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5-15-2023

An Innovative Method to Perform High-Fidelity Simulation to Fulfill Educational Needs

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Citation

Fuentes, Vivian; King, Marrice; and Egozcue-Ochoa, Elicia, "An Innovative Method to Perform High-Fidelity Simulation to Fulfill Educational Needs" (2023). *All Publications*. 4966.

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Background / Significance

- Each **staff member** is considered an **asset** to the organization and will create **added value**.
- Training & development programs** are considered investments that promote **enhanced productivity, superior quality service**, resource maximization, **high morale, satisfaction, & retention** of employees. The results can be translated into **return of investment** for the organization.
- The use of **simulation with debriefing** has demonstrated to be an **effective tool** to evaluate the nurses' **transfer of knowledge, skills, and attitudes**.

Purpose / Goals / Objectives

- Identification of a **streamlined education** for novice nurses to the Emergency Department (ED) that fulfil most critical educational concepts. Using **high-fidelity simulation** as an alternative method to traditional education for **high-risk & high-frequency protocols**.
- Use of **SMART objectives, pre-briefing reflective pause, and a debriefing session** to allowed respectful clarification of the scenario.
- Evaluate participants reaction & learning** to measure competency.

Methods / Implementation Plan

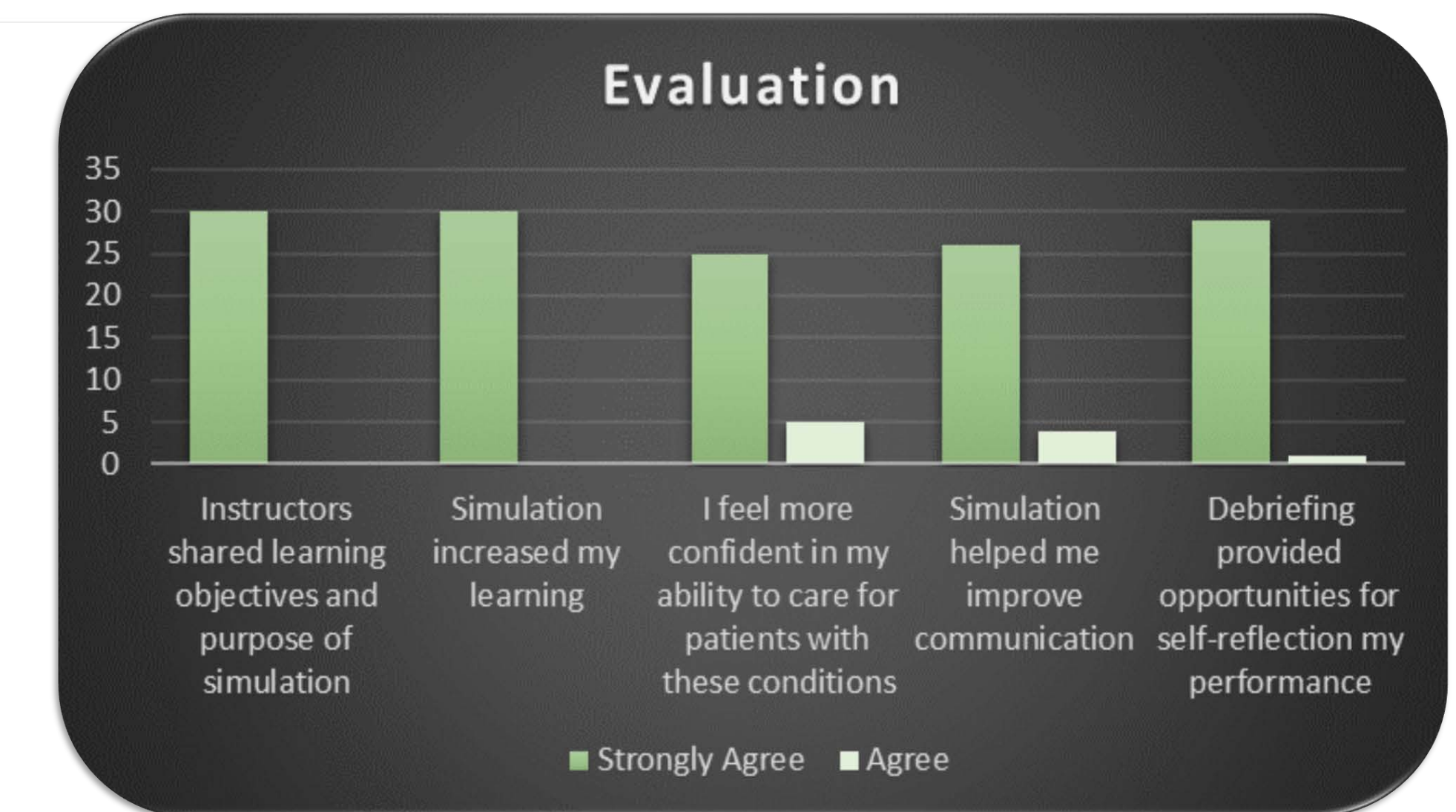
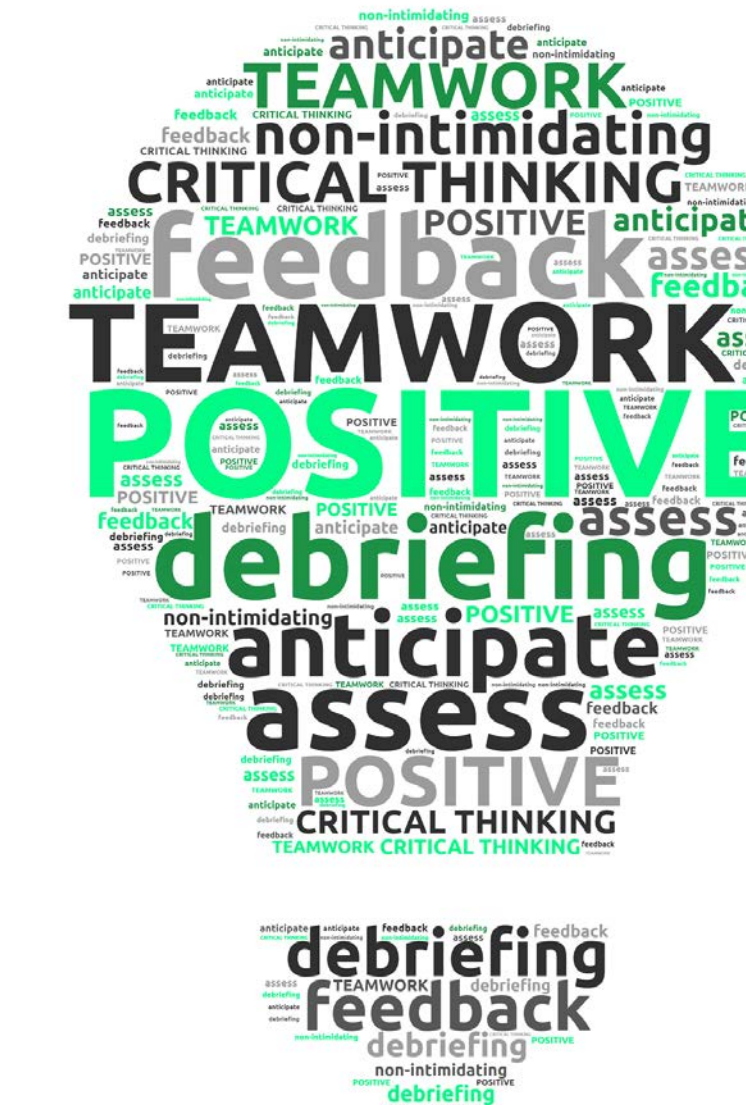
- Based on institutional **high-frequency & high-risk protocols**, **6** simulation case scenarios that included **16** department **protocols** and **skills** were developed
- The **quality & validity** of the scenario content was established using organizational **policies and procedures**.
- A **standardized patient** or a high-fidelity manikin played the role of the patient in the scenarios.
- Prebriefing, reflective pause** and **debriefing** sessions were conducted for each scenario.
- Post simulation evaluation was used to evaluate participants reaction and comments.

Results / Outcomes

- Qualitative data** from participants included comments stating that the simulation was **welcoming, positive, fun, and an interactive learning environment**.
- Sixteen ED protocols and skills** that were utilized in simulation were mentioned by the participants as part of the qualitative data collection related to the **application of the learning during patient care**.
- Learning and development programs can be designed using **flexible strategies** and guided by the **organization strategic goals**.
- Ensuring **employees' satisfactory performance** in the healthcare setting translates into **high patient satisfaction scores, better patient outcomes** and **lower morbidity and mortality rates**.
- The use of **simulation best practices** could assist in the development of meaningful and effective simulation guided by **SMART objectives**.



Discussion



References

