

Academic-Service Partnership to Support Gerontological Nursing Certification for Registered Nurses

Jill Brennan-Cook, DNP, RN-BC, CNE; Loretta Matters, MSN, RN-BC;
Christine Tocchi, PhD, APRN, GNP-BC; Valerie Sabol, PhD, ACNP, GNP, ANEF, FAANP, FAAN

Duke Academic-Service Partnership

The Duke University School of Nursing-DUHS Nursing partnership aims to improve care of older adults by simultaneously enhancing:

- expertise of frontline nursing staff
- accelerating the implementation of evidence-based care
- generating scientific knowledge at the point of care

Duke Gerontological Nursing Certification

Nearly 2,000 RNs are certified at Duke University Health System (DUHS), yet <1% are certified in Gerontological Nursing.

Needs Assessment

- **Tool:** ANCC test content blueprint
- **Population:** 60 Duke geriatric resource nurses (GRNs)
- **Response rate:** 20%
- **Priority needs:** Varied *greatly* across all 5 domains of practice:
 1. assessment
 2. plan of care
 3. person-centered care
 4. professional practice
 5. health promotion

COURSE DEVELOPMENT

The significant variation in educational needs necessitated a comprehensive, yet flexible, course.

- Four, 4-hour workshops offered over the course of 4 weeks
- Attendees could attend *any or all the workshops* based on their educational needs
- Each workshop consisted of 3 hours of content and 1 hour of test-taking strategies and/or practice questions



DAY 1

- Exam preparation
- Age-related changes
- Developmental stages
- Optimizing medication safety

DAY 2

- Geriatric syndromes
- Common co-morbidities
- Interpretation of screening tools
- Person-centered care principles

DAY 3

- Social determinants of health
- Systems of support
- Ethical considerations
- Attitudes, values and beliefs that impact on care

DAY 4

- Adult learning principles
- Models of care
- Regulatory and accreditation compliance standards
- Work environment

Results

- 18 nurses attended the review course (12 were GRNs)
- 89% attended 3 or more workshops (10 attended all 4 workshops)
- 8 nurses have taken the exam, 6 have passed
- 3 of the non-GRNs have subsequently become GRNs

Feedback from Attendees

Evaluations overwhelmingly indicated the course was a positive experience:

- Increased knowledge (100%)
- Increased competence (97%)
- Would improve care outcomes (97%)
- Would recommend the course to others (100%)

Lessons Learned and Recommendations

- 4-hour workshops vs 1 to 2-hour workshops were preferred
- Flexibility to attend 1 or more workshops and receive CE for those attended was incentive for staff
- Require commitment to take exam within 3 months of course