From Didactic to Fantastic: Professional Nursing Orientation Transformed (C851)

2015 ANCC National Magnet Conference
October 8, 2015 3:45-4:45

Jennifer Cuthbert MSN, RN, CMSRN
Jill Williamson MSN, RN, CMSRN
OSF Saint Francis Medical Center/OSF Healthcare
Peoria, IL

OSF Healthcare

- 11 hospital health system
- Michigan and Illinois
- 1500 beds total
- Catholic, not for profit
- JUMP Trading Simulation and Education Center

“Serving with the Greatest Care and Love”

Objectives

- Discuss the burning platform for change
- Identify steps to transform professional nursing orientation
- Describe the simulation process including simulation with documentation
- Demonstrate infusion pump application
Why Change

- Adult learners acquire knowledge differently
- Newer generation is accustomed to active learning
- Evidence supports simulation
- Intrinsic factors within our organization
  - Desire to function as a healthcare system
  - Simulation center
  - Evaluations of nursing orientation

The Transformation

- The Team
  - Utilization of the Governance structure
  - System Education Council
    - Representatives from each OSF facility across the care continuum
  - Workgroup distribution
    - Simulation
    - Skills stations
  - Small group discussions
  - Continued work during council time as well as report out of workgroup

Simulation

- The focus of workgroup
  - Scenarios involve in-depth learning that requires submersion into a realistic clinical setting
  - Scenarios where learning takes place during the debriefing of the simulation so that all learners are included in the discussion
  - Focus on crucial conversations and situations that require the ability to apply concepts they have been taught in nursing school
Skills Stations

• The focus of workgroup
  • Selection of the skills that require a deeper dive into organizational specific processes
  • The ability to not only have hands on application of selected skills but also review the organizational specific guidelines for each selected procedure
  • Hands on demonstration of specific skills guided by regulatory compliance

Small Group Discussions

• The focus of workgroup
  • Sections of orientation requiring underlining discussion
  • Components requiring background education for successful completion of simulations

Timeline

• Continuous work over a nearly two year period
  • Sustainability
  • In conjunction with the new simulation building
  • Culture change
  • Change in ownership of workgroups
The Space

Jump Trading Simulation and Education Center

- Virtual patient care area with six general patient rooms and two intensive care patient rooms, two nurses stations, four debriefing rooms, a large briefing theater, and a skills lab for the skills stations
- Use of mannequins and standardized participants.
  - Standardized participants are actors who are trained to follow scripts within each scenario
  (I will talk to Kyle and try to cut the section of the video that shows the space at Jump – only portray the VPU, VICU areas)

Simulations

- One size fits all
  - Change in condition
  - Patient safety
  - Conflict management
  - Patient hand-off
  - Code blue
    - Repeat the code blue simulation so the learners have the ability to apply what they learned
- Standardized participant vs mannequin

Change in Condition
Change in Condition

• SBAR communication
• Chain of Command
• Rapid response/assessment team

Safety Group

Patient Safety

• Fall precautions
• Medication safety
• Patient education
Conflict Management

- Accountability
- How to confront someone

Hand Off Report

Patient Hand-off

- Safety checks
- SMART goals
- Critical assessment pieces
Code Blue

- Basic BLS
- Role delineation
- Clear communication
- Call-out check back

Simulations with Documentation

- Blood administration
- Teachback
- High-risk medications

Tablet Application

Demonstration
So many learners, so little time

- Active learners vs Passive learners
- Live video feed
- Group debriefing

Outcomes

- Learner satisfaction
- Cost savings
- Consistent message across the ministry
  - Employees can move hospitals
  - Ministry-wide float pool

References

Questions

Jennifer Cuthbert – jennifer.a.cuthbert@osfhealthcare.org

Jill Williamson – jill.k.williamson@osfhealthcare.org