

Planning for evaluation

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Planning for Evaluation Planning for Evaluation According to Holden et al (2009, p. 4) " A successful evaluation is not only useful, practical, ethical, and accurate, but it is also informed by an understanding of the special characteristics and conditions of each particular program". My proposed plan focuses on improving quality and ensuring safety of care despite low number of nurses. The first step of the evaluation plan will include assessing the environment within the organization to identify conditions that may affect the outcome of the planned change (Holden et al, 2009). Secondly, I will identify and subsequently engage all the stakeholders in executing the change. In the context of my planned change, stakeholders include patients, physicians, nurses, local community, government organizations, and non-governmental organizations that may fund the planned change program. This will be followed by allocation of available resources, for instance human resource or nurses, according to the immediate and most pressing needs of the organization. The fourth step will include formulation of questions to assess the outcomes(Holden et al, 2009) followed by an assessment of whether the specified objectives have been attained through analyzing stakeholders feedback in relation to levels of satisfaction, number of readmissions, and consideration of the amount of time patients are spending on queues.

In terms of the timeline, data collection will be a continuous process running for 3 months, starting from May 15th, 2015 to August 15th 2015. Three months would allow assessment whether the approach to resource allocation and focus on stakeholders perspectives have achieved the projected level of outcomes. To encourage refreezing in relation to my planned change, I

would ensure consistency in terms of practicing the newly adopted strategies and secondly, allow time for the new approach to conducting activities and processes to be diffused within the organization (Laureate Education, 2013e). In terms of the insights I have gained, focus on stakeholders way of thinking and interpretation of the program is essential in comprehending the ultimate results of the program (Sridharan and Nakaima, 2010).

References

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- Sridharan, S., & Nakaima, A. (2011). Ten steps to making evaluation matter. *Evaluation and Program Planning*, 34(2), 135–146.