

Introduction

- APPs entering rural and underserved primary care need targeted education to build competence and confidence. Fellowship programs often rely on expert guest lecturers but lack efficient ways to measure learning outcomes. Our APP Fellowship uses retrospective pre-post evaluations to assess learner gains while generating session-level reports that drive curriculum improvement and support professional development goals for speakers. Use of retrospective pre-post evaluations:
- Eliminates Response Shift Bias:** Participants accurately rate baseline knowledge *after* learning what they didn't know, preventing initial overestimation of skills.
 - Reduces Dropouts and Missing Data:** Data for both timeframes is collected simultaneously at the end, eliminating incomplete pairs from pre-test dropouts.
 - Minimizes Survey Fatigue:** Respondents complete only a single questionnaire at graduation rather than multiple tests across different months.
 - Streamlines Administration:** Program coordinators design, manage, and distribute one evaluation instrument instead of tracking separate baseline and final assessments.
 - Accurately Tracks Relative Growth:** The method isolates the perceived impact of the training by keeping the participant's internal rating scale consistent.

Design

- Retrospective pre-post survey design to assess didactic and advanced procedural skills sessions
- Minimize response-shift bias
 - Capture changes in fellows’ perceived competence and confidence
- Response are captured in Qualtrics survey and results are summarized in one-page reports. Qualitative data are captured on guest lecturer’s strengths and improvement.

Results

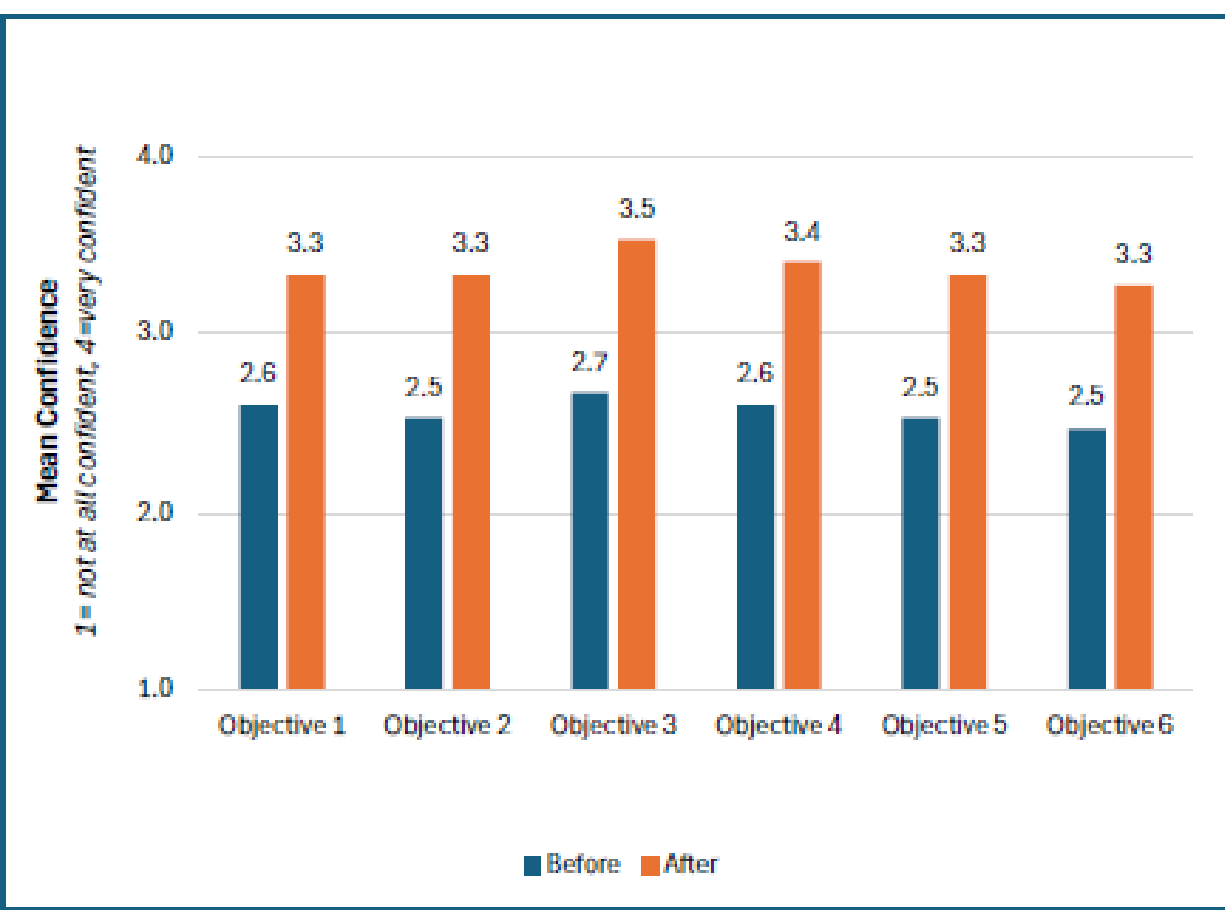
- Consistent increase in perceived competence
Consistent increase in learner confidence
Positive outcomes observed across:
- Clinical care topics
 - Professional development topics
 - Population health topics

Evaluation outcomes are used to:

- Identify high-value educational sessions
- Refine curriculum content
- Align educational offerings with competencies
- Address workforce needs in FQHCs

Title	ADVANCED WOUND CLOSURE, LACERATION, CRYOTHERAPY, PORTABLE BOVIES	April 29, 2026
Presenter	School of Nursing Faculty	

- Learning Objectives
1. Recognize different types of skin tear wounds accurately to optimize management that need closures
 2. Identify the treatment options based on skin tear classification systems to utilize proper equipment and supplies needed for closure of various types of skin tears.
 3. Utilize the key principles for management of skin tears to select a dressing based on assessment outcomes and goals of care
 4. Manage skin integrity and prevent skin tears from developing and/or prevent further trauma.
 5. Describe the indications and complications of cryotherapy treatment for various skin lesions including warts, actinic keratoses, and superficial basal cell carcinomas
 6. Understand the mechanisms of tissue destruction via freezing, perform cryotherapy with minimal complications to ensure post-procedure care to minimize infection and scarring



MEAN AGREEMENT		LEARNER TYPES	
1= Strongly Disagree 5=Strongly Agree		FNP	16
1. I will be able to use the knowledge gained in the future	4.5	AGNP	3
2. I am satisfied with the overall educational value	4.5	PMHNP	1
3. The presentation style was conducive to my learning	4.5	PA	2
		PNP	0
SESSION COMMENTS			
I enjoyed the laceration repair class. It was really helpful and was great to have an opportunity to practice these skills, and I enjoyed using the catfish material because it was very similar to human skin in my experience.			
Overall great learning experience. I really enjoyed the suturing class and the different biological tissues used.			
Suture lab is beneficial; however, the group is too large to see the initial demonstration. Groups need to be smaller.			
Regarding the suturing: wish it was longer - whole morning or afternoon. And break it into smaller groups so we could have more hands on exposure and attention from staff/faculty."			
Suturing lab was good, good use with catfish.			
I enjoyed the laceration repair class. It was really helpful and was great to have an opportunity to practice these skills, and I enjoyed using the catfish material because it was very similar to human skin in my experience.			

Guest Lecture Evaluation Report

Details

Name	Date	Duration
SON Faculty	1/14/26	45
Topic	Course	
Mild TBI (Concussion) Lecture	Primary Care APP Fellowship	

Ratings

	Mean Agreement	N
	1=Strongly Disagree 5=Strongly Agree	
I will be able to use the knowledge gained in the future	4.8	21
I am satisfied with the overall educational value	4.8	21
The presentation style was conducive to my learning	4.6	21

Comments

What were the guest lecturer's strengths?

I love all sessions led by [this guest lecturer]. [The guest lecturer] has an excellent presenter approach, with great materials. The concussion presentation was generally high value. mTBI course was a little rushed but knowing there will be more in the future is good. Great concussion lecture The overall experience was very effective

How might this guest lecture experience be improved?

Allowing additional time for questions and debriefing would further strengthen learning and help solidify key concepts.

Summary

- Measured learner growth:** Retrospective pre-post evaluations showed significant gains in competence and confidence
- Improved training** shown from evaluation findings that guided curriculum refinement and alignment with competencies
- Supported faculty development:** Session-level reports documented teaching effectiveness for promotion and scholarship
- Strengthened program quality:** A scalable evaluation process drove continuous improvement for learners, faculty, and the fellowship program

Conclusions

Individualized reports also provide guest lecturers with evidence of teaching effectiveness for promotion, merit review, academic portfolios, and scholarly dissemination. This scalable, low-burden evaluation framework supports continuous program improvement, faculty engagement, and evidence-based practice preparation for APPs serving rural and underserved communities.

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