

Supervision Responsibilities Related to an Intervention to Identify and Respond to Intimate Partner Violence Within a Nurse Home Visitation Program

Cynthia Stone BSc, BScN, RN
McMaster School of Nursing

Susan Jack, PhD, RN
Jenny Yost, PhD, RN
Ruth Chen, PhD



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Objectives

- To discuss roles and responsibilities of supervisors during the implementation of a new IPV intervention to the established NFP program
 - Administrative and educational
 - Clinical and nursing Practice
 - Reflective supervision
- To summarize supervisor suggestions for IPV adherence
- To present organizational support facilitators for intervention delivery by supervisors



Nurse-Family Partnership

- Strong evidentiary foundations in the US
 - rigorous evaluations for >35 years
 - RCT trials demonstrating positive family-health outcomes
- Serving young, economically-disadvantaged first-time mothers
- Nurse home visitors are baccalaureate prepared
- Strengthening communities with decreased poverty
- In US, NFP implemented in 43 states
- In Canada, NFP currently being adapted and evaluated in BC (RCT, PE) and ON (pilot sites)



David Olds, founder of the NFP

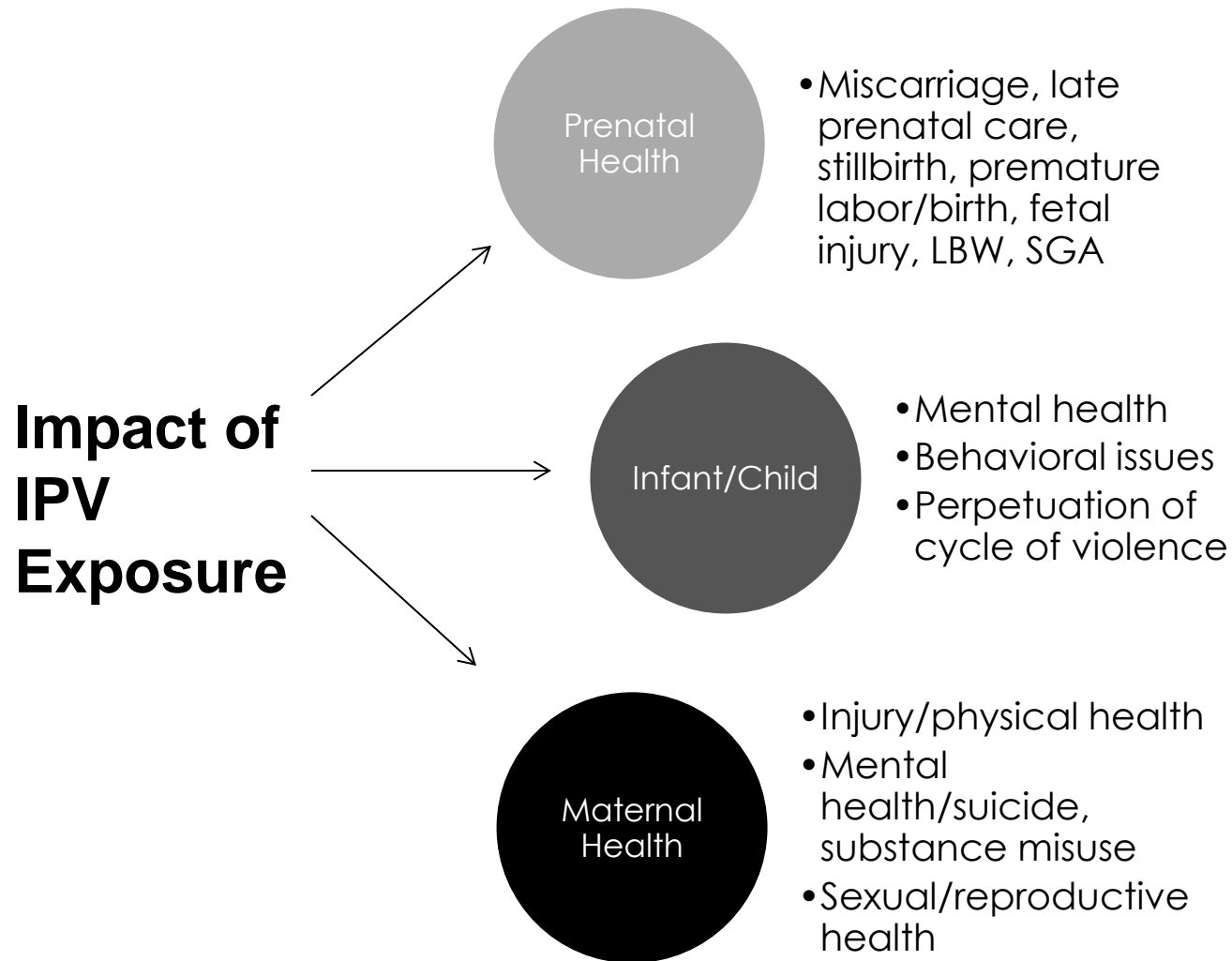


VIOLENCE AGAINST WOMEN: PREVALENCE

1 in 3 women throughout the world will experience physical and/or sexual violence by a partner or sexual violence by a non-partner



Impact of IPV Exposure



IPV associated costs in 2003 (CDC, 2015) were above \$8.3 billion

NFP Fit for an IPV Intervention

- NFP has been demonstrated to have impact on reducing child maltreatment (Eckenrode, 2000 & Zielinski, 2009)
- Awaiting NFP results for 15-site cluster RCT and 7 site process evaluation
- Evidence-based track record of improving health and life-course outcomes for mothers and their children



Methodology-Qualitative

Interpretive Description Approach

- Two –phase evaluation
- Phase I
 - Semi-structured telephone interviews
 - Purposeful sample (n=13) NFP supervisors
 - 7 U.S. NFP sites
- Phase II
 - Secondary analysis
 - U.S. Nurse home visitor focus groups (n=7)
- Directed content analysis
- Constant comparison process (triangulation)
- Theme identification



<http://themedicalblog.net/wp-content/uploads/2015/09/black-mother-and-baby-e1442310185521.jpg>



Supervisor Roles and Responsibilities: Administrative and Educational

- Assessing nurse home visitor “buy in”

“...there wasn't resistance on the part of the nurses, in terms of, Oh, what is this? do we have to do this? It was not (like) that. It was, like, whoa, this is really good! I hope I get to utilize it to the extent I really would like to...”

- Keeping nurses on track and scheduling
- Knowledge Reinforcement
 - Consolidation of education
 - Tailoring approaches to achieve educational outcomes
- Delegation of learning responsibilities to new staff



Supervisor Roles and Responsibilities: Nursing Practice and Clinical Implementation

- Effective planning
 - Thoughtful planning

“You have to be educated prior to (visits) not only about how to use the pathway and the tools, the facilitators, community resources, your modules, the danger assessment...it’s a lot. A lot to do. I probably spend more time planning than anything. And then I just do my best. “

- Being creative to meet priority demands
 - Conducting regular team meetings
- Prioritizing documentation



Supervisor Roles and Responsibilities: Nursing Practice and Clinical Implementation Con't

- Assessment during the implementation phase
 - Nurse's comfort level

“One of the biggest challenges in supervision is that you can't change someone's personality. If they're just not comfortable with something they may not go deep. So there's always that risk of clients missing out because the nurse isn't comfortable enough. This is one responsibility in terms of supervision, to gently remind and explore with them, when they have cases like this, (and identify) that it is their responsibility. “

- Nurse's well being
- Coaching during the implementation phase
 - How to stay on target
 - Responding to nurse's resistance



Supervisor Roles and Responsibilities: Reflective Supervision

- Educational reinforcement

“ I've found that we have to review quite a bit more when there's a lot of learning going on at one time.”

- Talking the nurse through the home visit
 - Acknowledging the nurse as family expert
 - Accountability to the intervention
- Active listening
- Scheduling time for reflection
- Modelling behaviour

“I try to model the kind of respect and care that I would want them to be using in the home. “



Supervisor Suggestions for IPV Pathway Adherence

- Use of tools, check lists, planners and documentation
 - Nurses developed own paper check lists
 - Proper updates of logs to track intervention accomplishments
 - Updating to e-documentation
- Continuous review of the pathway
 - Using case scenarios from nurses
 - Using available supervisor resources



Supervisor Recommendations for Organizational Support

- Creation of training modules that are interactive
- Implementation strategy sharing between sites on committee panels
- Further specialized training



Implication of Findings

The nursing supervisor plays a significant role in implementing and supporting the delivery of new innovations, such as the IPV intervention.

It is necessary to provide supervisors with interactive tools for training new staff and for reinforcement of education modules, specialized training to assist with reflective supervision and organizational support to do this work such as facilitating cross-collaboration between sites.



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