Every Voice Has a Story ~ The Power of Nursing Engagement in Learning

Background

1. Annual Learning Needs Assessment (ALNA)
2. Magnet: Structural Empowerment SE4EO
3. Process Improvement Strategies
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**Methods**
- Evaluation design (staff RN on advisory group)
- Implementation (sent to nursing staff)
- Data analysis (partner centralized and decentralized educators)
- Presentation of results to stakeholders
- Unit level access to evaluation results
- Nursing Professional Day

**Feedback**
- Senior leader support
- Highest response rate in ALNA history! 1090 responses from across the organization
- Nursing Professional Day: over 300 attendees, 40+ speakers, 7 clinical skill stations, and 6 contact hours

**Results**
- Creation of an efficient, electronic survey
- Learning needs categorized into 5 major areas
- Senior leader support
- Highest response rate in ALNA history! 1090 responses from across the organization
- Nursing Professional Day: over 300 attendees, 40+ speakers, 7 clinical skill stations, and 6 contact hours

**Organizational Impact: Increasing RN participation results**
- This process changed facilitated RN engagement: creation of a well-represented advisory team, standardization of an online evaluation, systematic communication to nursing staff and leadership, utilization of an executive nurse leader, and enhancement of reporting mechanisms

**Discussion - Benefits**
- Improved Communication
- Advisory Team
- Data Analysis
- Nursing Professional Day
- Organizational Communication

**First Nursing Professional Day**
A day of sharing for lifelong learning

**SAVE THE DATE**
Wed, July 30, 2015 – 24 hours of educational events
Texas Children’s Pavilion for Women, 6th Floor
All Texas Children’s nurses welcome
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Background
Our hospital which is located within a large, multisystem, urban setting, identified education for approximately 2,500 registered nurses utilizing an electronic survey. The Annual Learning Needs Assessment (ALNA) process empowers the RN community to validate and prioritize proposed education categorized into clinical, professional, and communication topics. The ALNA is divided into three components; Communication, Nursing Professional Development, and Clinical.

The Magnet standard related to ongoing learning is Structural Empowerment SE4EO, and states, "Nurses participate in professional development activities designed to improve their knowledge, skills, and/or practices in the workplace. Professional development activities are designed to improve the professional practice of nursing or patient outcomes, or both. Does not include orientation-related education."

Project Aims

Methods
Evaluation Process
• May through July; design process per advisory team
• August: the ALNA survey was sent out to the Educators and Nursing Leaders to obtain staff input.
• October: the survey data was compiled from 1090 responses and instructions provided on accessing unit specific results located on the team site.

Feedback
• The ALNA advisory committee composed of 5 Nurse Educators met and discussed presentation options related to survey results & organizational goals.
• Information was stored in a centralized, shared team site in which each educator could obtain unit and other department data.
• Each educator historically chooses a topic from their unit specific results and develops respective training. Although the educator is primarily responsible, the goal of this is to try to include as many disciplines/staff/subject matter experts as possible.

Innovation: Development of a Nursing Professional Day
The purpose of the Education Council Professional Day is to promote professional development of Registered Nurses throughout the TCH organization. The day will cover topics of interest identified from the annual learning needs assessment and therefore enable the participant to enhance knowledge in their field of expertise and gain updates with recent developments in nursing.

Discussion
Results ~
This process changed facilitated RN engagement: creation of a well-represented advisory team, standardization of an online evaluation, systematic communication to nursing staff and leadership, utilization of an executive nurse leader, and enhancement of reporting mechanisms.

Multiple Benefits
• ALNA developed by a ten member advisory team
• ALNA identified both unit needs and organizational needs
• Survey functionality makes tabulation less cumbersome
• Group/Team Focus of planning committee ensures “buy-in”
• Opportunities to learn about elements of program design
• Results of ALNA posted on easy to navigate “Team Site”

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