Center of Nursing Excellence

NEEDS ASSESSMENT Supporting Evidence

Please attach this completed Needs Assessment with your CE application and e-mail completed application to: nursingceurequest@partners.org

Section 1: Evidence of Learning Need

Describe how you determined the learning need and led you to plan this activity: _____

Section 2: Gap Analysis

Identify the appropriate gap for the intended target audience that this educational activity will address

☐ Gap in Knowledge/Remembering (knows)
☐ Gap in Skills /Understanding (knows how)
☐ Gap in Practice/ applying (shows/does)
☐ Other - Describe: _____

Section #3: Expected Outcomes

1. Based on the Needs Assessment evidence and gap analysis described above, the following outcome(s) is/are expected:

   ☐ **Nursing Professional Development**
   Outcome Measure:
   ☐ **Pre and Post Test Scores**
   ☐ **Summative Evaluation**

   ☐ **Patient Outcomes**
   Outcome Measure:
   ☐ **Pre and Post Test Scores**
   ☐ **Summative Evaluation**

   ☐ **Other:**
   Outcome Measure:
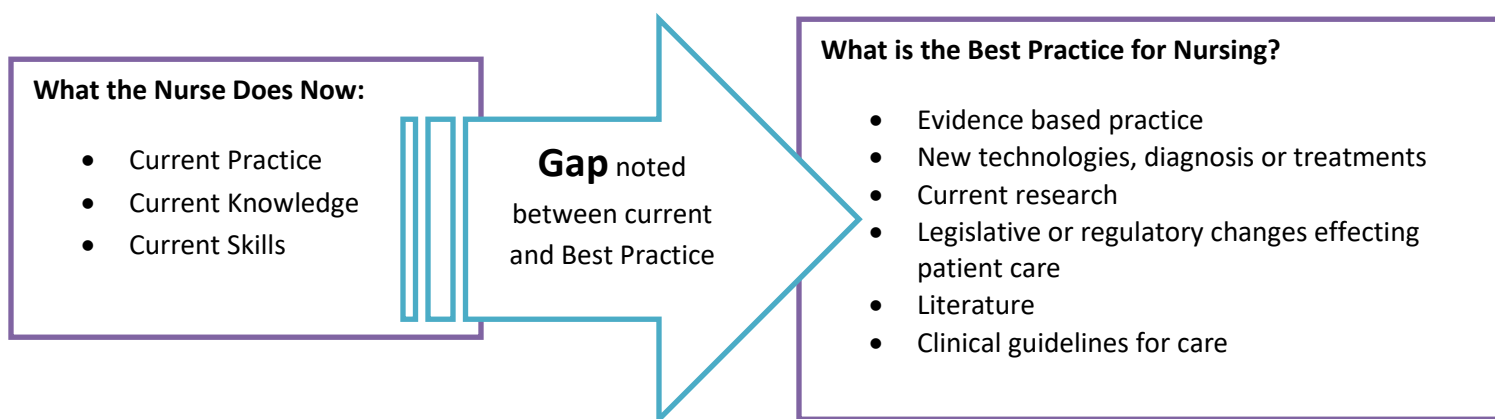   ☐ **Pre and Post Test Scores**
   ☐ **Summative Evaluation**

2. Expected Outcome Narrative:

Brigham and Women's Hospital is approved as a provider of nursing continuing professional development by the Northeast Multistate Division, an accredited approver of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation. Please submit completed form and all attachments to NursingCEURequest@partners.org.

Needs Assessment Revised 6/2020

A Guide to Performing a Needs Assessment and a Gap Analysis

A Needs Assessment is: A systematic process of gathering information that is appropriate and sufficient to develop an effective educational program that will address the groups' needs and wants (gap). Methods that are frequently used for determining a needs assessment include the following:
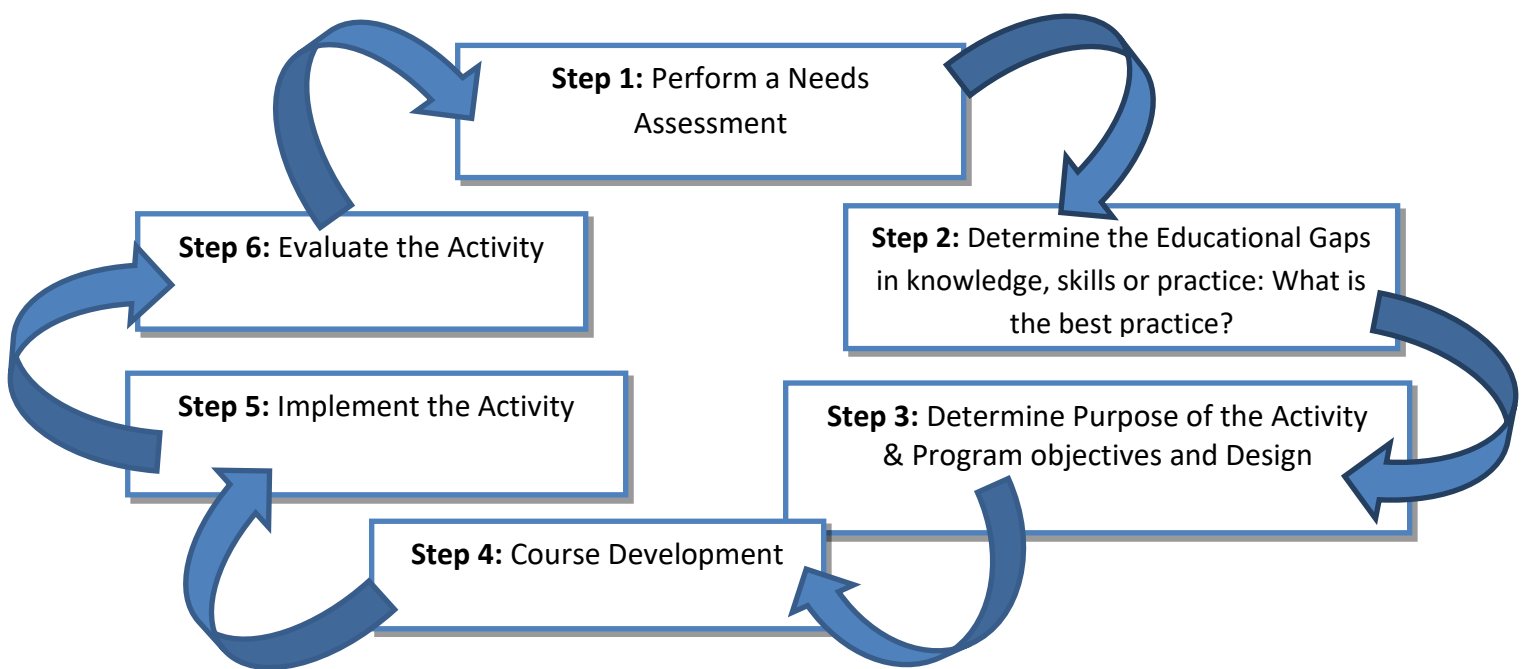
- Membership Learning Needs Survey
- Patient Care Requirements
- Request from Sample of Potential Audience (focus groups)
- Changes in Legislation or reimbursement
- Review of current professional literature
- Evaluation from prior learning activity
- Recent trends in patient population
- Annual event
- Others including: QI data, Morbidity and Mortality data, new methods of diagnosis or treatment, new technologies.

What the Nurse Does Now:

- Current Practice
- Current Knowledge
- Current Skills

Gap noted between current and Best Practice

What is the Best Practice for Nursing?

- Evidence based practice
- New technologies, diagnosis or treatments
- Current research
- Legislative or regulatory changes effecting patient care
- Literature
- Clinical guidelines for care

A Gap Analysis is: A gap analysis can be defined as the determination of the difference between current knowledge/practices (what we are doing) and current Evidence Based Practices (what we should be doing). Gaps can occur in knowledge, skills or practice.

Steps to Performing a Gap Analysis:

1. Find the need- through conducting a Needs Assessment

2. Is the gap a knowledge, skill or practice? Determine "What is the best practice? "

3. Determine the Purpose of the Activity then develop the learning objectives to "closing the gap"

Step 1: Perform a Needs Assessment

Step 2: Determine the Educational Gaps in knowledge, skills or practice: What is the best practice?

Step 3: Determine Purpose of the Activity & Program objectives and Design

Step 4: Course Development

Step 5: Implement the Activity

Step 6: Evaluate the Activity

Current state	Desired state	Identified gap	Evidence to validate gap	Gap due to knowledge, skill and/or practice	Learning outcome	Method of evaluation
What is currently happening	What should be happening	Difference between what is and what should be	What evidence do you have to validate the current state	Why do you think the current state exists? What is the underlying or root cause?	What do you want learners to be able to do (demonstrate) as a result of participating in this activity	How are you going to measure (evaluate) that change?

Current state	Desired state	Identified gap	Evidence to validate gap	Gap due to knowledge, skill and/or practice	Learning outcome	Method of evaluation
New monitors have been purchased for the ICU	Nurses know how to set up and use the monitors accurately and safely	Nurses currently do not know how to use the new monitors	The majority of nurses in the ICU have no experience with the new monitors; new technology	Knowledge – have not had exposure to new monitor; do not know basic features of monitor system Skill – don't know how to use the new monitor Practice – have not used the new monitor in patient care	Nurses will successfully demonstrate knowledge related to use of new monitoring system	Nurses will pass post-test with score of 90% or greater with content focused on safe use of new monitoring system.

Current state	Desired state	Identified gap	Evidence to validate gap	Gap due to knowledge, skill and/or practice	Learning outcome	Method of evaluation
Pediatric patients in respiratory distress are placed on a non-rebreather facemask within 5 minutes of presentation to the Emergency Department 100% of the time but frequently the facemask is not applied correctly	Pediatric patients in respiratory distress are placed on a non-rebreather facemask applied correctly within 5 minutes of presentation to the Emergency Department 100% of the time	Frequent inappropriate non-rebreather facemask application for pediatric patients in respiratory distress	Direct observation by Clinical Nurse Specialist; comments from respiratory therapist in ED; comments from ED medical staff	Lack of skill in correctly applying facemask to pediatric patients in respiratory distress	Registered nurses in the Emergency Department will apply a non-rebreather facemask correctly to all pediatric patients in respiratory distress	Successful return demonstration of application of a non-rebreather facemask for pediatric patients in respiratory distress

Current state	Desired state	Identified gap	Evidence to validate gap	Gap due to knowledge, skill and/or practice	Learning outcome	Method of evaluation
40% of patients 65 and older in our community health clinic are receiving the pneumococcal vaccine consistent with national guideline	100% of patients 65 and older in our community health clinic receive the pneumococcal vaccine consistent with national guideline	60% of patients 65 and older in our community health clinic are not receiving the pneumococcal vaccine consistent with national guideline	Chart audit of patient files; interviews with nurses; 75% of nurses report they are not familiar with updated national guideline and therefore were not providing information about the vaccine	Knowledge – unaware of updated guidelines	Registered nurses will demonstrate they know the updated vaccine recommendations for all patients 65 and older	Complete post-test with passing rate of 80% or greater