



COLLEGE of NURSING

EAST TENNESSEE STATE UNIVERSITY

# Student and Preceptor Advancement in a Dedicated Education Site



## An Innovative Education and Training Model for Faculty, Preceptors, and Students

Christy Hall, PhD, RN-BC, CNE, April Stidham, DNP, FNP-C, RN, Christine Mullins, DNP, FNP-C, RN, Sandy Diffenderfer, PhD, RN, CPHQ, & Jennifer Bruni, BSN, RN  
Email: [hallkc1@etsu.edu](mailto:hallkc1@etsu.edu) Phone: 423.439.7199 Address: College of Nursing, 310 Nicks Hall, P.O. Box 70617, Johnson City, TN 37614

### Background:

- Dedicated Education Units (DEU) are used in undergraduate education programs; there is no mention of their use in advanced nursing education programs. DEUs are commonly situated in acute-care settings & have an academic liaison, typically a faculty member, on the unit to serve as the primary resource for students and preceptors.

### Innovation:

- Flip DEU to fit primary care setting for BSN-DNP students – Dedicated Education Site (DES)
- Use Rapid Cycle Quality Improvement (RCQI) strategies to support model implementation

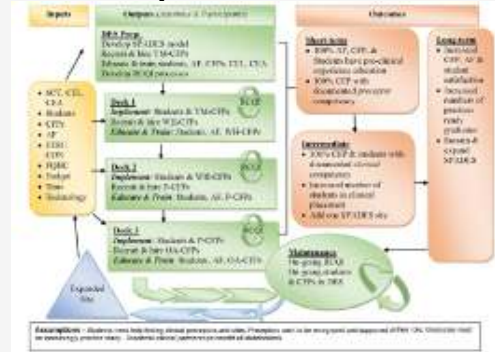
### Purpose:

- Build capacity for clinical placement sites
- Increase the number of NPs serving as preceptors
- Streamline clinical processes & ease clinical placement
- Improve academic-practice collaboration
- Enhance student and preceptor clinical competencies

### Setting:

- One nurse-led federally qualified health center (FQHC) since Spring 2016
- Plans to expand into second FQHC in Spring 2017

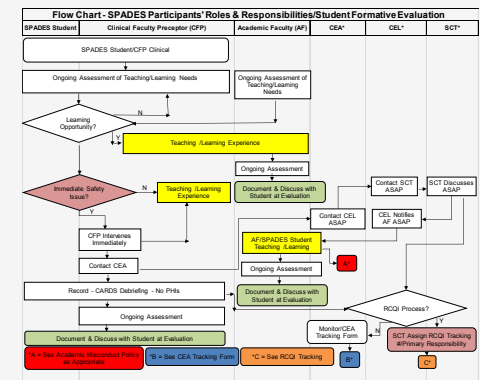
### SPADES Layout:



### Implementation:

- SPADES Education and Training prior to clinical placement
- Rapid Cycle Quality Improvement (RCQI) strategies:
  - Clinical Assessment Rapid Debriefing System (CARDS) audio recording
  - Clinical Tracking Record maintained by CEA
  - Prioritization matrix
  - Key Indicators of Quality surveys

### RCQI Formative Evaluation:



### Competency Development & Evaluation

Example of NONPF-based Competency Validation Tool for APRNs

Independent APRN Competencies	Peer Review Validation Score (See Scale)
<b>Professionalism</b>	
<ul style="list-style-type: none"> <li>1. Demonstrates professional behavior</li> <li>2. Maintains professional appearance</li> <li>3. Adheres to professional standards of practice</li> <li>4. Maintains professional boundaries</li> <li>5. Demonstrates respect for others</li> <li>6. Maintains confidentiality</li> <li>7. Demonstrates integrity</li> <li>8. Demonstrates honesty</li> <li>9. Demonstrates accountability</li> <li>10. Demonstrates responsibility</li> <li>11. Demonstrates leadership</li> <li>12. Demonstrates collaboration</li> <li>13. Demonstrates communication</li> <li>14. Demonstrates critical thinking</li> <li>15. Demonstrates clinical judgment</li> <li>16. Demonstrates clinical skills</li> <li>17. Demonstrates clinical knowledge</li> <li>18. Demonstrates clinical reasoning</li> <li>19. Demonstrates clinical decision-making</li> <li>20. Demonstrates clinical problem-solving</li> <li>21. Demonstrates clinical evaluation</li> <li>22. Demonstrates clinical management</li> <li>23. Demonstrates clinical monitoring</li> <li>24. Demonstrates clinical documentation</li> <li>25. Demonstrates clinical communication</li> <li>26. Demonstrates clinical collaboration</li> <li>27. Demonstrates clinical leadership</li> <li>28. Demonstrates clinical accountability</li> <li>29. Demonstrates clinical responsibility</li> <li>30. Demonstrates clinical integrity</li> <li>31. Demonstrates clinical honesty</li> <li>32. Demonstrates clinical accountability</li> <li>33. Demonstrates clinical responsibility</li> <li>34. Demonstrates clinical integrity</li> <li>35. Demonstrates clinical honesty</li> </ul>	
<b>Scientific Foundations</b>	
<ul style="list-style-type: none"> <li>1. Demonstrates knowledge of nursing theory</li> <li>2. Demonstrates knowledge of nursing research</li> <li>3. Demonstrates knowledge of nursing practice</li> <li>4. Demonstrates knowledge of nursing education</li> <li>5. Demonstrates knowledge of nursing leadership</li> <li>6. Demonstrates knowledge of nursing management</li> <li>7. Demonstrates knowledge of nursing communication</li> <li>8. Demonstrates knowledge of nursing collaboration</li> <li>9. Demonstrates knowledge of nursing leadership</li> <li>10. Demonstrates knowledge of nursing accountability</li> <li>11. Demonstrates knowledge of nursing responsibility</li> <li>12. Demonstrates knowledge of nursing integrity</li> <li>13. Demonstrates knowledge of nursing honesty</li> <li>14. Demonstrates knowledge of nursing accountability</li> <li>15. Demonstrates knowledge of nursing responsibility</li> <li>16. Demonstrates knowledge of nursing integrity</li> <li>17. Demonstrates knowledge of nursing honesty</li> <li>18. Demonstrates knowledge of nursing accountability</li> <li>19. Demonstrates knowledge of nursing responsibility</li> <li>20. Demonstrates knowledge of nursing integrity</li> <li>21. Demonstrates knowledge of nursing honesty</li> <li>22. Demonstrates knowledge of nursing accountability</li> <li>23. Demonstrates knowledge of nursing responsibility</li> <li>24. Demonstrates knowledge of nursing integrity</li> <li>25. Demonstrates knowledge of nursing honesty</li> </ul>	
<b>Leadership</b>	
<ul style="list-style-type: none"> <li>1. Demonstrates leadership skills</li> <li>2. Demonstrates leadership abilities</li> <li>3. Demonstrates leadership qualities</li> <li>4. Demonstrates leadership characteristics</li> <li>5. Demonstrates leadership traits</li> <li>6. Demonstrates leadership behaviors</li> <li>7. Demonstrates leadership attitudes</li> <li>8. Demonstrates leadership values</li> <li>9. Demonstrates leadership beliefs</li> <li>10. Demonstrates leadership principles</li> <li>11. Demonstrates leadership practices</li> <li>12. Demonstrates leadership strategies</li> <li>13. Demonstrates leadership techniques</li> <li>14. Demonstrates leadership methods</li> <li>15. Demonstrates leadership approaches</li> <li>16. Demonstrates leadership styles</li> <li>17. Demonstrates leadership models</li> <li>18. Demonstrates leadership frameworks</li> <li>19. Demonstrates leadership systems</li> <li>20. Demonstrates leadership structures</li> <li>21. Demonstrates leadership processes</li> <li>22. Demonstrates leadership procedures</li> <li>23. Demonstrates leadership protocols</li> <li>24. Demonstrates leadership policies</li> <li>25. Demonstrates leadership standards</li> <li>26. Demonstrates leadership benchmarks</li> <li>27. Demonstrates leadership goals</li> <li>28. Demonstrates leadership objectives</li> <li>29. Demonstrates leadership outcomes</li> <li>30. Demonstrates leadership impacts</li> <li>31. Demonstrates leadership effects</li> <li>32. Demonstrates leadership consequences</li> <li>33. Demonstrates leadership results</li> <li>34. Demonstrates leadership achievements</li> <li>35. Demonstrates leadership accomplishments</li> </ul>	

Acknowledgement: This project is supported by HRSA ANEP Grant D09HP28676