

Dedicated Education Unit Roles and Responsibilities

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Traditional Clinical Teaching Model



Traditional Clinical Model

Traditional Model Student Issues:

- 1:8-10 Clinical Instructor to students
- Limited opportunities to practice hands-on nursing or ask the many questions that arise
- Excessive student downtime
- Diluted clinical faculty supervision

Some students get lost



Traditional Clinical Model

- Minimal relationship building with staff mentors
- Working with nurses who do not want to work with students
- Feeling like a guest or a visitor to the unit
- Fear of making mistakes and faculty/staff reactions

Time to Retire the Myth



Traditional Clinical Teaching Model

Traditional Model Staff issues:

- Students from multiple schools, different levels of competencies, different expectations
- Different supervision requirements
- Confusion of expectations
- Lack of control
- Little continuity

Time for Change

Challenge
101: DEATH
to the Sacred
Cows!!



DEU Clinical Teaching Model

- Commitment by all to collaborate and build an optimal learning community
- Use of staff nurses who Want to teach and are prepared for their teaching role through further develop of their clinical teaching skills
- Faculty work directly with staff
 - As coach, collaborator, teaching/learning resource to develop teaching skills, to identify clinical expectations of students, and evaluate student achievement

Traditional vs DEU Clinical Teaching Models

Traditional

- Faculty primary teacher of the students
- Clinical nurses teamed with different students each day
- Multiple schools and student levels on same unit
- Limited relationships

DEU

- Clinical nurses as primary teachers of the students
- Continuity between students and clinical nurse instructors
- One SON on a unit only
- Focused collaborative relationships staff, students and faculty

Preceptor Model vs DEU Teaching Model

Preceptorship

- No dedicated on-site support person
- Lack of consistent faculty
- Preceptor responsible for student unit orientation
- Each preceptor responsible for student learning

DEU

- Faculty coordinator (FC) for each DEU
- Consistent FC who are familiar with DEU unit
- FC responsible for student unit orientation
- ALL DEU staff responsible for student learning

Preceptor Model vs DEU Teaching Model

Preceptorship

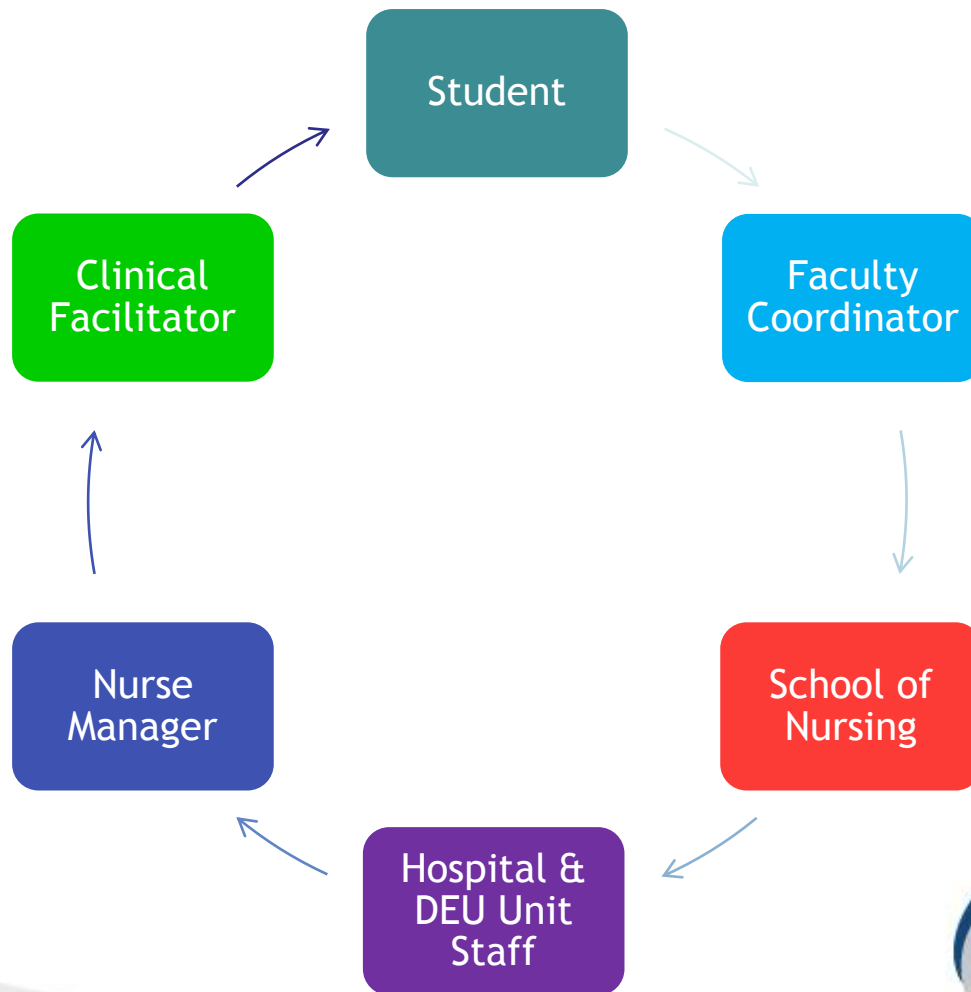
- Preceptors may be unfamiliar with curriculum
- Faculty oversight of students spread across multiple clinical areas

DEU

- DEU staff familiar with curriculum
- Faculty coordinator dedicated to DEU unit

Key Relationships

“It takes a unit to raise a nurse!”



Roles and Responsibilities

Nurse Manager

- Coordinates unit resources for optimal learning
- Works with SON faculty to problem solve and maintain DEU commitments
- Assigns staff to students in the DEU model
- Coordinates delivery of quality care to patients and families

Roles and Responsibilities

Faculty Coordinator

- Teaching expertise and clinical teaching experience
- Establish collaborative relationships with nurse manager, unit staff and DEU nurses
- Provides course syllabus, schedules, clinical expectations and contact information for all students and faculty

Roles and Responsibilities

Faculty Coordinator

- Coordinates student orientation and processing requirements for the clinical setting
- Prepares the CF for the learning activities and approaches specific to the level of the student
- Leads clinical post conferences to assist students in integration of theory into practice

Roles and Responsibilities

Faculty Coordinator

- Evaluates student clinical paperwork and shares results with the CF
- Maintains an on-going communication, presence and availability on the DEU
- Holds final responsibility for evaluation, but collaborates with CF in evaluation of student performance

Roles and Responsibilities

Faculty Coordinator

- Serves as a teacher role model for the CF and assists the CF in continuing development of effecting clinical teaching skills
- Serves as a consultant to CF on issues of student learning and evaluation in the clinical environment

Roles and Responsibilities

DEU Clinical Facilitator (CF)

- Experienced nurses committed to teaching, mentoring, guiding, inspiring, and supporting student learner**Passion** for teaching
- Prepared at or beyond the level of instruction - BSN or ADN
- Completed preceptor training program

Roles and Responsibilities

Clinical Facilitator:

- Directs and evaluates student learning on the unit
- Prepares clinical teaching activities specific to the level of the student and course outcomes in collaboration with the Faculty Coordinator
- Provides ongoing reflection on practice, and the most current clinical information

Roles and Responsibilities

Clinical Facilitator

- Provides feedback to student on performance
- Evaluates student performance at the bedside
- Collaborate with faculty for final evaluation
- Participates in clinical teaching professional development activities 2-3 times during the year

Roles and Responsibilities

Students

- Be knowledgeable of expected clinical outcomes
- Work with CFs to develop skills and knowledge
- Be prepared and actively seek learning experiences
- Reflect on learning, seek feedback on performance
- Show consistent growth in clinical competencies

Clinical Facilitator Comments

You have students with you the entire rotation so you really get to work with them and make it a very individualized teaching model

You can see what the students needs are, their weaknesses and strengths and play up to those and...help them develop throughout the rotation.

They really improve much faster than with a traditional program.

They become such a wonderful asset to the floor and to the patient care

Students comment

*...feel better prepared...because they know their nurse, **THEIR** nurse, is going to be asking them questions*

- <http://www.vimeo.com/7941844>

Working Together

- Mutual respect and appreciation for one another's knowledge and skills
- Helping to educating the next generation of nurses
- Sharing best practices
- Continuing professional development of nurses
- Patient Satisfaction



Acknowledgement-

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