Slide 1

LEARNING ABOUT QSEN - PRACTICE

• Introduction to QSEN
  – Transition to Practice (NCSBN) Study
  • Intervention Group
  • July 2011
  – Newly Licensed RNs – 230 enrolled
• Modules – Formatted in QSEN Language
  – Communication & Teamwork / Patient Centered Care /
  Evidence Based Practice / Quality Improvement / Informatics

Slide 2

LEARNING ABOUT QSEN

• TTP Study™
  – Preceptor Education
  – Each newly licensed RN had 6 months with
  preceptor
  • Focused on 5 modules
  • Interactive Exercises
    – 5 to 10 exercises per module between newly licensed RN and
      preceptor using the KSA / QSEN competencies
LEARNING ABOUT QSEN

• QSEN Competencies embedded in education design
  – Redesign of Residency Program
  – Orientation
• Review of current practice & QSEN
  – Crosswalk of councils / teams
  – Tools
  • EHR / SBAR / Safe Patient Handling

CROSSWALK - PRACTICE

ORIENTATION
HRSA / NEPQR - PARTNERSHIP

- Academic – Practice Partnership
  - Lourdes University / ProMedica
  - Concept Based Education (QSEN)
- Clinical Integration Partner (CIP)
- Clinical education:
  - Weekly clinical rounding
  - Support to evaluate RN’s and students
- Educational Resource Units
  - 5 units large tertiary hospital & 4 units in community hospital
- 68 clinical staff education
  - 1:1 & small groups

CLINICAL INTEGRATION PARTNER

- Assessment / Audience
  - Shadow clinical groups
- Clinical Adjunct behavior
- Experience staff / role confusion
- Design
  - Cross Walk of current practice
  - QSEN language – skills
  - Development process – guidelines
- Development
  - Focuses on staff education / reinforcement of QSEN & Concept Based Education
- Implementation
  - Focused on staff education / reinforcement of QSEN & Concept Based Education
- Evaluation
  - Survey created to evaluate student experience – based on the 6 umbrella topics of QSEN
  - Staff and Adjunct Survey

STAFF EDUCATION

- Who
  - Interdisciplinary care teams
- What
  - IOM Report
  - Future of Nursing
  - Robert Wood Johnson funding QSEN project
  - Lourdes University’s curriculum changes
  - New role with student nurses
  - “Think Out loud” education
  - Visual design clinical activities – coded by QSEN
STAFF EDUCATION

Needed a quick visual to help staff
• Skills/student behavior
• Relationship between didactic concepts & clinical experience
• Relationship to QSEN Competencies

SCAFFOLDING DESIGN

TOOLS USED WITH STUDENT
• Scavenger Hunt –
  – Staff nurses helping students locate/QSEN language
• Clinical Evaluation Survey
  – Questions created to survey all 6 QSEN competencies
  • Summaries grouped
Slide 13

ORIENTATION – SCAVENGER HUNT

- Task 1: Find the location of the lab and determine which lab you will be in.
- Task 2: Find the location of the cafeteria and determine which cafeteria you will be in.
- Task 3: Find the location of the library and determine which library you will be in.
- Task 4: Find the location of the administration building and determine which administration building you will be in.
- Task 5: Find the location of the parking garage and determine which parking garage you will be in.

Slide 14

QSEN CLINICAL EVALUATION – STUDENT

- Electronic Survey
  - Patient Centered Care (6)
  - Teamwork and Collaboration (4)
  - Evidence-based Practice (3)
  - Quality Improvement (5)
  - Informatics (3)
  - Integration (13)

Slide 15

CLINICAL EVALUATION

- Option A: Strongly Agree, Agree, Neutral, Disagree, Strongly Disagree
- Option B: Strongly Agree, Agree, Neutral, Disagree, Strongly Disagree
- Option C: Strongly Agree, Agree, Neutral, Disagree, Strongly Disagree
- Option D: Strongly Agree, Agree, Neutral, Disagree, Strongly Disagree
- Option E: Strongly Agree, Agree, Neutral, Disagree, Strongly Disagree
SEMESTER 4 QI PROJECT

- Topic from Clinical Director
  - NDNQI/Nursing Dashboard
- Hot topic
  - Chart Audits / Observational Surveys
    - Foley Catheter Utilization
    - Hand Hygiene
    - Height / Weight / Daily
    - Pain Assessment - Re-assessment (time)
- Student Group Project
  - Evidence Based Research - Poster Board for Staff

MENTOR - EXPERT
PRECEPTOR EDUCATION - PRACTICUM

- Language differences between school / practice
- Generational issues – Resource Generation
- Developmental Stage

QSEN CONTINUUM

- SON
- Orientation
- Residency
- TTP
- Mentor
- Expert
SUMMARY – QSEN AT BEDSIDE

• Acute Care Practice
  – Review Current Practice
    • Crosswalk
    • QSEN / KSA for system
  – Increase integration with SON
  – Less silo behavior
  – Investigate at how QSEN philosophy can be added to educational design
  – Evaluate

• Academic
  – Communication with bedside nurse
    • Visual tools (quick)
    • Today’s learning needs
    • Staff’s role with student’s education
  – Language
    • Clinical Adjunct
    • Support Clinical
    • Evaluate

CONTACT

Chris Koffel PhD, RN
Clinical Integration Partner – ProMedica
Site Coordinator TTP – PTH
Center of Nursing Excellence
2142 N. Cove Blvd
Toledo, Ohio 43606
419-291-3530
chris.koffel@promedica.org