

Capstone Project Title (Use Upper and Lower Case Throughout)

Author's First Last Name

Western Governors University

College of Health Professions

Please note the following:

1. Students are prohibited from administering pre/post-tests, conducting surveys or questionnaires, collecting or analyzing private/public data, evaluating outcomes, soliciting feedback, and/or auditing medical records.
2. Avoid the use of first person. Examples of first person are the following: I, me, we, our, and us. You may refer to yourself as *the author*, *the student* or *this graduate student*.

Clinical/Organizational Problem

Identify a nursing problem within your organization that needs to be addressed with an evidence-based practice change, quality improvement, or innovation.

Description of Problem

Provide a clear description of the background to the problem with enough contextual detail to establish why it is important.

Explanation of Causes

Describe the factors, issues, or phenomenon that helped to create the problem. What are some causes of the problem? What factors contribute to the problem?

Identification of Stakeholders

Your stakeholders are people internal or external to your organization who have a key interest in or can have a significant impact on your proposed change. Examples of stakeholders include, but are not limited to patients, nurses, physicians, administrators, support or ancillary care staff, family members, volunteers, etc. You will need to include the positions or roles each of the stakeholders hold in your discussion.

Discussion of stakeholders. This section involves a more detailed discussion about the specific interest, power, and influence that each stakeholder has in relation to your proposed

change. For example, hospital administration or the administration of a university can be a stakeholder. The hospital administration has interest in your project as you are planning a change that will improve patient satisfaction within the organization. The hospital administration has power in your project as they may approve or deny permission to complete the project. The hospital administration has influence in your project as their decision and support will influence other stakeholders. **Speak to all 3: interest, power, and influence for each stakeholder, and explain why or why not the stakeholder possesses each trait.**

Explanation of Project

Provide a detailed explanation of the project that you are planning. The explanation should be logical and appropriately related to the identified problem you are addressing with your project.

Proposed Solution

This section involves presenting a description of your proposed evidence-based project. The description must include specific information about what you intend to propose or implement. The proposed solution should include who will be involved, what will be done, and where your project will take place. This represents the “What” of your project - the general plan.

Evidence Summary

The evidence summary is preliminary support for the proposed evidence-based project. This involves a narrative discussion (synthesis of ideas), in paragraph format, identifying the areas of consensus among researchers. Consider the common themes or best practices among the group of articles. Write a broad statement describing one common theme/best practice identified in the literature review. Follow this statement with a discussion from each research article supporting that common theme/best practice. In the discussion, summarize or paraphrase

the researchers' conclusion, including an in-text citation. Continue adding common themes/best practices along with evidence to support the statement. Use citations to support your assertions and be sure that all 5 articles are cited at least once. **NOTE: All five sources should be scholarly, peer-reviewed sources/references published within the last five years. Sources cited in the body (in-text citation) should have a corresponding reference on the Reference Page (not in the body of the paper).**

Plan of Action

This section should provide a detailed plan of action. This is the “How” of your project and must have great detail. You will need to provide information about the specific steps that will be required to complete your Capstone project. You will discuss what **you** will independently develop and deliver. This section may also include a description of meetings and agreements (support commitments or negotiations) in preparation for your project, your literature review, your development plan and content, your delivery plan, and your post-delivery discussions with stakeholders. While a full launch is not required, you must create a scalable project and complete a presentation or demonstrate an actual change for your leadership team.

Timeline

Your timeline will involve correlating each of the steps discussed in your plan of action with a week or weeks in your timeline of when you plan to accomplish each step (do not use specific dates). You should keep your timeline between 4-6 weeks, and your timeline should be in accordance with your organization's timeline and within your term. Remember the implementation activity that you will focus on may only include the first step of a full scale implementation plan. For example, Week 1 of the project will include.... Weeks 2-4 will involve..... Week 5 will involve, etc.

Required Resources and Personnel

This section involves a narrative discussion about any resources required for your capstone project. Resources may include equipment, meeting rooms, etc. Personnel will include an explanation of the roles of any individuals that you may need to assist you in the development and implementation of your project

Proposed Change Theory

This discussion should identify the specific change theory or model you have chosen to guide and inform your project. You will need to include the details of the change theory you believe will be most effective in guiding your change process. You will also discuss how the steps or concepts of the Change Theory/Model correlate with the actions/activities involved in your project

Barriers to Implementation

This section involves a detailed discussion about potential barriers you may encounter with the implementation of your project: resistance to change, organization culture, time, etc.

References

Please note that this document outline is only a guide. The written paper, including all in-text citations, must be written in proper APA 6th Edition style. All references (sources) should be identified using in-text citations in the body (narrative portion) of the paper. **All of the sources included in the body of the paper should be included on the Reference page.**

- Ball, J.E., Murrells, T., Rafferty, A.M., Morrow, E., & Griffiths, P. (2014) “Care left undone” during nursing shifts: Associations with workload and perceived quality of care. *British Medical Journal of Quality and Safety*, 23(2), 116-125. doi:10.1136/bmjqs-2012-001767
- Driscoll, A., Grant, M.J., Carroll, D., Dalton, Deaton, C., Jones, I.,...Astin, F. (2017) The effect of nurse-to patient ratios on nurse-sensitive patient outcomes in acute specialist units: A systematic review and meta-analysis. *European Journal of Cardiovascular Nursing*, 17(1), <https://doi.org/10.1177/1474515117721561>
- Park, S. H., Boyle, D. K., Bergquist-Beringer, S., Staggs, V. S., & Dunton, N. E. (2014). Concurrent and lagged effects of registered nurse turnover and staffing on unit-acquired pressure ulcers. *Health Services Research*, 49(4), 1205-1225. doi:10.1111/1475-6773.12158
- Shin, S., Park, J., & Bae, S. (2018). Nurse staffing and nurse outcomes: A systematic review and meta-analysis. *Nursing Outlook*, 66(3), 273-282. doi: 10.1016/j.outlook.2017.12.002
- Sullivan-Havens, D., Jones, C. B., & Carlson, J. (2014). Chief nursing office retention & turnover, 2013: Is the crisis still brewing? Retrieved from http://www.aone.org/conference2014/Handouts/2014_Concurrent_Handouts/Additional%20Handouts/S330H_BN2.pdf