

Assessment 5: Evaluation Plan Design

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Evaluation Plan Design

Nurse burnout and low retention rates challenge healthcare systems, leading to compromised patient care and increased operational costs. To address this issue, a targeted intervention involving structured mentorship, wellness initiatives, and flexible scheduling was designed to enhance nurse wellbeing and workplace satisfaction (Cavanaugh et al., 2022). This paper presents an evaluation plan to assess the effectiveness of the intervention. It focuses on defining measurable outcomes, outlining methods for data collection and analysis, and examining the role of nursing leadership in driving quality improvements. Additionally, it explores the broader impact on interprofessional collaboration and considers potential improvements and future applications of the intervention.

Evaluation of the Plan

Defining Outcomes

The plan's main goals are to alleviate nurse burnout, keep nurses longer, boost their happiness at work, and ensure patients receive better care. The results highlight a method that combines organizational culture, personal strength, and helpful systems. The objective of the intervention is to see reduced self-reported burnout rates, measured with the Maslach Burnout Inventory, along with an increase in nurse retention over the next six months. Besides, the plan expects better scores on employee surveys, a more regular workforce, and fewer cases of absenteeism and overtime. As burnout decreases, Hospital Consumer Assessment of Healthcare Providers and Systems (HCAHPS) scores and safety event reports will improve, with more accurate decisions, fewer errors, and better communication (Carthon et al., 2020).

The main desired outcomes have been discussed, but other outcomes could have been used, such as savings from fewer agency staff or changes in how nurses work. Such choices could be more attractive to hospital administrators. Paying attention only to numbers may miss the important details of why burnout and retention occur. When wellbeing and retention

are prioritized, the workforce remains stable for longer and agrees with ethical nursing values (Cavanaugh et al., 2022). One problem is that these results can take a while to appear and may be harder to track than money saved directly. Meanwhile, considering financial measures can give quick results, but they can miss the real reasons and effects of burnout on nurses.

Creation of an Evaluation Plan

The evaluation plan for the intervention to reduce nurse burnout and improve retention focuses on formative and summative assessments to determine its effectiveness. Formative evaluation will be conducted throughout the six-month implementation to monitor participation in mentorship programs, usage rates of wellness resources, and engagement with flexible scheduling systems (Brook et al., 2021). Summative evaluation will occur at the end of the implementation period and involve analyzing quantitative and qualitative data.