement educational enrichment strategy & timeline. • AP lead faculty will work closely with nurse liaisons to outline a yearlong program of educational presentations and clinical simulation training programs. ◦ Topics and areas for programming will be identified collaboratively and the AP faculty will take the lead in securing the presenters. • AP lead faculty & PP liaison will work closely with nurse managers to identify priorities for collaborative development of evidence-based protocol.	___% of AP partnership faculty will participate in one educational offering for PP nurses in a given year (yearly) ___% of nurses who work with partnership students will attend one educational offering in a given year (yearly) ___% of nurse managers will identify issue to be addressed through development of an evidence-based protocol (yearly) ___# of the question/issues for the evidence-based assessment and protocol development (yearly) ___% of evidence-based protocols submitted for peer review (yearly)