Creativity and Connections

BUILDING THE FRAMEWORK FOR THE FUTURE OF NURSING EDUCATION AND PRACTICE

Next Steps
This Session’s Journey

- Structure, Process, Outcome Framework to Identify Achievements and Next Steps
- Set foundation for upcoming feedback session
Creativity and Connection: Building a Framework for the Future of Nursing Education and Practice

The Massachusetts Model

DHE Competency Development Group

MONE Academic Practice Integration Committee Transition into Practice

Nursing Core Competencies

Curriculum and Practice Models for the Future
Academic Practice Integration Committee

The Current State of Preceptorship in MONE Organizations

2010
Survey Purpose and Design

• To identify the current role, preparation and expectations of nurse preceptors in MONE member organizations.

• 20 hospitals volunteered to participate
  • IRB process completed
  • 35 question online survey with survey monkey open for three months
  • 554 staff nurses voluntarily participated
  • Data analyzed in aggregate by APIC committee members
Participating Facilities

- Fairview Hospital
- Marlborough Hospital
- Good Samaritan Hospital
- Quincy Medical Center
- Emerson Hospital
- South Shore Hospital
- Children’s Hospital
- Newport Hospital
- Lahey Clinic
- MGH
- Norwood Hospital

- Kent Hospital
- Saint Anne’s Hospital
- Hallmark Health System
- Sturdy Memorial Hospital
- The Miriam Hospital
- Newton Wellesley Hospital
- Boston Medical Center
- Cooley Dickinson
- Heywood Hospital
- Noble Hospital

Thank You!
Gender
  • 94% Female, 6% Male

Age:

- Less than 20: 0.0%
- 21-25 years: 11.7%
- 26-30 years: 14.6%
- 31-40 years: 21.7%
- 41-50 years: 26.0%
- Over 51 years old: 26.0%
What is your highest education level?

- Diploma: 10.7%
- RN - ADN: 29.2%
- RN - BSN: 51.1%
- RN - MSN: 4.9%
- RN - PhD: 0.0%
- Other: 9.4%
Number of years you have been an RN?

- 1 - 3 years: 21.7%
- 4 - 7 years: 17.5%
- 8 - 11 years: 9.3%
- 12 - 19 years: 15.3%
- More than 20 years: 31.5%
Number of years you have served as a preceptor?

- Less than 1 year: 19.7%
- 1 - 3 years: 28.1%
- 4 - 7 years: 20.5%
- 8 - 11 years: 8.6%
- More than 12 years: 23.2%
Other Key Data

- 65% of respondents worked more than 32 hours.
- 76.5% has served as a preceptor in the past 2 years.
- 74.2% said they precept because they like to teach.
What Preceptors Say They Need

➢ Education/Communication
  • Different style of learning and ways to present information
    • Education theory/communication strategies
    • Ways to be assertive and delegate
    • How to offer constructive criticism
    • Ways to deal with conflict
    • How to be flexible

➢ Workload Considerations
  • Smaller patient assignments so can concentrate on the new person
    • Recognizing how difficult and time consuming the role is
    • Amount of paperwork.
What Preceptors Say They Need

➤ Support
- Need a lot of support from nursing leadership for preceptee to feel confident
- Need to have patience
- Peer support for preceptor
- “I am surprised at the lack of guidance provided from the college my student attends”

➤ Recognition
- Valuing opinions of preceptors about preceptees

*The difference a good preceptor can make to a new nurse.*
State of Preceptorship

- Predominance of precepting is for nurses new to the practice setting
- Money is not a critical factor
- Critical factors
  - Organizational support
  - Workload reduction/adjustment
  - Nursing faculty support
Academic Practice Integration Committee
Ongoing work

- **2009-2010**
  - Best practices related to
    - Preceptors
    - Preceptees
    - Organizational/Professional practice climate

- **2010-2011**
  - Integration of research into transition model
    - Preceptor work group
    - Residency work group
    - Competency module work group
DONABEDIAN MODEL: STRUCTURE PROCESS & OUTCOME

(MACRO) ORGANIZATIONAL STRUCTURES
Essential elements every organization must have

(MESO) Leadership
(MESO) Education / Faculty
(MESO) Nursing Structure
(MESO) Patient care practice environment

(MICRO) PROCESS
Many processes support meso structures which lead to outcomes

(MESO) OUTCOMES
Successful integration into practice

(MACRO) OUTCOMES
Nurse of the Future
A nursing workforce that provides practitioners who deliver safe, timely, effective, efficient, equitable, and patient centered care.
Moving the Work Forward

Nurse of the Future Project

DHE Competency Development Group

MONE Academic Practice Integration Committee Transition into Practice

Steering Committee

Ideas and support for ongoing work
Academic/Practice Integration Committee

Current Active Members

- Carolyn Abruzzo - Practice
- Brydie Baker - Education
- Beth Campbell - Practice
- Margery Chisholm - Education
- Patti Ann Collins - Education
- John Fedo - Practice
- Anne Fryer - Education
- Antoinette Hays - Education
- Dayle Joseph - Education
- Leesa-Lee Keith - Practice
- Carolyn Lamoureux - Practice
- Laurie Lauzon Clabo - Education
- Susan Lesser - Practice
- Sandra Lucas - Practice
- Claire MacDonald - Practice
- Marie McCarthy - Education
- Joan M.K. Russo - Practice
- Lorraine Schoen - Practice
- Marie Tobin - Practice
- Diane Welsh - Education
- Maureen Sroczynski - Practice
- Sharon Gale - Practice
Creativity and Connections
Members of Steering Committee

- Gino Chisari  Nurse of Future- Practice
- Gayle Gravlin  Nurse of Future-Practice
- Margery Chisholm  APIC- Education
- Janet Secatore  Nurse of Future-Practice
- Janet Lusk  Nurse of Future-Education
- Toni Hays  Nurse of Future and APIC-Education
- Leesa Lee Keith  APIC-Practice
- Liz Kudzma  Nurse of Future-Education
- Carol Miller  Nurse of Future-Practice
- Maureen Sroczynski  Nurse of Future and APIC
Creativity and Connections
Joint Meeting Outcomes

Purpose of Steering Committee

- Define the approach to completing priorities
- Develop the framework for each of the priorities
- Set the ongoing agenda
  - Measure communication and collaboration process to involve all stakeholders
  - Bring both groups together more frequently
Next Steps

Questions to Guide the Process

- What do we need to prioritize in the work we have done?
- What are the outcomes that we want to move forward?
- Who needs to be involved to move the outcomes forward?
  - How do we move this beyond our group
  - How do we involve staff
  - How do we involve faculty
- How do we communicate our work to the stakeholders?
Creativity and Connections
Nurse of the Future Project

NOF Competency Committee
Competency Development
Integration of current research, literature and best practices
Preceptor Preceptee
Organizational Climate
Curriculum Redesign
New Curriculum Models

MONE APIC Committee
Preceptor Survey
Integration of current research, literature and best practices
Best Practices
Preceptor Preceptee
Organizational Climate

Identification of Next Steps
Competent Nurses for the Future

Nursing Core Competencies
(In Progress)
Nursing Initiative
Identification of Next Steps

- **Website Updating**
  - Updated competencies and simulation scenarios now posted
  - Subcommittee met to discuss ongoing frame work for the site
  - Mock up model completed
  - Full content update in progress- January completion
Nursing Initiative Home Page

Massachusetts Department of Higher Education

about us  campuses  current initiatives  meetings  policy & report library

current initiatives

- Nursing Initiative
  - About the Nursing Initiative
  - Supporters
  - National Recognition
- Current Program Offerings
- Resources
- Grants

Quick Links:
- Centralized Clinical Placement System
- Nurse of the Future Competencies

Home > Nursing Initiative

NURSING INITIATIVE

Announcements & Upcoming Events:
- Website Review Team Conference Call / 10:00 AM Wednesday, September 8
- New Nursing RFP: Simulation Scenarios (applications due 9/1/2010)

[Nursing Initiative home page text...]

Related Links
[Related links]
Current Program Offerings Section

Massachusetts Department of Higher Education

[Navigation links]

Current initiatives

- Nursing Initiative
  - Current Program Offerings
    - Summit
    - Faculty Webinars
    - Simulation Technology Event
    - New Requests for Proposals
- Resources
- Grants

Quick Links:
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current initiatives

‣ Nursing Initiative
‣ Current Program Offerings
‣ Resources
  ‣ Education Redesign
  ‣ Simulation Scenarios
  ‣ Centralized Clinical Placement System
  ‣ Tufts Scholarships
  ‣ Publications
‣ Grants

Home  >  Nursing Initiative  >  Educational Resources

EDUCATIONAL RESOURCES

[Body text]

Related Links
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Nursing Initiative
Next Steps

> Nurse of Future Webinars

- To share the work on a wider scale
- Will begin with Oregon Collaborative for Nursing Education Model
- Practice and education staff and faculty are focus
Nursing Initiative
Request for Proposals for Education Redesign

Funding

- $250,000 available

Purpose

- To develop additional models of curriculum redesign to create seamless transition between levels of nursing education.
- To expand utilization of Nurse of the Future Core Nursing Competencies
- To increase numbers of BSN prepared nurses in accordance with Carnegie and IOM reports
- To continue to foster academic practice partnerships as foundation of education redesign
Nursing Initiative
Request for Proposals for Education Redesign Funding

- Variety of approaches are eligible to be funded
  - New curriculum models
  - Clinical education models
    - DEUs, Others
  - Inclusion of competencies in clinical practice sites
  - Use of alternative sites (Home Care, Long term Care) for clinical practice sites
Nursing Initiative
Request for Proposals for Education Redesign Funding

Expectations

- Must incorporate Nurse of the Future Competencies
- Must involve ADN, BSN and Practice Partners
  or
- Collaborative education/practice program to move current ADN staff nurse to BSN level
- May build upon previous grant work
- May involve curriculum or clinical education redesign work
- Collaborative of multiple schools may apply
Nurse of the Future Project
Next Steps
Current Ideas
Feedback and Dialogue
To envision the future, we must look to the past, validate the present and move to the future.

Florence Nightingale