Research

Stakeholders of the program

The stakeholders of the program include investors, doctors, staff, hospital administration and patients. The doctors are responsible for performing their duties and accepting change. The staff will be responsible for fulfilling their roles and maintain the quality of care.

Evaluation

Stakeholders are responsible for conducting evaluations by relying on feedback from the staff and patients. The most objective clinical evaluation tool according to Oerman and Gagerson (2017) is a rating scale as it allows measurement of the student's performance in a practical sense. Feedback methods are used for evaluating the performance of the staff and identifying the performance gap. This will allow them to take appropriate actions for improving service. The method highlights the positive and negative characteristics of the program. The stakeholders will identify where the staff is lacking that will help in determining their needs. Training materials will be adopted according to the needs of staff (Gysels, Hughes, Aspinal, Addington-Hall, & Higginson, 2004).

Formative assessment

Oerman and Gagerson (2017) identify evaluation legends as effective tools leading to the best levels of measurements. The best part of this method is its ability to distinguish between three types of performers; satisfactory, unsatisfactory and the ones needing improvement. It clearly elaborates that the students rated as 2 or above are satisfactory and possess adequate skills required in the clinical profession. Any rating that is less than 2 exhibits the unsatisfactory performance (Oermann & Gaberson, 2017).

Both formative and summative evaluation methods are included as the formal method considers the assessment on the basis of rating scales. Oerman and Gagerson (2017) state that these scales provide an actual level of competency in numerical form. The summative methods are incorporated for determining the competency in the form of observations (Oermann & Gaberson, 2017).

References

Gysels, M., Hughes, R., Aspinal, F., Addington-Hall, J. M., & Higginson, I. J. (2004). What methods do stakeholders prefer for feeding back performance data: a qualitative study in palliative care. *International Journal for Quality in Health Care* *, 16* (5), 375–381.

Oermann, M. H., & Gaberson, K. B. (2017). *Evaluation and testing in nursing education (5th ed).* New York, NY: Springer Publishing.