

The 5 in 30 Module

Changing Culture Through Innovative Education

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NCE in the workplace is relevant to practice and positively impacts unit culture.



Staff voiced a desire to overcome barriers and engage in perianesthesia NCE.

Background

An RN survey showed opportunities to improve content and delivery of NCE.

Barriers to NCE

- Unit culture
- Staffing fluctuations
- Patient volumes & acuity

Education Topics

- New products & processes
- Evolving equipment, supplies & procedures
- Troubleshooting process problems
- Unit specific areas of high risk

Introduction

Nursing continuing education (NCE), unit culture, and staff satisfaction are intertwined concepts.

Goals of NCE:¹

- Transfer knowledge into practice
- Develop autonomy, leadership, & resiliency
- Enhance patient outcomes

Cultural factors that impact reception:²

- Positivity
- Support of unit leaders
- Relevant topics
- Self-motivation

Creativity in Learning Methods

The committee used staff feedback to create fun, **low-fidelity simulation scenarios intended to cover 5 topics in 30 minutes.**

- On unit & in Sim Center
- Realistic, case-based scenarios
- Escape room!
- Hands on skill review with validation checklists
- Physiology and pathophysiology review
- Based in NCH and unit policies & procedures
- Discussion, debrief, self-reflection

Staff as teachers: unit content matter experts

Outcomes

- Determined by Surveys & Anecdotal reports^{3,4}
- ↑ **Feelings of success at the bedside**
 - ↑ **Increased communication**
 - ↑ **Feelings of competence**
 - ↑ **Elevated patient care**
 - ↑ **Uplifted unit culture**
 - ↑ **Job satisfaction**



An education committee was formed of nurse educators, unit leaders, and staff nurses.

Impacts of Perianesthesia NCE

- Cultivates **positive relationships**
- Creates **satisfaction** in staff
- Promotes **safe** practice
- Supports unit **culture**