Validation of the New Graduate Nurse Attributes Scale

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Objectives

1. Describe development and validation of the *New Graduate Nurse Attributes Scale*.
2. Describe the implications for nursing education.
3. Use the tool and participate in the study.

Purpose/Significance

- April 2021, American Association of Colleges of Nursing (AACN) released *New Essentials* which are used to define quality in nursing education.
- As a result, nursing schools will examine their current curriculum to determine how they address the *New Essentials*.
- In response, some members of Indiana Organization for Nursing Leadership (IONL) formed a team of subject matter experts from both academia and nursing practice to assess what attributes nursing leadership desire in new graduate nurses. As nursing schools assess their curriculum, the knowledge gained about desired attributes could assist them to better meet the needs of their practice partners.
- To-date, no validated tools exist in literature that aids in the prioritization of desired attributes for new graduate nurses. Therefore, the study sought to validate a tool which could be used for future studies.
- The *New Graduate Nurse Attributes Scale* was developed to obtain information from nursing leaders regarding desired characteristics in new graduate nurses.

Methods

The 10-item scale includes the competency-based domains released by AACN. During development, the team reviewed the domains with associated competencies and selected the competency that most represented the overall domain category. The resulting scale was not intended to replace the *New Essentials*, but to offer busy nursing leaders a streamlined tool to communicate their priorities for attributes in new graduate nurses.

The validation study was conducted by administering two versions of the scale to assess order bias and inter-rater reliability.
- Version one had non-randomized domains presented to the first 28 respondents.
- Version two had randomized domains presented to the remaining 32 respondents.

Bias assessment: two groups of respondents in this survey, one non-randomized and one randomized. Correlations were calculated between respondents' rankings and domain order (1-10) for each of the two groups.

Inter-rater reliability: is the degree of agreement among independent observers who rate, code, or assess the same phenomenon. For this study, how consistent do the respondents/raters rank the 10 domains among each other. This consistency was determined using Cronbach's Alpha for each group and overall.

Results

Bias assessment

There was a marginally significant association between randomization and correlation (that is correlation between domain order and how respondents ranked the domains), X^2 (1, $N = 60$) = 3.21, $p = .073$ with a medium effect size ($d = .476$) and an odds ratio of three were observed indicating a marginal amount of order bias due to the non-randomized group.

Inter-rater reliability

The non-randomized group (respondents 1-28) had a Cronbach's Alpha of 0.9521, the randomized group (respondents 29-60) had a Cronbach's Alpha of 0.9280, and all (respondents 1-60) had a Cronbach's Alpha of 0.9702, indicating very strong inter-rater reliability for each group and overall.

Conclusion

Currently, the *New Graduate Nurse Attributes Scale* is being used in a larger, national study of nursing leaders. Participants are asked to rank in order of importance AACN's 10 competency-based domains. The domains in the national survey are randomized to eliminate bias. Although, all the AACN *New Essentials* are to be addressed in nursing programs, use of the *New Graduate Nurse Attributes Scale* provides collaboration between academia and their practice partners regarding where to place emphasis within nursing education programs for enhanced preparation into the nursing workforce.

Acknowledgements

References

American Association of Colleges of Nursing.(2021). *The Essentials: Core competencies for professional nursing education.* Retrieved from https://www.aacnnursing.org/AACN-Essentials

National Study

To participate
- Please read the informed consent
- Scan QR code