

## **NR 711 Week 4 Discussion on Project Evaluation**

**Purpose:** The purpose of this discussion is to explore the project evaluation phase of the project management process.

**Instructions:** Reflect on the readings and professional experience and address the following.

- Explain why it is critical that the project team define how the project will be evaluated during the design phase of the project.
- Propose measurable outcomes for your DNP project. Include outcome measure(s) and process measures in your discussion.
- Explain how the outcome measures and process measure you proposed for your DNP project will be evaluated (e.g., survey tool, lab tests, chart audit, observation, checklist compliance, etc.)
- **My Evidence-Based Intervention is focused on Integrating Cognitive Behavioral Therapy (CBT) with Lifestyle Counseling in Managing Adult Obesity in a Primary Care Clinic.**

### **Definition of the Criticality of Project Evaluation in the Design Phase**

It is essential to define project assessment throughout the design process for several reasons. The project team can clearly determine the aims and objectives of the project by setting the assessment criteria at an early stage. This promotes a feeling of purpose and direction by guaranteeing that all project actions are in line with the intended results. Proactive evaluation planning guarantees that the project is in line with the strategic objectives and overarching aims of the organization. It facilitates the early identification of possible gaps or misalignments, enabling course modifications. The creation of suitable techniques for gathering data and tools for analysis is facilitated by the early definition of assessment criteria. This guarantees that the information acquired during the project's implementation and assessment stages is accurate, pertinent, and helpful in making decisions. Throughout the course of the project, openness and accountability are encouraged via well-defined evaluation criteria. It enables stakeholders to monitor advancement, evaluate efficacy, and make defensible judgments grounded in information. Evaluation offers insightful information about the accomplishments, difficulties, and potential areas for development of a project. Future initiatives may benefit from these insights, which could result in more successful and productive project management techniques.

### **Measurable Results for the DNP Project on Clinical Staff Stress in Urgent Care**

The measures of results can be determined by the following.

Decrease in stress levels as self-reported: Determine stress levels with a validated stress assessment instrument, like the Depression Anxiety Stress Scales (DASS) or the Perceived Stress Scale (PSS).

Enhancement of burnout and job satisfaction: Determine levels of burnout and job happiness using validated instruments, including the Maslach Burnout Inventory (MBI) or the Job Satisfaction Survey (JSS).

Reduction in presenteeism and absenteeism: Monitor presenteeism and absenteeism rates (working when affected by stress) and absenteeism rates (number of days missed due to work-related stress).

Enhancement of patient happiness and safety: Use surveys or feedback forms to gauge patient satisfaction. Examine medication mistakes and safety mishaps as markers of performance problems related to stress.

Process Indicators:

Rates of involvement in stress-reduction programs: Keep track of how many members of the clinical staff attend counselling sessions, stress management training, or other stress-reduction initiatives. Use of stress-reduction tools: Keep an eye on how stress-reduction tools, like employee support programs, mindfulness applications, and relaxation techniques, are being used.

Application of stress-reduction techniques: Evaluate the application of stress-reduction techniques in the urgent care context, including adaptable work schedules, unambiguous communication guidelines, and peer support initiatives.

Modifications to organizational culture and management procedures: Assess how the project will affect organizational culture and stress-related management procedures, such as raised awareness, honest discussion of stress, and proactive assistance for employees' well-being.

## **Techniques for Assessing Process and Outcome Measures**

Measures of Results:

Self-reported stress levels: To measure changes in stress levels, administer the PSS or DASS questionnaires at baseline, mid-project, and post-project.

Job satisfaction and burnout: To measure changes in job satisfaction and burnout, administer the JSS or MBI questionnaires at baseline, mid-project, and post-project.

Presenteeism and absenteeism: Monitor presenteeism and absenteeism rates using personnel files and contrast them with pre-project information.

Patient satisfaction and safety: Monitor medication errors and safety occurrences, as well as patient satisfaction surveys, to evaluate improvements over time.

Process Indicators:

Rates of involvement in stress-reduction programs: Keep track of who showed up for counselling sessions, stress management workshops, and other events. Use stress management resources like surveys and usage logs to monitor stress management tools.

Implementation of stress-reduction techniques: To evaluate the application of stress-reduction techniques and their perceived efficacy, interview management and staff.

Organizational rules, management procedures, and employee feedback surveys should all be examined to assess how the culture and practices of stress management have changed.

## Step-by-step explanation

### **Establishing Assessment Standards During the Design Stage**

Establishing the criteria for evaluation is a critical task during the project's design phase. This entails setting precise objectives, figuring out quantifiable results, and choosing suitable assessment techniques. Project teams can make sure that their actions are in line with the intended results and that the project is evaluated successfully by establishing evaluation criteria early on. Early evaluation planning is essential.

### **Determining project evaluation during the design process is essential for the following reasons.**

Clearly defining the evaluation criteria aids in the establishment of the project's goals and objectives. This promotes a feeling of purpose and direction by guaranteeing that all project actions are in line with the intended results.

Assuring Project Relevance and Alignment: Proactive evaluation planning aids in guaranteeing that the project is in line with the overarching goals and strategic objectives of the organization. It makes it possible to spot any gaps or misalignments in time to make necessary changes and course corrections.

Facilitating Data Collection and Analysis: The creation of suitable techniques for gathering data and tools for analysis is facilitated by the early definition of assessment criteria. This guarantees that the information acquired during the project's implementation and assessment stages is accurate, pertinent, and helpful in making decisions.

Encouraging Project Accountability: Throughout the course of the project, openness and accountability are encouraged via well-defined evaluation criteria. It enables stakeholders to monitor advancement, evaluate efficacy, and make defensible judgements grounded in information.

Improving Project Learning and Improvement: Evaluation offers insightful information about the accomplishments, difficulties, and potential areas for development of a project. Future initiatives may benefit from these insights, which could result in more successful and productive project management techniques.