



# Bridging the Gap from Staff Nurse to Future Nurse Educator

Gina Kirk MSN, RN-BC; Shannon Rutberg MSN, MS, BS, RN-BC

[KirkG@mlhs.org](mailto:KirkG@mlhs.org); [RutbergS@mlhs.org](mailto:RutbergS@mlhs.org)



Bryn Mawr Hospital, Bryn Mawr, Pennsylvania

## Purpose

To mentor telemetry clinical nurses (CN) to provide a formal education program

## Background

- Clinical Nurse Educators (CNE) working in a staff development position have competing responsibilities
- CNE succession planning may have a lower priority
- Time constraints can decrease time spent mentoring CNs to achieve goals

## Literature Review

- Mentors considered “critical to successful career advancement,”
- CNE mentors often not available as resource for new educators
- Novice CNEs report feeling “thrown into the situation” without proper training
- Element of CNE role is to “mentor colleagues for the advancement of nursing practice, the profession, and quality health care”

## Process

Telemetry Education Team (TET) nurses assess learning needs; informal needs assessment

CNE 6-month long curriculum for TET nurses

Evidence based research

Plagiarism and citing references

PowerPoint development

Contact hour application

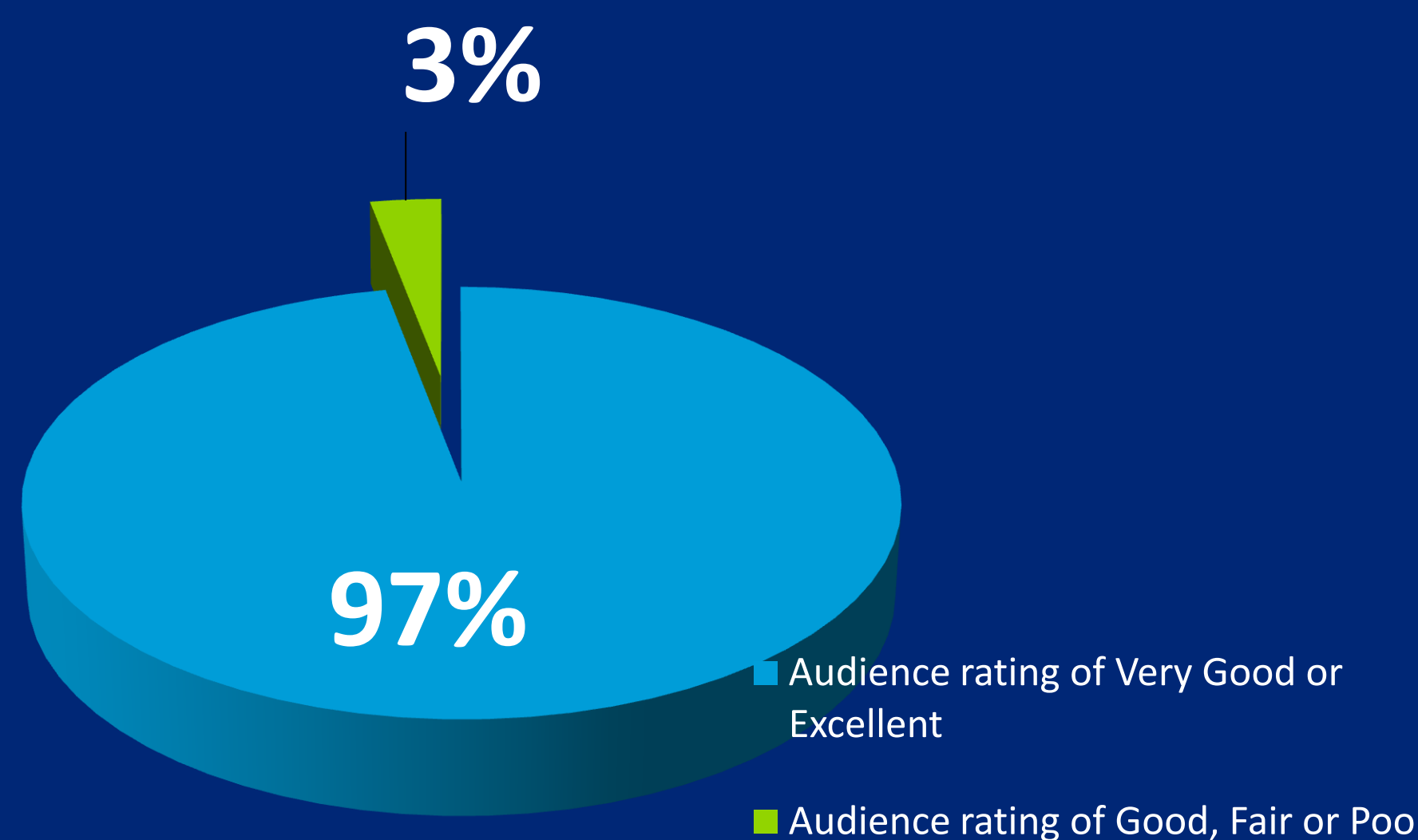
Effective presentation skills

Formal presentation rehearsal

TET nurses create and present one hour education program to be delivered in lunch and learn format

## Results

- Formal education program
  - Over 50 healthcare professionals attended
  - TET nurses felt prepared to deliver presentations



## Conclusion

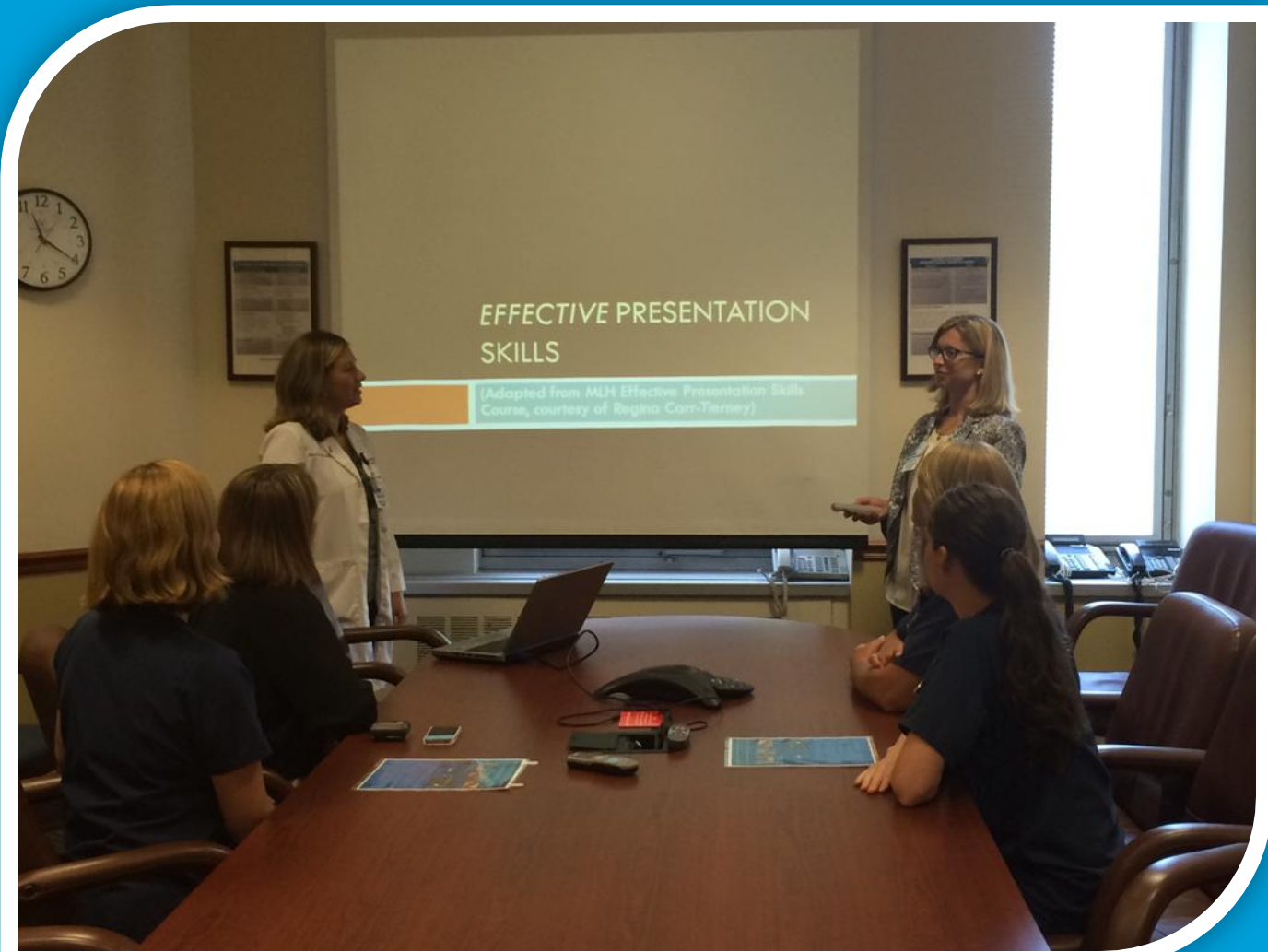
- 30% of TET nurses have since advanced into leadership positions
- A structured educational mentoring program for CNs can serve several purposes:
  - Provide sense of goal fulfillment for CN
  - Increase CN confidence in providing formal education
  - Promoting CN to leadership roles
  - Collaboration to provide education
  - Means of succession planning for CNE's
  - Assist with nursing education shortage

## References

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6 months later....

