

EVALUATION OF THE GRADUATE NURSE EDUCATION

QUALITATIVE DATA COLLECTION PROTOCOLS FOR FIRST IN-PERSON SITE VISIT

(Contract No. CMMI-393-2012-0117)

February 25, 2013

Time 1 Interview guide: Graduate Nurse Education Demonstration strategic planning and oversight team

Obtain informed consent

Have interviewee read and sign the informed consent form. Give interviewee an unsigned copy of the form to keep for his or her records.

Outline with timings

Time in each section (in minutes)	Topic	Elapsed time at end of section (in minutes)
5	Introduction	5
3	Interviewee background	8
15	Background and motivation for participation in the GNE demonstration	23
20	Characterization of the demonstration project	43
15	Implementation goals	58
2	Conclusion	60

Introduction (5 minutes)

My name is *{name of AIR moderator}*, and I am with the American Institutes for Research. This is *{name of Optimal note-taker}*, who is with Optimal Solutions Group, LLC (Optimal). As *{name of GNE awardee liaison}* probably told you, the American Institutes for Research (AIR) and Optimal are the contractors responsible for evaluating the Graduate Nurse Education Demonstration Project.

The overall goals of the evaluation are to characterize the demonstration project, identify the challenges and successes of implementation, assess the outcomes, and evaluate the potential for sustainability, improvement, and replication of its outcomes.

As the *{title and/or role in demonstration project}*, your experience and perspectives are of great value to our evaluation.

This interview will last between 30 and 60 minutes.¹ With your approval, we will record audio of the discussion to assist with note-taking. **No one outside the evaluation team will have access to this recording.**

This interview will work best if you do most of the talking. Feel free to speak openly and candidly about your experiences and perspectives regarding this demonstration.

In the final report, the data gathered through these interviews will be presented in an aggregate manner, highlighting informational points from specific sites and not from particular individuals. **You will not be identified by name.** However, it is possible that someone could attribute specific comments to you. Hence, at the end of the interview, I'll ask whether you told me anything that you wouldn't want associated with you. If so, we will structure and present the information so it cannot be linked to you.

Do you have any questions for me before we begin?

Okay, let's get started.

Interviewee Background (3 minutes)

1. What is your title?
2. How long have you been with this organization?
3. What are your main responsibilities in your position?
4. What are your main responsibilities in relation to the GNE Demonstration Project (if different or more specific)?
5. Are these responsibilities similar to what they were prior to the GNE Demonstration Project? In what way?
6. What percentage of your FTE is dedicated to the GNE Demonstration Project?

Background and motivation for participating in the GNE Demonstration Project (15 minutes)

7. What, if any, other innovative programs related to expanding graduate nursing education has your organization developed or implemented?

Tell me about the decision to apply to be a GNE Demonstration site.

8. What made your organization interested in joining the GNE Demonstration Project?
9. How do you think this project will benefit your organization?
10. How do you think this project will benefit the partnering organizations?
 - What do you think their motivation is for participating?

¹ It is anticipated that interviews with administrative staff will last 30 minutes, while interviews with Director or other members of the executive team will last 60 minutes.

11. How did you go about identifying and recruiting partnering organizations?
 - What did you take into consideration when choosing partnering organizations?
 - How receptive were organizations to participating in the demonstration?
 - Did any organizations decide not to participate? *If yes*, what do you think made these organizations decide not to participate?
 - Did any organizations decide not to participate after they initially indicated interest? *If yes*, what do you think made these organizations decide not to participate?

Characterization of the GNE Demonstration Project (20 minutes)

Now I would like to hear more about the demonstration project. Tell me about its essential components.

12. How are you expanding the clinical placement opportunities for APRN students?
 - Are you focusing predominantly on expanding the number of practicum opportunities within existing clinical sites or creating new partnerships?
13. What is the process for placing students in clinical rotations within the demonstration?
 - *For networks with multiple schools of nursing*: Will this be handled by individual schools of nursing, or will the process be centralized?
 - How does this process differ from the process for placing students in clinical rotations before the demonstration project?
14. What made you decide to structure the demonstration project in this way?
 - Did you consider alternative approaches?
 - If so, what were these alternative approaches? What made you prefer the current approach over the other options that were considered?
15. What, if any, policy or procedure changes is your organization making to support the demonstration project?
 - What, if any, new or innovative practices will the partnering organizations be engaged in as part of the demonstration project?
16. What is the management structure of the network?
 - How do you coordinate among the partnering organizations?
 - Do partners sign a formal contract? If so, may we see a sample contract?
 - How does communication flow (for example, with cost reporting)?
 - Is there an organizational chart depicting the communication and management structure of the demonstration network? If so, may we see this?
 - How are the financial disbursements to the partnering organizations handled?
17. What do you see as the strengths of this particular network of organizations?
18. What challenges do you foresee related to this particular network of organizations?

Implementation goals (15 minutes)

19. What goals do you hope to achieve through this demonstration project?
20. What are some of the challenges that might make achieving these goals difficult?
21. What are some of the strategies you are using to circumvent these challenges?
22. What challenges have you faced so far in implementing the project?
23. What strategies have you used to overcome those challenges?

Conclusion (2 minutes)

24. Is there anything that I did not ask about that you would like to share with me, or do you have any additional thoughts about what we have discussed today?
25. Are there any areas covered by this interview that you are particularly concerned about having your identity connected with? If so, which ones?

Thank you for your time.

Time 1 Interview guide: School of nursing administration

Obtain informed consent

Have interviewee read and sign the informed consent form. Give interviewee an unsigned copy of the form to keep.

Outline with timings

Time in each section (in minutes)	Topic	Elapsed time at end of section (in minutes)
5	Introduction	5
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10	Background and motivation for participation in the GNE demonstration	18
25	Characterization of the demonstration project	43
15	Implementation goals	58
2	Conclusion	60

Introduction (5 minutes)

My name is *{name of AIR moderator}*, and I am with the American Institutes for Research. This is *{name of Optimal note-taker}*, who is with Optimal Solutions Group, LLC (Optimal). As *{name of GNE awardee liaison}* probably told you, the American Institutes for Research (AIR) and Optimal are the contractors responsible for evaluating the Graduate Nurse Education Demonstration Project.

The overall goals of the evaluation are to characterize the demonstration project, identify the challenges and successes of implementation, assess the outcomes, and evaluate the potential for sustainability, improvement, and replication of its outcomes.

As the *{title and/or role in demonstration project}*, your experience and perspectives are of great value to our evaluation.

This interview will last approximately 60 minutes. With your approval, we will record audio of the discussion. **No one outside the evaluation team will have access to this recording.**

This interview will work best if you do most of the talking. Feel free to speak openly and candidly about your experiences and perspectives regarding this demonstration.

In the final report, the data gathered through these interviews will be presented in an aggregate manner, highlighting informational points from specific sites and not from particular individuals. **You will not be identified by name.** However, it is possible that someone could attribute specific comments to you. Hence, at the end of the interview, I'll ask whether you told me anything that you wouldn't want associated with you. If so, we will structure and present the information so it cannot be linked to you.

Do you have any questions for me before we begin?

Interviewee background (3 minutes)

1. What is your title?
2. How long have you been with this organization?
3. What are your main responsibilities in your position?
4. What are your main responsibilities in relation to the GNE Demonstration Project (if different or more specific)?
5. Are these responsibilities similar to what they were prior to the GNE Demonstration? In what way?
6. What percentage of your FTE is dedicated to the GNE Demonstration Project?

Background and motivation for participating in the GNE Demonstration (10 minutes)

7. What, if any, other innovative programs related to graduate nursing education has your organization developed or implemented?

Tell me about the decision to participate in the GNE demonstration.

8. What made you interested in becoming a partnering organization?
9. How do you think this project will benefit your organization?
10. How do you think this project will benefit the other partnering organizations?
 - What do you think their motivation for participating is?

Characterization of the GNE Demonstration Project (25 minutes)

Now I would like to hear more about the demonstration project. Tell me about its essential components.

11. How are you expanding the clinical placement opportunities for APRN students?
 - Are you focusing predominantly on expanding the number of practicum opportunities within existing clinical sites or creating new partnerships?
 - Have there been any changes to class sizes because of the project?
 - Have you made any changes to the curriculum because of the project?

12. What was the process for recruiting and enrolling the additional APRN students?
13. Did you hire additional faculty or staff to accommodate the expanded enrollment?
 - What additional staff members did you hire? What are their roles and responsibilities?
 - *If yes*, how did you identify and recruit these additional faculty members?
 - What, if any, training did these new faculty members engage in?
14. How did you identify and recruit new preceptors for APRN students?
 - Who was involved in this process?
 - Are the preceptors compensated? If so, how do you compensate them?
 - How do potential preceptors typically respond to recruitment efforts?
 - What do you think are the best ways to convince doctors and APRNs to become preceptors?
 - How does this process differ from the process for recruiting and identifying preceptors before the demonstration project?
15. What, if any, training did new preceptors undergo?
16. What is the process for placing students in clinical rotations?
 - How does this process differ from the process for placing students in clinical rotations before the demonstration project?
 - Who manages the day-to-day logistical coordination of the clinical rotations?
17. What, if any, policy or procedure changes are you making to support the demonstration project?
 - What, if any, new or innovative practices will you be engaged in as part of the demonstration project?

Implementation goals (15 minutes)

18. What goals do you hope to achieve through the demonstration project?
19. What are some of the challenges that might make achieving these goals difficult?
20. What are some of the strategies you are using to circumvent these challenges?
21. What challenges have you faced so far in implementing the project?
22. What strategies have you used to overcome these challenges?

Conclusion (2 minutes)

23. Is there anything that I did not ask about that you would like to share with me, or do you have any additional thoughts about what we have discussed today?
24. Are there any areas covered by this interview that you are particularly concerned about having your identity connected with? If so, which ones?

Thank you for your time.

Time 1 Focus group guide: Clinical faculty

Obtain informed consent

Have interviewees read and sign the informed consent form. Give interviewees an unsigned copy of the form to keep for their records.

Outline with timings

Time in each section (in minutes)	Topic	Elapsed time at end of section (in minutes)
5	Introduction	5
5	Participant introductions	10
50	Characterization of the demonstration project	60
25	Implementation goals	85
5	Conclusion	90

Introduction (5 minutes)

My name is {name of AIR moderator}, and I am with the American Institutes for Research. This is {name of Optimal note-taker}, who is with Optimal Solutions Group, LLC (Optimal). As {name of GNE awardee liaison} probably told you, the American Institutes for Research (AIR) and Optimal are the contractors responsible for evaluating the Graduate Nurse Education Demonstration Project.

The overall goals of the evaluation are to characterize the demonstration project, identify the challenges and successes of implementation, assess the outcomes, and evaluate the potential for sustainability, improvement, and replication of its outcomes.

As the clinical faculty of this school of nursing, your experiences and perspectives are of great value to our evaluation.

This focus group will last 90 minutes. With your approval, we will record audio of the discussion. **No one outside the evaluation team will have access to this recording.**

This focus group will work best if you do most of the talking. Feel free to speak openly and candidly about your experiences and perspectives regarding this demonstration.

In the final report, the data gathered through the focus group will be presented in an aggregate manner, highlighting informational points from specific sites and not from particular individuals. **You will not be identified by name.** However, it is possible that someone could attribute

specific comments to you. Hence, at the end of the interview, I'll ask whether you told me anything that you wouldn't want associated with you. If so, we will structure and present the information so it cannot be linked to you.

Do you have any questions for me before we begin?

Participant introductions (5 minutes)

To get started, let's go around and introduce ourselves. Please tell us your name, which nursing program you teach in, how long you have been teaching clinical sections at this organization, how long you have taught clinical sections overall, and what, if any, didactic courses you teach.

{Allow participants to introduce themselves}

Thank you. It is nice to meet all of you.

Characterization of the GNE Demonstration Project (50 minutes)

1. What is the process for placing students in clinical rotations?
 - Who manages the day-to-day logistical coordination of the clinical rotations?
2. What are the strengths or advantages of the current process?
3. What are some weaknesses or difficulties of the current process?
4. How would you compare the current process to the previous process of placing students in clinical rotations?
 - How does this process differ from the process for placing students in clinical rotations before the demonstration project?
 - Would you say it is better, worse, or the same?
 - How so?
5. How did you identify and recruit new preceptors for APRN students?
 - Who was involved in this process?
 - How do potential preceptors typically respond to recruitment efforts?
 - What do you think are the best ways to convince doctors and APRNs to become preceptors?
 - How does this process differ from the process for recruiting and identifying preceptors before the demonstration project?
6. What, if any, training did new preceptors undergo?
7. How did you recruit existing preceptors to take additional APRN students?
 - Who was involved in this process?
 - How did these preceptors respond to this request?
8. What, if any, policy or procedure changes are you making to support the demonstration project?

- What, if any, new or innovative practices will you be engaged in as part of the demonstration project?

Implementation goals (25 minutes)

9. What outcomes do you hope are achieved through the demonstration project?
10. What are some of the challenges that might make achieving these outcomes difficult?
11. What are some strategies that might circumvent these challenges?

Conclusion (5 minutes)

12. Is there anything that I did not ask about that you would like to share with me, or do you have any additional thoughts about what we have discussed today?
13. Are there any areas covered by this interview that you are particularly concerned about having your identity connected with? If so, which ones?

Thank you for your time.

Time 1 Focus group guide: APRN students

Obtain informed consent

Have interviewees read and sign the informed consent form. Give interviewees an unsigned copy of the form to keep for their records.

Outline with timings

Time in each section (minutes)	Topic	Elapsed time at end of section (minutes)
5	Introduction	5
5	Participant introductions	10
30	Placement in clinical rotations	40
35	Clinical training experiences	75
10	Education and career goals	85
5	Conclusion	90

Introduction (5 minutes)

My name is {name of AIR moderator}, and I am with the American Institutes for Research. This is {name of Optimal note-taker}, who is with Optimal Solutions Group, LLC (Optimal). As {name of GNE awardee liaison} probably told you, the American Institutes for Research (AIR) and Optimal are the contractors responsible for evaluating the Graduate Nurse Education Demonstration Project.

The overall goals of the evaluation are to characterize the demonstration project, identify the challenges and successes of implementation, assess the outcomes, and evaluate the potential for sustainability, improvement, and replication of its outcomes.

As the students participating in the GNE Demonstration, your experiences and perspectives are of great value to our evaluation.

This focus group will last 90 minutes. With your approval, we will record audio of the discussion. **No one outside the evaluation team will have access to this recording.**

In the final report, the data gathered through these interviews will be presented in an aggregate manner, highlighting informational points from specific sites and not from particular individuals. **You will not be identified by name.** However, it is possible that someone could attribute specific comments to you. Hence, at the end of the interview, I'll ask whether you told me anything that you wouldn't want associated with you. If so, we will structure and present the information so it cannot be linked to you.

This focus group will work best if you do most of the talking. Feel free to speak openly and candidly about your experiences and perspectives regarding this demonstration.

Do you have any questions for me before we begin?

Participant introductions (5 minutes)

To get started, let's go around and introduce ourselves. Please tell us your name, what program you are in, whether you are choosing a specialty, and when you anticipate that you will be graduating.

{Allow participants to introduce themselves}

Thank you. It is nice to meet all of you.

Placement in clinical rotations (30 minutes)

1. Tell me about how your organization matches students with preceptors for clinical training experiences.
 - What is the process?
 - Are you asked for your preferences for types of preceptors or settings? If so, how are your preferences obtained?
2. What do you like about the process?
3. What don't you like about the process?
 - What challenges have you faced?
 - What changes would you make?
4. To what extent have you received clinical assignments that match your interests?
5. What do you think about expanding the clinical placement opportunities for students?
 - Do you think it is necessary or helpful?
 - *If yes*, what makes you think so?
 - *If no*, what makes you think so?

Clinical training experiences (35 minutes)

6. Tell me about your most recent clinical rotation experience.
 - What type of organization were you in?
 - Was your preceptor a doctor or an APRN?
 - How closely did your preceptor work with you?
 - What did you like about it?
 - What didn't you like about it?
 - How would you rate the quality of training you received?
7. Tell me about your most positive clinical rotation experience.
 - What made it the most positive experience?
8. Tell me about your worst clinical rotation experience.

- What made it the worst experience?
- 9. Overall, how satisfied are you with your clinical placements?
 - For example:
 - the distance of your placement?
 - the amount of one-on-one attention from preceptors?
 - your involvement in the placement process?

Conclusion (5 minutes)

10. Is there anything that I did not ask about that you would like to share with me, or do you have any additional thoughts about what we have discussed today?

Thank you for your time.

Time 1 Interview guide: Clinical placement coordinator

Obtain informed consent

Have interviewee read and sign the informed consent form. Give interviewee an unsigned copy of the form to keep for his or her records.

Outline with timings

Time in each section (minutes)	Topic	Elapsed time at end of section (minutes)
5	Introduction	5
5	Interviewee background	10
45	Characterization of the demonstration project	55
5	Conclusion	60

Introduction (5 minutes)

My name is *{name of AIR moderator}*, and I am with the American Institutes for Research. This is *{name of Optimal note-taker}*, who is with Optimal Solutions Group, LLC (Optimal). As *{name of GNE awardee liaison}* probably told you, the American Institutes for Research (AIR) and Optimal are the contractors responsible for evaluating the Graduate Nurse Education Demonstration Project.

The overall goals of the evaluation are to characterize the demonstration project, identify the challenges and successes of implementation, assess the outcomes, and evaluate the potential for sustainability, improvement, and replication of its outcomes.

As the *{title and/or role in demonstration project}*, your experiences and perspectives are of great value to our evaluation.

This focus group will last 60 minutes. With your approval, we will record audio of the discussion. **No one outside the evaluation team will have access to this recording.**

This interview will work best if you do most of the talking. Feel free to speak openly and candidly about your experiences and perspectives regarding this demonstration.

In the final report, the data gathered through interviews will be presented in an aggregate manner, highlighting informational points from specific sites and not from particular individuals. **You will not be identified by name.** However, it is possible that someone could attribute specific comments to you. Hence, at the end of the interview, I'll ask whether you told me

anything that you wouldn't want associated with you. If so, we will structure and present the information so it cannot be linked to you.

Do you have any questions for me before we begin?

Interviewee background (5 minutes)

1. What is your title?
2. How long have you been with this organization?
3. What are your main responsibilities in your position?
4. What are your main responsibilities in the GNE Demonstration Project? Are they different or more specific than in your overall position?
5. What percentage of your FTE is dedicated to the GNE Demonstration Project?

Characterization of the GNE Demonstration Project (45 minutes)

6. What is the process for placing students in clinical rotations?
 - Who manages the day-to-day logistical coordination of the clinical rotations?
7. What are the strengths or advantages of the current process?
8. What are some weaknesses or difficulties of the current process?
9. How would you compare the current process to the previous process of placing students in clinical rotations?
 - How does this process differ from the process for placing students in clinical rotations before the demonstration project?
 - Would you say it is better, worse, or the same?
 - How so?
10. How did you identify and recruit new sites and/or preceptors for APRN students?
 - Who was involved in this process?
 - How do potential preceptors typically respond to recruitment efforts?
 - What do you think are the best ways to convince doctors and APRNs to become preceptors?
 - How does this process differ from the process for recruiting and identifying preceptors before the demonstration project?
11. What, if any, training did new preceptors undergo?
12. How did you recruit existing preceptors to take additional APRN students?
 - Who was involved in this process?
 - How did these preceptors respond to this request?
13. What, if any, policy or procedure changes are you making to support the demonstration project?
 - What, if any, new or innovative practices will you be engaged in as part of the demonstration project?

14. What challenges have you faced so far in implementing the project?
15. What strategies have you used to overcome these challenges?

Conclusion (5 minutes)

16. Is there anything that I did not ask about that you would like to share with me, or do you have any additional thoughts about what we have discussed today?
17. Are there any areas covered by this interview that you are particularly concerned about having your identity connected with? If so, which ones?

Thank you for your time.

Time 1 Interview guide: Preceptor

Obtain informed consent

Have interviewee read and sign the informed consent form. Give interviewee an unsigned copy of the form to keep for his or her records.

Outline with timings

Time in each section (in minutes)	Topic	Elapsed time at end of section (in minutes)
5	Introduction	5
5	Interviewee background	10
10	History as a preceptor	20
35	Preceptor experiences	55
5	Conclusion	60

Introduction (5 minutes)

My name is {name of AIR moderator}, and I am with the American Institutes for Research. This is {name of Optimal note-taker}, who is with Optimal Solutions Group, LLC (Optimal). As {name of GNE awardee liaison} probably told you, the American Institutes for Research (AIR) and Optimal are the contractors responsible for evaluating the Graduate Nurse Education Demonstration Project.

The overall goals of the evaluation are to characterize the demonstration project, identify the challenges and successes of implementation, assess the outcomes, and evaluate the potential for sustainability, improvement, and replication of its outcomes.

As a preceptor, your experiences and perspectives are of great value to our evaluation.

This focus group will last 60 minutes. With your approval, we will record audio of the discussion. **No one outside the evaluation team will have access to this recording.**

This interview will work best if you do most of the talking. Feel free to speak openly and candidly about your experiences and perspectives regarding this demonstration.

In the final report, the data gathered through interviews will be presented in an aggregate manner, highlighting informational points from specific sites and not from particular individuals. **You will not be identified by name.** However, it is possible that someone could attribute specific comments to you. Hence, at the end of the interview, I'll ask whether you told me anything that you wouldn't want associated with you. If so, we will structure and present the information so it cannot be linked to you.

Do you have any questions for me before we begin?

Interviewee background (5 minutes)

1. What is your profession/title? (Physician? APRN? Primary care? Specialist?)
2. How long have you been with this organization?
3. How long have you been practicing as a *{insert title}*?

History as a preceptor (10 minutes)

4. How long have you been a preceptor?
5. Tell me about when you were first approached to become a preceptor.
 - Who approached you?
 - What were your initial thoughts? Were you eager, reluctant, interested?
 - What was the administrative process that you went through to become a preceptor? Did you or your organization need to sign contracts? Has this process changed over time in the last year or two?
6. What made you decide to become a preceptor?
7. Have you participated in any preceptor training?
 - *If yes*, tell me about that training.
 - Who delivered the training?
 - What was the length of the training?
 - What was the format of the training? Was it written documentation? Or was it a presentation format of some other type?
 - What were the main components?
 - How well do you think that training prepared you to be an effective preceptor?

Preceptor experiences (35 minutes)

8. Tell me about your most recent preceptor experience.
 - What type of nursing student were you training?
 - What did you like about the experience?
 - What didn't you like about the experience?
 - How would you rate the skills and preparedness of the student you were training?
9. Tell me about your experience in working with the faculty member(s) who work with the clinical course.
 - How involved are faculty in the practicum experiences?
 - What does this faculty member do to coordinate with you?
 - Does he or she make visits to your clinical site? If so, how often and how long?
 - Has this process changed over time? If so, in what way?
10. Tell me about your most positive preceptor experience.
 - What made it the most positive experience?

11. Tell me about your worst preceptor experience.
 - What made it the worst experience?
12. In general, what do you like about precepting?
13. What don't you like about precepting?
14. Do you intend to continue precepting in the future?
 - *If yes*, what makes you want to continue to precept?
 - *If no*, what makes you not want to continue to precept?
15. How does precepting seem to affect your own clinical practice?
 - Does it make it difficult to keep a desired pace with seeing patients? Does it affect your efficiency?
 - Does it enhance your practice in any way?
16. Do you get compensated in any way for precepting?
 - *If yes*, how does this affect your interest in continuing to precept?

Conclusion (5 minutes)

17. Is there anything that I did not ask about that you would like to share with me, or do you have any additional thoughts about what we have discussed today?
18. Are there any areas covered by this interview that you are particularly concerned about having your identity connected with? If so, which ones?

Thank you for your time.

Time 1 Interview guide: Director of Nursing or clinical director

Obtain informed consent

Have interviewee read and sign the informed consent form. Give interviewee an unsigned copy of the form to keep for his or her records.

Outline with timings

Time in each section (minutes)	Topic	Elapsed time at end of section
5	Introduction	5
3	Interviewee background	8
10	Background and motivation for participation in the GNE Demonstration Project	18
25	Characterization of the GNE Demonstration Project	43
15	Implementation goals	58
2	Conclusion	60

Introduction (5 minutes)

My name is *{name of AIR moderator}*, and I am with the American Institutes for Research. This is *{name of Optimal note-taker}*, who is with Optimal Solutions Group, LLC (Optimal). As *{name of GNE awardee liaison}* probably told you, the American Institutes for Research (AIR) and Optimal are the contractors responsible for evaluating the Graduate Nurse Education Demonstration Project.

The overall goals of the evaluation are to characterize the demonstration project, identify the challenges and successes of implementation, assess the outcomes, and evaluate the potential for sustainability, improvement, and replication of its outcomes.

As the *{title and/or role in demonstration project}*, your experiences and perspectives are of great value to our evaluation.

This focus group will last 60 minutes. With your approval, we will record audio of the discussion. **No one outside the evaluation team will have access to this recording.**

This interview will work best if you do most of the talking. Feel free to speak openly and candidly about your experiences and perspectives regarding this demonstration.

In the final report, the data gathered through interviews will be presented in an aggregate manner, highlighting informational points from specific sites and not from particular individuals. **You will not be identified by name.** However, it is possible that someone could attribute specific comments to you. Hence, at the end of the interview, I'll ask whether you told me anything that you wouldn't want associated with you. If so, we will structure and present the information so it cannot be linked to you.

Do you have any questions for me before we begin?

Interviewee background (3 minutes)

1. What is your title?
2. How long have you been with this organization?
3. What are your main responsibilities in your position?
4. What are your main responsibilities in relation to the GNE Demonstration Project (if different or more specific)?
5. What percentage of your FTE is dedicated to the GNE Demonstration Project?

Background and motivation for participating in the GNE Demonstration Project (10 minutes)

6. What, if any, other innovative programs related to graduate nursing education has your organization developed or implemented?

Tell me about the decision to participate as a GNE demonstration site.

7. What made you interested in hosting APRN students?
8. How do you think this project will benefit your organization?
9. How do you think this project will benefit the other partnering organizations?
 - What do you think their motivation for participating is?

Characterization of the GNE Demonstration Project (25 minutes)

10. How did you identify and recruit new preceptors for APRN students?
 - Who was involved in this process?
 - Are preceptors compensated? If so, how does this occur?
 - How do potential preceptors typically respond to recruitment efforts?
 - What do you think are the best ways to convince doctors and APRNs to become preceptors?
 - How does this process differ from the process for recruiting and identifying preceptors before the demonstration project?

11. What, if any, training do new preceptors participate in?
 - a. What is the format of this training?
 - b. Does the school of nursing train on site?
12. What, if any, policy or procedure changes are you making to support the demonstration project?
 - What, if any, new or innovative practices will you be engaged in as part of the demonstration project?

Implementation goals (15 minutes)

13. What goals do you hope to achieve through this demonstration project?
14. What are some of the challenges that might make achieving these goals difficult?
15. What are some of the strategies you are using to circumvent these challenges?
16. What challenges have you faced so far in implementing the project?
17. What strategies have you used to overcome these challenges?

Conclusion (2 minutes)

18. Is there anything that I did not ask about that you would like to share with me, or do you have any additional thoughts about what we have discussed today?
19. Are there any areas covered by this interview that you are particularly concerned about having your identity connected with? If so, which ones?

Thank you for your time.