

Staff Empowerment Through Education

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Abstract Background Information: SAs clinical environments grow increasingly complex and the demand for high-quality care intensifies, staff education has become a strategic priority to ensure quality, safety, and foster innovation. This education project was developed to address identified gaps in knowledge, inconsistent clinical practices, and the integration of new evidence impacting staff performance and patient outcomes.

Objectives of Project: Does monthly staff education on PTU procedural topics, compared to no education, impact staff knowledge, proficiency, and comfort with procedures over a 6-month period ?

Process of Implementation: To support ongoing professional development, a structured series of monthly staff education sessions was established. Delivered in a hybrid format—both in-person and virtually via Zoom—these sessions accommodated diverse staff schedules and roles. Recordings were made available for those unable to attend live or for staff wishing to revisit the material.

Given the rapid advancements in healthcare, continual knowledge and skill updates are essential for nurses. To maximize program effectiveness, nurses were encouraged to actively shape their learning. Topics were selected based on staff interests and requests gathered during meetings, ensuring content remained relevant and responsive to clinical practice needs.

Statement of Successful Practice: Staff education sessions were assessed using pre- and post-session surveys that measured confidence and understanding on a 0–5 scale. The results demonstrated consistent improvements in staff scores over three months:

- January: Increased from 3.39 to 4.50
- February: Increased from 3.30 to 4.13
- March: Increased from 3.75 to 3.96

These findings suggest that the education sessions successfully enhanced staff competence and clarity. However, the data also indicate that ongoing reinforcement may be necessary to sustain these gains over time.

Implications for Advancing the Practice of Perianesthesia Nursing:

Incorporate Measurable Statistics:

Integrate quantifiable metrics to assess patient outcomes related to staff competency and knowledge. This will help objectively evaluate the effectiveness of training and interventions.

Enlist a Perioperative Education Team:

Establish a dedicated perioperative education team to ensure ongoing support, training, and sustainability of the project over time.

Extend Project Duration:

Given the project was limited to a 6-month timeframe, extending its duration will allow for the collection of more comprehensive data. This extended data set may better demonstrate correlations between interventions and patient-related outcomes.