

A MULTI-MODAL PERFORMANCE IMPROVEMENT PROJECT TO IMPROVE NURSING EDUCATION

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Identification of the problem – Overview: The problem identified by the Perianesthesia nursing staff was that transitioning from a smaller facility to a larger one highlighted a knowledge gap for current RNs regarding the change in patient clientele and their comfort in caring for them.

EP Question/Purpose: The purpose of this project was to assess the efficacy of an education and training plan tailored to staff needs in preparing staff for new patient populations. The model selected to guide the education plan was the UCSD Educational Diagram developed by Esther Lee and JoAnn Daugherty. The framework served as a guide to improve the knowledge, skills, and attitudes of the nursing staff and increase comfort in treating new patient populations.

Methods/Evidence: The change process was completed by following the UCSD Educational Diagram. The steps are grounded in multi-disciplinary learning theory, utilizing needs assessment surveys, and pre-and post- change data collection as methods for evaluation. The goal was to prepare and educate the nursing staff for the transition to a facility providing higher level of care in a manner that is sustainable and effective regarding different learning styles. The knowledge, attitudes and skills of the nurses were evaluated with a follow up questionnaire, similar to the pre-intervention survey. Performance audits will be conducted by nurse managers prior to and following the education training.

Significance of Findings/Outcomes: The significance of the preliminary findings indicated that the educational plan was successful: it addressed knowledge gaps and increased confidence in the staff. Preliminary findings also indicated that while seminar and lecture format was preferred as the method of instruction, it became clear that hands on, on the job training would be the preferred future method for the nursing staff. Ongoing evaluation is being conducted to assess knowledge retention.

Implications for perianesthesia nurses and future research: The implications of the successful use of this educational diagram indicates that multi-modal strategies can enhance successful learning habits among staff RNs. Future projects will need to incorporate the different education strategies as per the follow up survey findings. This project was a great opportunity to assess the needs of the staff, as well as adapting future projects to specific needs.