# Rubric for Asynchronous Discussion Participation

**Name:** Michael Kruse

**Date Graded:** 9/30/11

**Week #** 4

**Substantive Post Due:** 9/16/11 @ 11:59pm

**Substantive Post Date:** 9/16/11 **Time:** 9:05 AM (PM)

**Responses Due:** 9/18/11 @ 11:59pm

**Last Response Post Date:** **Time:** AM PM

**Total Score** 13/18  72 %

| RESPONSES | | |
|---|---|---|
| **#** 4 | **Students Responded to:** Rachel/Shiela/Lori Lori L-C Shiely/Nicole Shiely | **Substantive Post minimum 200 words:** X YES ☐ NO |

**Subst. Post Deadline Met** X YES ☐ NO

**Response Post Deadline Met** X YES ☐ NO

**# of Days Participating:** 1   9/18

**Comments:** Were learning activities completed for BONUS points? ☐ Yes X No

Substantive post: Well organized, but multiple writing errors ~ I'd professionalism and I's overall presentation of knowledge. Responses - errors detract from message. & supporting content with your opinions - this can further discussion. Responses are agreeable, shallow to no contribution to further discussion. As you read others post, explore what interests you and share this knowledge/addt'l info.

**Bonus Pts:**

| Criteria | Unacceptable 0 Points | Acceptable 1 Point | Good 2 Points | Excellent 3 Points | Points |
|---|---|---|---|---|---|
| **Frequency** | Participates not at all. No posts at all. | Only posts substantive assignment. No responses to classmates. | Participates on one (1) day only (substantive and responses) | Participates on two (2) or more different days (substantive and responses) | 2 |
| **Initial Assignment Posting** *(Substantive Post)* | Posts no assignment. | Posts adequate assignment with superficial thought and preparation; doesn't address all aspects of the task. | Posts well developed assignment that addresses all aspects of the task; lacks full development of concepts. | Posts well developed assignment that fully addresses and develops all aspects of the task. | 2 |
| **Follow-Up Postings** | Posts no follow-up responses to classmates. | Responds to only one (1) other classmate. | Responds to only one (1) classmate. | Responds to a minimum of two (2) other students' posts. | 3 |
| **Content Contribution** | Posts information that is off-topic, incorrect, or irrelevant to discussion. | Posts shallow contribution to discussion (e.g., agrees or disagrees); does not enrich discussion. Repeats. No supporting application of concepts. | Elaborates on an existing post with further comment or observation that is meaningful. Lacks full development of concept with limited or irrelevant supporting concepts. | Demonstrates analysis of others' posts; extends meaningful discussion by applying relevant concepts. Advances discussion. | 1½2 .. .. |
| **References & Support** | Includes no references or supporting experience. | Uses personal experience, but no references to readings or research. | Incorporates one reference from literature. May lack relevance. May lack proper APA format in citing. | Uses relevant reference(s) to literature, readings, or personal experience, to support comments. | 3 |
| **Clarity & Mechanics** | Posts long, unorganized or rude content that may contain multiple errors or may be inappropriate. | Communicates in friendly, courteous and helpful manner with some errors in clarity or mechanics. | Contributes valuable information to discussion with minor clarity or mechanics errors. | Contributes to discussion with clear, concise comments formatted in an easy to read style that is free of grammatical or spelling errors. | 1 |

1. How can Judith justify that her current nurse staffing is appropriate to ensure cost-effective, high-quality care for her patients? (Chapter 12)

If her staff is organized and efficient in their care delivery, and it shows with scheduling and coordinating patient care, the organization with save money. LOS is the most important predictor of hospital cost patient who stay extra days cost the hospital a considerable amount. Decreasing LOS also makes room for other patients increasing patient volume and hospital revenues (Wise, 2011). An assessment of this departments LOS would be needed to justify her nurse staffing.

2. To meet the budget mandate without cutting nursing staff, she considers available technology. What might she discover about the benefits of using technology relative to reducing cost in her unit? Be specific about the type of technology and how use of this technology can achieve cost reduction goals. NOTE: Assume ALL technology is available to Judith. (Chapter 11)

Electronic health records is a must for her department and both hospital in the same. An EHR refers to an individual patient's medical record in digital format. With patients becoming more mobile and consults multiple physicians this causes their records to be fragmented. A device needed for her staff and patient would be a "smart card" a device like a credit card this would help coordinate care , improve quality of care decision and reduce risk, waste, and duplication errors ultimately reducing LOS and helping nurses (Wise, 2011).

3. Judith's unit currently functions using a Primary Nursing care delivery model. As a result of this care delivery model, nursing professionalism is promoted and patient satisfaction is higher than in any other unit or hospital within the health system. However, the labor costs associated with an all RN staff has resulted in Judith's unit being one of the most inefficient when evaluated by the chief financial officer. The chief financial officer is questioning the chief nurse executive about the inefficiencies of Judith's unit. The chief nurse executive has asked Judith to consider other care delivery models. What care delivery model would you recommend she consider and why? (Chapter 13)

"Care through others" is a term used to describe Team nursing. This type of nursing delivers care that uses a team leader who is responsible for coordinating a group of licensed and unlicensed personnel to provide patent care to a small group of patients (Wise, 2011). With reduced reimbursement and nursing shortages resulting in an organization changing the staffing mix, this is a practice X still in use today. In her department, they are spending top dollar for RN whether thru overtime or agency, but with this method it allows nurses to tap into their LPN and CNA's skills.

4. Assuming Judith chooses to keep the current Primary Nursing care delivery model, what staffing and scheduling factors should Judith evaluate to identify opportunities to reduce cost without cutting nursing staff? (Chapter 14)

Judith should calculate her full time equivalents that will be needed to construct the units overall staffing plan. The manager should consider the effects of productive and nonproductive hours on her budget. There are productive time which is the paid time staffing is actually working on the unit with direct patient care. Nonproductive time this includes the hours of benefited time that are paid to employee for hours in non-direct patient care. This requires nurse mangers to consider carefully how to allocate their budgeted FTE's into full-time and part-time positions to meet the staffing requirements for the unit when a portion of the staff hours is paid time off. The manger should also be aware of variable FTE's and fixed FTE's. With fixed FTE's, these are employees who are scheduled to work no matter the volume of activity. while variable FTE's are held by those employees who are scheduled to work depending on the acuity of the department . When this is managed, the staff and budget can be monitored to achieve better results.

5. Judith's unit has a high vacancy rate due to the availability of qualified RNs who can function in a Primary Nurse care delivery model. This chronic vacancy rate regularly results in overtime and use of premium agency staff with experience in this care delivery model. Focusing on concepts in Chapter 15, Selecting, Developing, and Evaluating Staff, share creative strategies that Judith can explore that would improve the vacancy rate. For each strategy, specifically relate how and/or why the vacancy rate would be positively affected.

The selection of staff is challenging but a manager wants to hire the most qualified person for the position. You should first start with a position description and start an interview process. The interview is to be prepared and have well thought out questions. In the interview a prospective employee should come to the job like it is more than a job but a life calling. I am always jealous when I see other guys I grew up with going on to be police or fireman in what today's world would consider a "manly job" they have to prepare physically and mentally for their interview. I am a guy and I am proud to be _agree_ a nurse but I always feel like so many people take being a nurse like it's just an option not a calling. If the manger posted her job with requirements more than a normal department would need for example if you are a department that requires BLS in your description you should put ACLS and PALS preferred but required within a year. An interview should also consist of a test of knowledge and you should inform the potential employee of this along with a peer interview that would require the patient to _applicant_ demonstrate his or her knowledge of clinical situations .Employees come into the job with high expectations so you get the best and the brightest right off the bat. When you hire the best first off the development comes naturally. Nurse that come to a job that they are happy to be at they naturally want better themselves. Development can be done with further education from certifications and educational seminars related to the department. If a department was able to reimburse employees when they obtained for example a certified emergency nurse or CEN a employee would first become more knowledge but also would have some commitment to the departed thus helping with vacancy rates. When nurse no longer feel challenged the do not want to come to work anymore in you facility. Performance appraisals are individual evaluations of work or performance (Wise ,2011). This should be done by the manager to see if his or her new employees are coming along in their development as a nurse in their department. In a performance appraisal if a nurse has yet to obtain certifications required , the manager can help them sign up for classes or even help with studying. If employees are happy with their work environment that _then_ once again you have a low vacancy rate.

Yoder-Wise, P, (2011) Leading and managing in nursing. (5th ed.) St. Louis, MO. Elsevier Mosby

_not Wise_

#5 - overall, well developed, lacks some specific application back to scenario. Summarizes content, good application examples, just not specific to scenario.

Again - hard to read/comprehend message w/ all the typos and grammatical errors.

(-1) for lack of full development
(-2) for clarity & mechanics