



# CE NEWS

## Welcome to the first edition of the Continuing Education Newsletter!

*The purpose of this newsletter is to keep you updated on the latest accreditation updates and education news to assist you in planning and providing quality nursing education activities.*

Georgia Nurses Association – Approver is accredited as an approver of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.

Yes, we are now accredited and look forward to working with nurses throughout the state to assist them in becoming an approved provider or approving educational activities.

We would like to thank all of the members of the Continuing Education Review Committee (CERC) for all of their hard work during the process and we would like to especially thank Kathy Hammond, MS, RN, BSN, BSHE, RDN, LD in leading the Continuing Education Approver

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### Current Members of the 2017-2018 CEAU:

- Lynn Rhyne, RN, MN, MNN / Nurse Peer Review Leader
- Georgia Barkers, PhD, EdD, MBA, MHA, RN, NEA-BC
- Evelyn Bell, RN, BA, MSN, PhDc
- Ryan Bannan, RN, BSN
- Marlette Buckner, RN, BSN, MN, ACNS-BC
- Mary Watson, RN, BSN, MHR
- Keitta Evans, RN-BC, BSN, MSN, LNHA
- Dina Hewett, PhD, RN, MSN, BSN, NEA-BC
- Wanda Jones, RN, BSN, MSN, FNP-BC
- Barbara Mammen, RN, BSN, MN, RNC-OB, CCRN-A
- Kathy Hammond, MS, RN, BSN, BSHE, RDN, LD

# Continuing Nursing Education Seminar: Expanding Your Skills and Making a Difference in Continuing Nursing Education

Georgia Nurses Continuing Education Approver Unit recently held a dynamic seminar on continuing nursing education. The learning activity was presented as an interactive blended learning event, which highlighted the newest accreditation criteria from the American Nurses Credentialing Center (ANCC) and how to effectively design instructionally sound continuing education activities. The speakers were dynamic in their presentations and engaged the audience in thoughtful discussions. During this seminar, there was plenty of time to meet and network with fellow nursing colleagues and educators regarding current education issues. In this issue of our first newsletter, two of the presentations are highlighted: Dr. Dina Hewett, RN, PhD, NEA-BC, kicked off the meeting with a discussion on excellence through continuing nursing education and Dr. Georgia Barkers, MBA, MHA, BSN, RN-BC, NEA-BC followed with a discussion on the evaluation process of continuing nursing education.



## Ensuring Excellence through Continuing Nursing Education

*Dr. Dina Hewett, RN, PhD, NEA-BC, Director and Professor of Nursing  
Mary Inez Grindle School of Nursing Brenau University*

The concept of continuing nursing education (CNE) can be traced back to Florence Nightingale and her “Notes on Nursing”. She emphasizes that nurses must learn constantly by seeking new knowledge and new evidence. This foundation is re-enforced through *the American Nurses Association’s Code of Ethics for Nurses with Interpretive Statements* (ANA, 2015) and *the Scope and Standards of Practice for Nursing Professional Development* (2016).  
“...care and their pursuit of professional career goals.”

Specifically, Provision 5 of ANA’s Code of Ethics states: “The nurse owes the same duties to self as to others, including the responsibility to promote health and safety, preserve wholeness of character and integrity, maintain competence, and continue personal and professional growth.” Professional growth requires a commitment to lifelong learning. This may be achieved through formal continuing education, networking, self study, specialty certification and seeking advanced degrees.

Continuing education is defined by Nursing Professional Development’s Scope and Standards of Practice as: “systematic professional learning experiences designed to augment the knowledge, skills, and attributes of nurses and therefore enrich the nurses’ contributions to quality health care and their pursuit of professional career goals.”

The importance of being a lifelong learner is first discussed in basic, pre-licensure nursing education. The American Association of Colleges of Nursing’s BSN Essential VIII: Professionalism and Professional Values states: “Professionalism involves accountability for one’s self and nursing practice, including continuous professional engagement and lifelong learning.” Based on this Essential, all schools or colleges of nursing will have an outcome statement reflecting this value.

Pre-licensure education prepares the graduate to practice safely, as a novice Registered Nurse. Daily practice does not guarantee current practice. Indeed, the pace of new knowledge in health care is exponential and requires continuous education. The content delivered through pre-licensure programs is quickly outdated, regardless of how often the curriculum is updated.

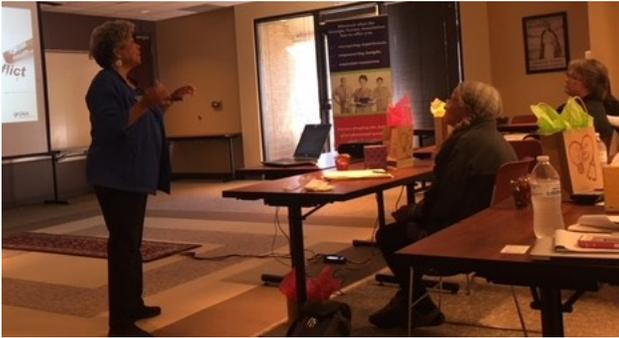
The benefits of CNE include safe care and positive patient outcomes, increase knowledge, professional growth and enhanced critical thinking. Continuing education is linked to the utilization of evidence based practice, and evidence based practice will improve patient outcomes.

In 2010 the Institute of Medicine published *The Future of Nursing*. This landmark document was updated in 2015 (Assessing Progress on the Institute of Medicine Report: The Future of Nursing) and implored nurses to achieve higher levels of education; promote Interprofessional education and collaboration; and the pursuit of Lifelong learning.

We must create a passion for lifelong learning as this passion will lead to greater satisfaction, and in turn, excellence in nursing care. The ultimate outcome of Continuing Education is to improve the professional practice and therefore improve the care and quality outcomes of our patients, families and communities.

## Evaluation of the Educational Activity

Georgia W. Barkers, EdD, MBA, MHA, BSN, RN-BC, NEA-BC



The continuing educational event is over but, as the primary nurse planner or nurse planner your work is not done. There are evaluations to be reviewed and summarized. The evaluation data of your educational activity can provide vital short and

long-term information that can help you to prepare for the next learning event or determine the budget of your education department.

Evaluation methods include assessment of a change in knowledge, skills, and/or, practices. The evaluation can be formative and integrated within the educational activity but, it must also be summarized at the end of the activity, so that an overall examination of the event can take place. Even if no apparent change has occurred, you have collected valuable data that may reflect barriers to the desired learner change.

A few helpful discussion points from the evaluation section of our recent continuing education workshop (October, 2017) included identifying short and long-term evaluation methods and reviewing Kirkpatrick's four levels of evaluation:

- **Short-term evaluation methods:** Evaluation methods for short-term measurement may include intent to change practice, active participation, post-test, return demonstration, case study analysis, or role play.
- **Long-term evaluation methods:** Evaluation methods for long-term measurement may include a self-reported change in practice, change in quality outcome measure, return on investment (ROI), or observation of performance.
- **Kirkpatrick Model of Evaluation...Four levels:**
  - ◇ Reaction – how well the learner enjoyed the activity.
  - ◇ Learning – what the participant learned from the education activity.
  - ◇ Behavioral Change – ability to see a change in job performance as a result of the educational activity.
  - ◇ Organizational Performance – how the learning contributed to the “bottom line” for the organization.

Measuring a change in nursing practice or nursing professional development can be completed by using the summative data and asking the following questions:

- (1) What did you want to achieve?
- (2) Did you close the gap?
- (3) Why or why not?
- (4) (4) What is next?

Another helpful tip about evaluation is...don't procrastinate on completing your summary evaluation. The longer you wait, the more challenging it will become.

## Reminders from the Nurse Peer Review Leader

I am excited to be in this position. We worked very hard on the Self Study to become an Accredited Approver for GNA. We can applications for Approved Providers (AP) and Individual Activities. (IA) As I transition into the role of Nurse Peer Review Leader,

I want to thank the committee members for their support. I want to express my gratitude to Kathy Hammond for being such an inspiration and mentor.

Templates for applications for both AP and IA are posted on the website. There have been many changes in ANCC criteria since 2015. The templates reflect those changes and the requirements necessary for the application process. Please download the Instructions for both applications. These instructions will assist you as you move through the application process.

We look forward to working with you all. May you have a wonderful, happy and safe holiday season.

Lynn Rhyne, MN, RNC-MNN Nurse Peer Review Leader GNA CEAU

## Harvest Bread



*Pumpkin is a great source of vitamin A which is essential for healthy skin, eyes, immune function, wound healing, and embryonic development. This recipe also blends oats and whole wheat to provide a good source of whole grains and fiber for the body.*

### Ingredients

*2 1/4 cups sugar\**

*(Can use sugar substitute as directed)*

*1 1/2 tsp salt*

*1 3/4 cups all-purpose flour*

*3/4 cup whole wheat flour*

*1/2 cup oat flour*

*1 tsp cinnamon*

*1 tsp nutmeg*

*1/2 cup nuts or dates (optional)*

*2 tsp baking soda*

*1 cup oil (can substitute 1/2 cup applesauce + 1/2 cup oil)*

*4 eggs (can substitute 3 egg whites + 2 whole eggs)*

*2/3 cup skim milk (can use water if desired)*

*1/2 cup honey (pale amber)*

*1 can pumpkin (1 lb)*

*Combine sugar, salt, flour, cinnamon, nutmeg, and nuts in one bowl. Combine eggs, oil, honey, milk, and pumpkin in another bowl. Mix wet ingredients with electric mixer. Add dry ingredients to pumpkin mixture. Add baking soda last. Mix slightly with a spoon and then blend with electric mixer for 2 minutes. Spray 3 loaf pans with non-stick spray with flour and pour batter, evenly divided between the 3 pans. Bake at 350° for 1 hour. Also makes 8 small gift loaves.*

*Variation: Can reserve 1/2 batter and add 1 cup semisweet chocolate chips. Makes great mini-muffin snacks and gifts.*

As I transition into my new role as Nurse Peer Review Leader, I want to thank the Continuing Education Review Committee, especially Kathy Hammond, for all the time and effort they invested to ensure that GNA could attain

Accredited Approver status. The first symposium was presented last month and had 26 participants. We were excited, to say the least.

As the NPRL, I am available to assist you in any way I can to ensure that your application process goes smoothly, as possible.

Hope your holidays are happy and safe.

Lynn Rhyne, MN, RNC-MNN