

## 2023 CDNN Conference

### Abstract Submission

**Title:** Leadership in Long-Term Care: Supporting the Director of Nursing Role

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**Stage in Doctoral Program:** Candidate; data collection

**Abstract:**

*Research Problem, Objective:* The Director of Nursing (DON) is an important leader in Ontario long-term care (LTC) homes, with a reach that extends beyond the Nursing Department and demonstrated impact on workforce stability and the delivery of quality resident care. Despite the importance of the role, there are widespread vacancies and high turnover rates. In a recently completed integrative review there were several supportive strategies noted that enhanced the DON ability to perform in their role, and in turn may also influence their intent to stay; however, there is a gap in knowledge about the relevance of implementing these supports in the Ontario LTC context. The objective of this Doctor of Nursing project is to understand the contextual factors in LTC homes that influence the implementation of supportive strategies through the Consolidated Framework for Implementation Research (CFIR).

*Methods, data collection, analytical approach:* LTC leaders representing the Director of Nursing, Nursing Home Administrators, and Chief Executive Officers will be invited to participate in semi-structured interviews that ask about the relevance of the supportive strategies as identified in the literature and the facilitators and barriers to their implementation. CFIR will be used to inform the development of interview questions and data will be analyzed through an inductive approach using Braun and Clarke's 6 stages of thematic analysis.

*Practice/Policy Implications:* The findings of this project will be developed into a briefing note that decision makers may draw from to inform the implementation of supportive strategies for the DON role across the LTC sector.