



Montana Nurses Association

Approved Provider Newsletter

September, 2021



Happy NPD Week – September 12-18!

We would like to take this opportunity to say a special thank you to all of you who work so tirelessly to support the professional development of your colleagues. This is important work! As we have had an opportunity over the past few months to review the new standards, we realize how significantly you are contributing to the work of your organizations in helping them be successful in meeting their strategic goals. Thank you for all you do! Check out the toolkit for additional information including promotional materials to highlight your role

<https://brojure.com/anpd/npd-week/>

- Sample emails to personalize and send to your NPD department or other key stakeholders in your organization
- A sample calendar listing and article template to make it easy to promote your NPD Week activities
- Graphics for your organization's website or social media pages
- Facebook photo frame to share on your personal Facebook profile picture
- Flyer to print and post around your organization

In addition, I'd like to extend a very special note of appreciation to the MNA Professional Development team for their tireless work to be sure you and your colleagues have access to workshops, webinars, and educational materials to help you in your work, as well as developing and implementing educational activities for MNA members and other Montana nurses. Thank you Megan and Caroline!

Reminder-Required Submission by December 1, 2021

ANCC requires periodic monitoring of Approved Provider Unit operations. Based on questions and feedback over the past year, each Primary Nurse Planner must submit evidence of how your team begins the planning process for activities **on or before December 1, 2021.**

Please submit your continuing nursing education request form template **OR** if your organization uses a different process than a form submission, please provide a brief paragraph describing initial activity planning process (i.e. EDP1). **Use this online form to submit your information.**

Please reach out with any questions regarding this submission.

Level of Educational Need- Gap in Knowledge, Skill, Practice

The level of educational intervention (gap in knowledge, skill, and/or practice) is based on understanding what the problem is and why it exists. In planning an educational intervention, it is important to drill down to the most fundamental need. For example, if nurses don't have knowledge, they will have no context for skills, and no ability to appropriately apply those skills in practice. If they DO have knowledge, but don't have the skills, designing an educational session to provide knowledge is a waste of time for both you and the learner.

While you may WANT to address a gap in all three areas, you need to consider what can be accomplished **by the end of the activity**. The level of educational need is specific to the activity design and not the long-term goal. The problem, evidence, outcome, content, and evaluation need to incorporate the gaps selected. Note that, in the process of identifying educational needs, you may also find that there are non-educational interventions that are required to address the problem as well. An example would be updating policies and procedures to reflect new guidelines. While a problem may exist at all 3 levels (knowledge, skill, and practice), specify which one (occasionally two) will be addressed by this activity (not the long-term goal).

For example, you identified a problem related to a lack of knowledge in nurses caring for patients with congestive heart failure. The evidence to support the problem includes new standards that were released in 2021 with nurses not having been made aware of new changes. You plan a live webinar where the new standards will be reviewed, discussed, and reinforced with case scenario polling questions. Your desired outcome is that at least 80% of attendees will describe how they will apply the content in their practice setting related to incorporating the new standards in care of congestive heart failure patients. To evaluate this outcome, an evaluation form will be completed at the end of the activity to asking participants to describe how they intend to apply this information. In this example, the level of educational need is a gap in knowledge only.

ANPD 2021 Conference Learner Perspectives

Kristi Anderson (Kalispell, MT):

The ANPD's 2021 Annual Convention - *Aspire to Inclusivity* included a focus on how NPD practitioners can influence diversity, inclusion and equality. Inspirational quotes from a few of many presentations:

- Launette Woolforde-As *NPD practitioners, we are allies in diversity, equity, and inclusion to amplify underrepresented voices...Ally is a verb.*
- Dennis Doherty-*Nurse leadership is fostering a sense of empowerment to increase confidence. NPD practitioners play an integral role in continuing this journey as leaders...If NPD practitioners don't promote a healthy work environment, who will?*
- Sarah Thomas-*Pressure is a privilege... Turn the roadblock into a speedbump, put it in your rearview mirror...You are responsible to keep yourself motivated!*

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Nicole Price (Lakewood, WA): ***Approaching Education with Inclusivity: Why is this Sticky Bath Good for Me***

I attended this session as Equity, Diversity and Inclusivity is a big issue at my facility. I've been looking at how to eliminate bias in education to become more inclusive and more engaging. One of the first issues addressed was unconscious bias. This topic was defined and addressed by asking participants to complete an activity where we had to count the number of "F's" in a statement. The speaker, Christine Chizek, Med, BSN, CCRN-K, CEN, TCRN said that when people miscounted the number it was often because they failed to count the F's in words such as "of". This challenged learners to think of what we are blind to or what we unconsciously overlook. Ms. Chizek presented two case studies. The first addressed improving the level of compliance with daily CHG (sticky) baths. There were several issues the first being the majority of CNA's responsible for bathing had English as their secondary language and Spanish as their primary language. The next issue was the perception that the education must flow downward from the more educated RNs to the less educated CNAs. The educators became aware of the biases involved – English versus Spanish, RN versus CNA and they changed the delivery model to a Peer-to-Peer learning model. This empowered the CNAs and also allowed them to deliver the content to each other in Spanish as well as English. A really cool thing they did was role play how to work with resistant patients in both languages.

The second role play revolved around reinforcing skills validation. They ended up using a peer-to-peer learning model again and they found it to be very effective. One of the skills they validated was handwashing using sanitizer. This is one of those "so basic I could do it blindfolded" types of skills. They did this in a very fun way by having eye protection that was painted over so that the learners were essentially blindfolded. Then the people running the station had the learners put their hands out. The hands were "marked up" using Halloween makeup. Then the learners had access to hand sanitizer that they were supposed to use correctly for the correct amount of time. Once time was up, the "blindfolds" came off and people got to see how well they did. Ms. Chizek said that many of the learners saw that they needed to do a better job with hand sanitizer! This fostered inclusivity because it reached across all educational and ethnic groups and the station was run by staff nurses as well as management and educators.

Megan Hamilton (Missoula, MT)

National conferences are exciting events to attend. The prospect of learning more about subjects relevant to my practice has always appealed to me. ANPD's Annual Convention, Aspire to Inclusivity, was no exception. What an incredible opportunity to learn and grow from the collective wisdom of nursing professional development professionals from a variety of practice settings who are also tackling many of the same problems and issues we all are facing. Many sessions stood out to me during the four-day convention, here are a just a couple of them.

"Did you tell the orientee" strategies for preceptor feedback skill development tackled what is probably one of the most challenging skill to develop in nurses. Difficult and constructive feedback is often avoided for a variety of reasons yet it is one of the most important skills needed for

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preceptors. This session provided strategies on how they built crucial feedback skill training and practice within their introduction and advanced precepting courses.

Going from caboose to conductor: shifting from afterthought to collaborator, was very well done by the speaker. Using a variety of presentation methods, the speakers highlighted a frequent problem nursing professional development face in many organizations or departments 1) not involving NPD practitioners at the beginning of a project and 2) the often false or inaccurate assumption that 'education' is the solution to every problem. I loved the very true sentiment expressed by the speakers, "Difficult roads often lead to beautiful destinations".

Cheryl Richards (Whitefish, MT): Congratulations to Cheryl Richards on receiving 3rd place in SimWars! SimWars is an online competition, facilitated by iSimulate, that challenges NPD practitioners to demonstrate their debriefing skills after viewing filmed simulation scenarios.

I attended several preceptor courses but specifically the course offered by Providence. I will be adjusting my course to offer a robust online portion to start and allowing preceptors to start right after the online course, this is new. I did take this to my nursing leaders, and they are behind the change. The second portion will be face-face or zoom. I've been offering this blended learning but allowing preceptors to start before they complete is new. I will start this in 2022. Oh, there were so many great courses, but this course really made me go out and look at what I was doing and adjust my current practice based on evidence and thinking outside my old box. 😊

Caroline Baughman (Helena, MT):

There were so many excellent sessions at this year's ANPD Aspire to Inclusivity. I was able to watch "Breaking Barriers with Barcodes: How QR Codes Can Shape the Future of Education Access" and loved how Lillian Jensen broke down the "requirements" of a good QR code in practice: to ensure it's accessible, has context, and offers added content. Without these ingredients, QR codes aren't helpful to our learners. But with these components, QR codes can easily add to our learners' experiences to promote quality learning in a variety of settings.

Another session I really enjoyed was the seemingly dry "Copyright Law for NPD Practitioners: Using the Work of Others" session. This session did an excellent job of breaking down common questions NPD practitioners have when addressing copyright parameters for activities. The handout was invaluable! In the true spirit of the session, I hesitate to share too much information of what was covered, but I left with a much better understanding of which sources provide different types of shareable work, as well as what to ask when requesting permissions.

Technology Tips

Using videos in NPD Practice – how many of you have offered a live session within the last 18 months that you've recorded on-demand audiences? While this has been an excellent "side effect" of COVID, there are engaging ways to provide recordings to learners, and unengaging

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ways. I often recommend 1) editing your recordings so they're a bit cleaner and 2) thinking of how you can engage learners beyond simply watching a recording. To expand...

- 1) Editing: Look into easy editing software available to you. Even platforms like YouTube have built-in editors, making it much easier to provide small cuts and such to your recordings. Personally, I don't think YouTube's editors (or many editors, for that matter) are very intuitive, especially if you don't have much experience with video editing. One easy and reasonably-priced software is Screencast-o-matic. Another is iMovie. I like being able to cut sections out, cut out/replace audio, and overlay the video with images/text/etc.
- 2) How to engage learners: look for more info in October's newsletter!

Have something you think would be a good topic for the NARS Corner? Email me at caroline@mntnurses.org

References and Resources

Here are some references and resources that you might find helpful in your provider unit work. Please mail us if you have something you would like to share with your colleagues.

Dickerson, P. (2021). Advocating for the Nursing Professional Development Specialty, *Journal for Nurses in Professional Development*, 37(4) 226-227, doi: 10.1097/NND.0000000000000745

Harper, M., Maloney, P. (2021). Informing the Nursing Professional Development Scope and Standards Part 2, *Journal for Nurses in Professional Development* 37(4) 239-246, doi: 10.1097/NND.0000000000000747

Hemann, M., Blizzard, T., Carver, R., Finke-Pike, G., Grimsley, A., (2021). Implementing a Nursing Skills Practice Laboratory Using Social Distancing During the COVID-19 Pandemic, *Journal for Nurses in Professional Development*, 37(4) 206-210, doi: 10.1097/NND.0000000000000742

Bhavik S. (2021). How to Incorporate Social Media in Training. *Training Magazine*. Retrieved from: <https://trainingmag.com/how-to-incorporate-social-media-in-training/>

Upcoming MNA Events, Activities, and Opportunities

MNA Annual Convention	October 7-8, 2021	Virtual
Transition to Practice	January 30-31, 2022	Helena, MT
APRN Pharmacology Conference	February 25-26, 2022	Virtual

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Upcoming National Professional Development Conferences

2021 Professional Nurse Educators Group (PNEG) National Conference-September 30-October 1, 2021- ([Register](#)) Virtual Conference

2021 ANCC Nursing Continuing Professional Development (NCPD) Summit-November 10-12, 2021, in Atlanta, GA- <https://www.nursingworld.org/organizational-programs/accreditation/ancc-ncpd-summit/>

Alliance for Continuing Education in the Health Professions-January 12-15, 2022, in Aurora, CA- www.acehp.org

2022 ANPD Convention- Aspire to Trailblaze – March 22-25, 2022 in San Antonio, TX- <https://www.anpd.org/page/2022-convention>

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Find self-study modules for nurse planners at:



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