

NURSING CAPSTONE PAPER SAMPLE



Implementation Plan for Nursing

Implementation planning is a tool used to make the nursing implementation plan effective. The study has provided an insight of how the nursing implementation plan should be created. The various elements of implementation plan for nursing has been put forth. Some of those elements that have discussed include; methods for obtaining necessary approvals, description of the problem, proposed solution and rationale utilized in selecting the proposed solution. Other elements include; review of the literature, implementation logistics, and resources utilized for implementation have also been put forth.

The methods for evaluating the effectiveness of the program have also been discussed. Besides, it can be observed that the outcomes of the implementation will lead to a decrease in cases of the cancer problem. Nursing staff will also be in a position to use the education knowledge to manage and control the problem. The new policies will help the government and private entities to subsidize the cost of cancer treatment as discussed.

Introduction

An implementation plan in nursing entails comprehensive steps that will be followed in developing a nursing project. The implementation plan normally acts a tool utilized to execute a nursing project and ensures that it become a success. The nursing professionals utilizes the implementation plan to provide them with a blue print on what they should concentrate implementing. Besides, the nursing implementation plan helps to eliminate wastage of time and resources because it clearly states what is to be implemented and the duration it will cover. Besides, it helps to ensure that the scope of the nursing project has been well addressed. Besides, prior making any implementation in the Nursing practice necessary consultation and evaluation exercise must be carried out to prevent future conflicts among the stakeholders. In addition, the implementation plan for nursing helps the nursing professionals to be conscious of the events that are about to unfold in their areas of practice. It makes sure that everyone is pro-active rather than reactive. It enables the nursing professionals to identify a problem before it happens. Besides, the nursing implementation plan helps the nursing professionals to be fully aware of their actions and responsibilities such that each person can execute her professional duty as required. In addition, the nursing implementation plan ensures that nurses are aware of the program goals and specific objectives that need to be achieved by the end of the program.

Therefore, when preparing an implementation plan for nursing project, nurses should be able to understand the cost and benefits of the plan. They should also be fully aware of the inherent risk that may be encountered when carry out project implementation. However, the cost of implementing the nursing plan should not outweigh the benefits. Therefore, this study focuses to provide an insight of the nursing implementation plan as discussed (Bulechek, Butcher, & Dochterman, 2008).

PREPARING AN IMPLEMENTATION PLAN

The nursing educators play a critical role of preparing, implementing and carrying out evaluation of the nursing plan. They tend to have advanced education background and detailed experience in the nursing filed. Besides, the nursing educator tends to be a person who has been fully registered by the nursing board among other professional nursing bodies to execute the roles/duties of a nurse. Therefore, when carrying out the role of implementing the nursing plan the following seven elements discussed in detail must be included to ensure that the nursing plan is effective.

Method of obtaining necessary approval(s) and securing support

The implementation of the nursing programme especially that involves the population is free from chronic diseases such as cancer is a very sensitive affair because it involves a matter of life and death. Most of the programmes involve human health and hence, all the programmes must get the necessary approvals to ensure that they do not compromise the health of the patients and the society at large. Besides, such programmes demand a huge financial investment and such budget can only be met if necessary approvals from the senior leaders of the organisation get approved, hence, there are two main methods of approval that that nursing professionals may obtain to ensure that their programmes become approved. The two common types of approvals that one may obtained include; informal and formal approval. The informal approval may be obtained from the peer staff nurses and leaders within the organisation (Orto, Hendrix, Griffith, & Shaikewitz, 2015).

One may get approval from the peers within the organisation by selling the idea to them and showing how they will benefit if they support the implementation of the new nursing programme. Besides, one may convince them how the programme will not only be beneficial to the organisation but also to the entire members of the staff. One should show the peers how the nursing programme will benefit them and make their work easier by making their work easier than before. In addition, one should provide the peers with the necessary information prior introducing the new nursing program onto the organisation.



Some peers may act as a barrier towards implementation of the new nursing program if they were not fully informed about the new changes that will be adopted. The barriers may also be caused by fear of the unknown as the peers may feel that the new program will threaten their position in the organisation. Others may feel that the new program may require them to undergo training and most of the peers may not be ready. Therefore, it is imperative to inform the peers earlier about the new program prior implementation so that one can get their support. Besides, one should provide them with some little training and let them discover the benefits of the program. Such actions may be imperative to obtain the necessary informed support.

On the other hand, one may get the formal program approval from the nursing regulators and nursing professional bodies through a number of ways. The approval may also be obtained from the Institution review board. Some of the ways that might be utilized include; preparing a proposal detailing how the programme will benefit the patients and members of the medical fraternity. Secondly, one may ensure that all the standards and policies regulations have been met to get the necessary formal approval. Besides, one has obtained necessary legal accreditation and certifications required by the to get the necessary approvals (Fishman, Lowe, & Ryan, 2016).

Description of current problem, issue, or deficit requiring a change

There has been an increase in cases of deaths attributed to cancer. Such high mortality death has been attributed to the lack of qualified nursing professionals to take care of the escalating number of patients who have been diagnosed with cancer. The role of nursing professionals cannot be ignored when it comes to treating and taking care of the cancer patients. Research indicates that cancer can only be effectively controlled and managed if the government and society at large commit their resources and efforts towards training and employing highly qualified nursing staffs. Besides, lack of proper education in managing cancer has led to an increase in cases of cancer. Lack of proper public awareness on early detection and prevention of cancer have increased the cases of cancer deaths because most people are not aware of the importance of early detection and prevention of cancer at an early stage before it has become chronic. In addition, lack of adequate funding to manage and curb the spread of cancer has been a big problem. Lack of necessary funds has made it impossible to acquire the required machines to test and detect cancer before the patient's condition worsens. Majority of the patients have not been in a position to fully access the medicine and treatment and hence, causing the management of the disease to become a challenging task (Fishman, Lowe, & Ryan, 2016).

Detailed explanation of proposed solution

There is need to establish a reliable policy, process, procedures and also provide necessary education to address the problem of cancer. The government should establish credible institutions to train professional nurses. Besides, the government should work collaboratively with the society to ensure that members of the public are provided with necessary education that give them awareness on measures that can be put forth to curb the escalating cases of cancer. The members of the public should be encouraged to seek medical attention to solve the problem of cancer. The policies that address the various types of cancers independently should be established. Besides, there should be proper amendments on the policies to ensure that some types of cancers have been factor in and address properly. The new policies will help to ensure that the various types of cancers are analysed into details, this will help to ensure that the implementation of the nursing program become a success. Another proposed solution to the problem is to avail the necessary financial support to ensure that, nursing professionals have proper access to the medical equipments. Besides, the cost of treating cancer have been significantly high, the government should subsidises such cost by providing cancer patients with medical insurance that may help to cater for the high treatment cost. Another solution may involve creating public awareness such that members of the public can seek medical attention at an early stage before the cancer become chronic at the late stages (Buchanan, Geerling, & Davies, 2014).

Rationale for selecting proposed solution

The above proposed solutions were solution were made because in order to fight cancer and curb its spread. There should be collaboration between the government, non-governmental organisation, individuals members of the public and society at large to ensure that the problem of cancer is addressed successfully. The establishment of education institutions will play an imperative role towards ensuring that the necessary knowledge and skills to fight against cancer has been passed to the members of the society. Besides, the establishment of the cancer awareness campaigns will help in early detection and prevention of cancer cases (Buchanan, Geerling, & Davies, 2014).

Evidence from your review of literature

The literature has also played a role towards shedding light to the problem of cancer. According to Borglin and Gustafsson, the theory education given to the nurses is imperative because it equip nurses with vital knowledge to alleviate pain among the cancer patients.



Borglin and Gustafson further asserted that approximate sixty eight percent of the nurses who have received theoretical education tend to be less competent when carrying out their routine functions. It implies that the nurses should not only be provided with theoretical knowledge but rather they should also be equipped with practical skills so that they can handle cancer cases with a lot of competence. Besides, Buchanan asserted that cancer can be treated and managed only if there is availability of competent and qualified personnel's. He also asserted that the diseases can be curbed if there is availability of competent medical practitioners such as nurses and doctors. Besides, financial aid should be provided when dealing with cancer cases, lack of adequate funding especially in Africa countries have caused a serious problem of having numerous cases of cancer conditions. Majority of the people in those areas cannot afford to meet medical expenses for cancer (Buchanan, Geerling, & Davies, 2014).

Description of implementation logistics

The change will be integrated into the current organisation structure culture and workflow via six steps discussed. The first step for effective implementation will entail obtaining necessary approval both formal and informal approval from the board of institutional review (IRB). The second implementation phase entails planning and projects design; under this resources to be used to implement the nursing programme are harnessed. The third implementation phase entails carting out the research to identify whether the project will be viable. It involve finding out whether the project benefits will outweigh the disadvantages. The fourth step entails, providing the staff with relevant education that so that they can easily implement the program. It may help the staff members to learn on what they are expected to do. Normally, the phase takes duration of 6 months to be complete. The fifth step entails overseeing the launch of the project. The actual implementation exercise take place at this stage and recommendation made on whether or not to continue with the program (Buchanan, Geerling, & Davies, 2014).

Resources required for implementation

Resources will be needed to make the program become a success. The education materials such as PowerPoint, handouts, pamphlet and posters will be needed in order to educate the employees about the program. Besides, staffs will be assessed to see whether they have gain value from the education. It implies that questionnaires, surveys, and posters will be needed. Funding will also be avail to finance employee's salaries and purchase of necessary equipments (Buchanan, Geerling, & Davies, 2014).



EVALUATION PLAN

Discuss methods to evaluate the effectiveness of your proposed solution.

A number of methods will be utilized to see whether the proposed solution was effective. Some of the methods that will be employed include; staff turnover rates, surveys, comparison methods to mention just but a few. The turnover rates will be used to determine whether there is a reduction in staff turnover rate after implementation of the new proposed solution. In case there is a decrease it will imply that the proposed solution is effective. A decrease in the staff turnover rate implies more nurses are satisfied and are willing to work in their respective health centres and are less likely to leave. Surveys will be utilized to evaluate whether there has been changes in employees attitude toward job satisfaction after the new changes were established. The comparison method will help to determine whether there has been a change in the number of patients discharged from the hospital. If there is an increase it wil, imply that the proposed solution was effective and should be reinforced. On the contrary, if there is a decrease it implies that the proposed solution was not effective and therefore, new methods should be adopted.

Describe what your projected outcomes will be and what variables will be assessed.

The anticipated project will be a reduction in the cases of cancer cases because members of the public will be able to use the education and knowledge acquired to manage and control the prevalence of the diseases. Besides, there will be more competent and qualified nursing staff to deal with cases of cancer at different levels. In addition, there will be a few cases of cancer to be reported as more nursing staffs will be able to create public awareness on early detection and treatment. Moreover, there will be few incidence of the death as a results of cancer because patients will be fully aware on how to deal with cancer problem. The variables that will be assessed include the attitude and perception of the patient, and employees each of them independently. Besides the turnover rate of the nursing staffs will also be assessed accordingly.

Conclusion

Based on the study it can be scrutinized that an implementation plan in nursing entails comprehensive steps that will be followed in developing a nursing project. It can be observed that for the nursing implementation plan to be effective, all the seven elements discussed must be taken into consideration.

The first element entails obtaining necessary approval(s) and securing support needed to implement the project effectively, the support entails both informal and formal support. Some of the ways to get support include; showing the peers the benefits that they will obtain by accept to support the project and also obtain support from the institutional review board to mention just but few.

The second element entails problem description; it can be observed that cancer has been a big challenge in the world and especially in most African countries due to lack of highly qualified nursing staffs and lack of funding. The third element has provided a detail explanation of the proposed solution and literature evidence has also been discussed. Implementation logistics and resource needed to implement the program have also been put forth. Conclusively, the methods for evaluating the solutions proposed have been discussed as well as the outcomes and the variables to be involved.

References

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