

Clinical Coach Model: Outcomes on Newly Licensed Nurses

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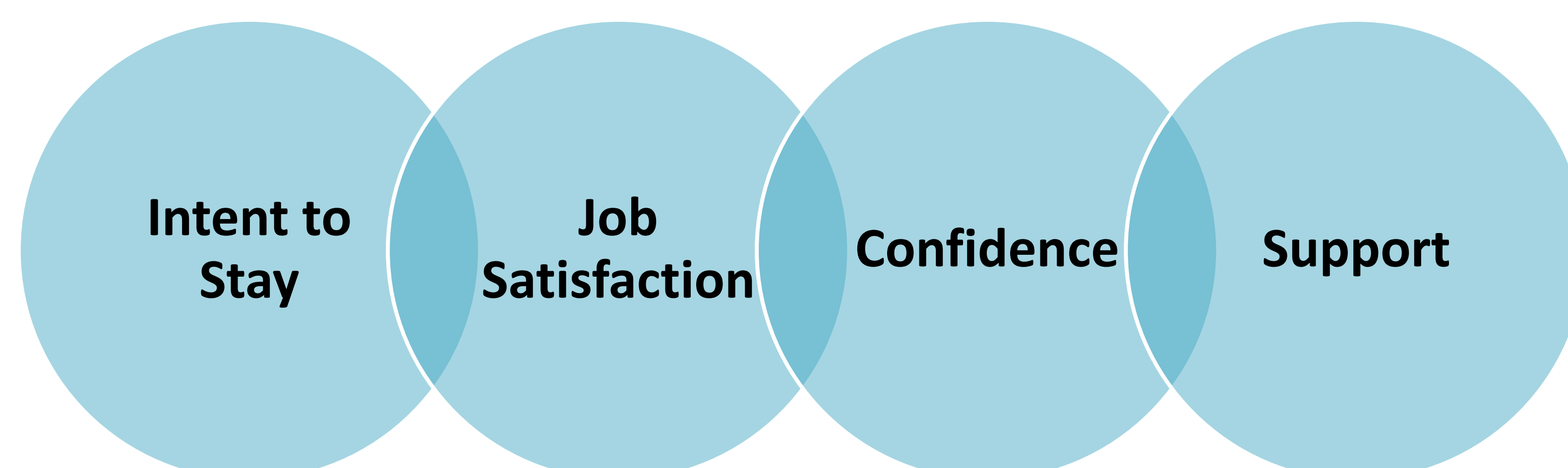
Impact/Background Significance

- The Clinical Coach is an expert nurses who provides support and oversight at the bedside, promotes well-being in staff, and helps develop skills (i.e., professional and technical) in novice clinicians (Blass et al., 2023; Thorpe et al., 2009).
- The literature suggests various roles may serve as a clinical coach (may be a preceptor, mentor, or unit-educator).
- During a significant influx of newly licensed nurses (NLNs), nurses identified the need for greater support with NLN development.
- A large quaternary medical center in the Northeastern United States implemented a Clinical Coach model which focused on the development of NLNs.

Study Purpose and Methods

- Aim: To understand the impact on a Clinical Coach model on NLNs.
- Methods:
 - Secondary data analysis using internal data captured for an organizational Transition to Professional Practice Program (TPP).
 - Grouping variable was presence of Clinical Coach or non-Clinical Coach unit.
 - Data was collected anonymously from TPP participants.
 - An internally developed survey assessed for confidence, intent to stay, and feelings of support. Survey informed by Duchscher (2009).
 - Data interpretation included descriptive statistics, correlation coefficients, inferential statistics, and internal reliability of the tool.

Outcomes of Interest



Results

- N=132 (N_{Clinical Coach}=66; N_{Non-Clinical Coach}=66).
- Correlation assessed with Spearman's rho
 - Clinical coach presence was significantly positively correlated ($p<0.05$) with support after orientation, confidence, job satisfaction, and intent to stay.**
- Differences between groups was assessed with the Mann-Whitney U-test
 - There were significant differences ($p<0.05$) between groups with support after orientation, job satisfaction, confidence, and intent to stay.**
- Internal consistency adequate ($\alpha=0.772$)

		Support after orientation	Presence of a role model or coach	Job Satisfaction	Support and Confidence	Thoughts about leaving	Intent to stay
Presence of coach	Correlation Coefficient	.454**	1.000	.320**	.465**	-.118	.318**
	Sig. (2-tailed)	<.001	.	<.001	<.001	.178	<.001
	N	132	132	132	132	132	132

Item	Means	n	Mann-Whitney U.	Wilcoxon W.	Test Statistic	Standard error	Standardized test statistic	p-value (2 tailed)
Support after orientation	With Clinical Coach	3.28±0.72 (SE 0.09)	66	2627.5	4905.5	2627.5	201.280	2.069
	No Clinical Coach	3.03±0.78 (SE 0.1)	66					
Job satisfaction	With Clinical Coach	3.06±0.7 (SE 0.09)	66	2732	5010	2732	198.611	2.623
	No Clinical Coach	2.74±0.62 (SE 0.08)	66					
Support and confidence	With Clinical Coach	3.26±0.59 (SE 0.07)	66	2709	4987	2709	186.505	2.670
	No Clinical Coach	2.98±0.64 (SE 0.08)	66					
Thoughts about leaving	With Clinical Coach	2.44±0.83 (SE 0.1)	66	1853	4131	1853	210.137	-1.704
	No Clinical Coach	2.7±0.91 (SE 0.11)	66					
Intent to stay	With Clinical Coach	2.79±0.69 (SE 0.09)	66	2671.5	4949.5	2671.5	204.649	2.250
	No Clinical Coach	2.45±0.8 (SE 0.1)	66					

Implications

- The Clinical Coach model influenced intent to stay, job satisfaction, and confidence in the NLN.
- Limitations include:
 - Lack of demographics to clarify population
 - Instrument was investigator design. Gap in validity.
 - Single site, inpatient only – lack of generalizability

Application to Other Settings

- The literature suggests this intervention is correlated with increased collegiality in staff and enhancement in patient safety.
- This model can be used in hospital-based nursing environments with increased NLNs.

Lessons Learned and Practical Takeaways

- The Clinical Coach model is an innovative model to engage experienced staff with novice clinician development.
- This internal data review identified a positive impact of the Clinical Coach model on intent to stay, satisfaction, and confidence.
- Further research could incorporate validated and reliable tools to consider the concepts of job satisfaction, intent to stay, and well-being. Additional investigation could consider the impact of the Clinical Coach on experienced nurse satisfaction.

References

