

# Building Clinical Nursing Faculty Competency in Maryland

**NSP II #20-123**

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# Overview of Initiative

**Goal: Make Maryland a leader** in development and certification of clinical faculty

- Address urgent statewide need for **clinical nursing faculty**
- Prepare clinical instructors who have **clinical, but not teaching** expertise
- Provide **consistent preparation** to enhance teaching/learning experience for faculty and students



# Steps to Achieving the Goal

1

Create a framework for clinical teaching, aligned with CNE-cl competencies

2

Build upon previous success of clinical faculty workshop (NSP II #18-127) content, format, and strategies

3

Define follow-up activities to support participants' ongoing learning needs

# The 5 Rs Framework\*



# Activities

- Faculty workshops 3 x year at no cost, ~30 participants each
  - 13.5 ANCC CNE contact hours available
  - Offered virtually May and August 2020
- Curriculum and learning activities
  - Built on 5Rs and NLN Clinical Educator Competencies
  - National expert keynote speaker, UMSON faculty, nurse attorney
  - Active learning exercises to apply concepts
  - Practice and debriefing with standardized students

› INNOVATION

## Teaching the Teachers

Standardized Students Provide Real-Life Scenarios at Teaching Workshop



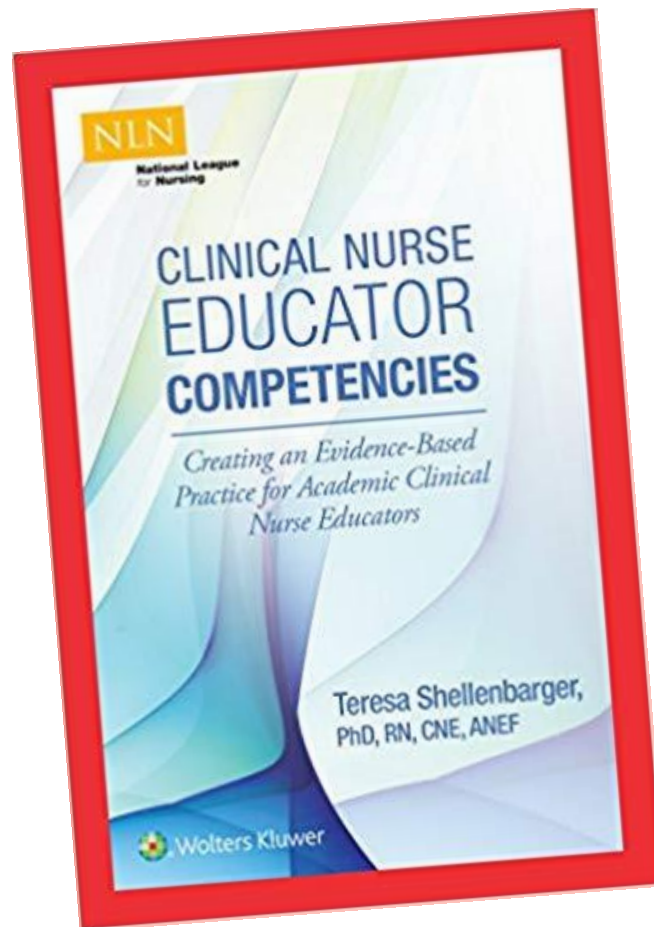
# NLN Clinical Nurse Educator Competencies

1. Function within the **education and health care environment**
2. **Facilitate learning** in the health care environment
3. Demonstrate effective **interpersonal communication** and **collaborative interprofessional relationships**
4. Apply **clinical expertise** in the health care environment
5. Facilitate **learner development and socialization**
6. Implement effective clinical **assessment and evaluation strategies**





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# Activities

- Follow-up activities
  - Based on participant needs
  - NLN CNE-cl<sup>®</sup> certification support
  - Handbooks and exam registration costs
- Planned onsite networking event
  - Postponed due to COVID pandemic
  - Considering virtual option

# Workshop Objectives

Define	Define a personal philosophy of clinical teaching and learning
Discuss	Discuss key elements of learner and faculty preparation
Identify	Identify legal and ethical aspects of the clinical instructor role
Align	Align learner objectives with clinical learning opportunities
Communicate	Communicate learner performance through verbal techniques

# Participation

## **YR1 (FY20):**

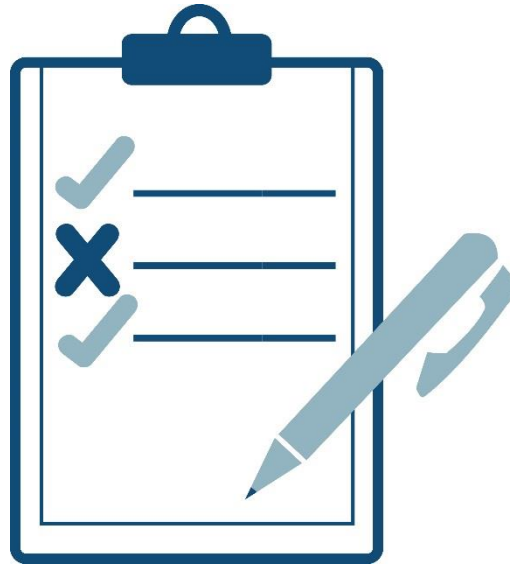
- 73 participants
- 21 different schools/sites across MD
- Geographic, programmatic, and learner diversity
- 3 CNE-cl certifications

## **YR2 (FY21):**

- 24 participants + TBD January and May 2021

*On pace to prepare 150+ new clinical faculty for Maryland*

# Workshop Evaluation



# Top Five

1. Should be mandatory workshop for all clinical faculty
2. Plan to use the tools to better provide feedback to students
3. Enjoy interactive activities, especially standardized students
4. Plan to listen more to better understand student goals and frames/perspectives
5. Better understanding of how to facilitate learning with students in the clinical setting

# Program Outcomes to Date (FY20/21)

97 participants from  
25+ programs in  
Maryland and  
neighboring states

Participants have  
registered for and  
taken the CNE-cl  
certification exam

Consistently excellent  
evaluations from  
participants, 100%  
would recommend

Dissemination at  
2020 MDAC,  
abstracts submitted

First **virtual** offerings  
of full workshop and  
activities May &  
August 2020

Networking among  
new clinical faculty  
and statewide

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# Questions, comments?

