



# MARYLAND ACTION COALITION

*Creating a Healthier Maryland*

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## FUTURE OF NURSING™ CAMPAIGN FOR ACTION

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### **The 5Rs of Developing Clinical Faculty Competence**

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#### **Abstract**

Clinical faculty are a vital link to help pre-licensure students apply classroom or simulation lab concepts to real-life situations. One successful statewide program builds on “5Rs” (roles, responsibilities, realities, resources, and relationships) and uses standardized patients to help novice clinical faculty gain practical knowledge, skills, and abilities. This session describes a multifaceted faculty development program and the project team’s seamless transition from onsite to live virtual delivery.

#### *Purpose*

The purpose of this project is to increase the number of competent clinical nursing instructors by preparing new and novice clinical faculty for Maryland’s pre-licensure nursing programs.

#### *Processes/Procedures*

Two-day workshops and follow-up support are offered three times a year for clinical faculty. The project team works with the school’s standardized patient program, nurse attorney, and a nationally recognized clinical teaching expert. We use standardized students to help new faculty practice feedback skills in a safe, supportive environment. In 2020, the team successfully transitioned from onsite to virtual workshop delivery.

#### *Results*

Since July 2019, nearly 150 faculty from 27 sites across Maryland have completed the program. We anticipate sustaining these trends through fiscal year 2021. Evaluation data are excellent for design and delivery, and 100% of participants would recommend the program to colleagues. Engagement was high; some attendees even prefer the virtual format.

#### *Limitations*

COVID-19 halted in-person education options, so we quickly transitioned to virtual delivery for our summer and fall 2020 offerings. Working under the auspices of a state grant, we decided and communicated our plan and collaborated with School of Nursing colleagues to deliver a quality program on time and under budget. We acknowledge our good fortune to have access to resources and expertise.

### *Conclusions/Implications for Practice*

While we couldn't anticipate COVID-19's impact on teaching and learning, we explored new ways to engage with learners. This team nimbly adjusted to deliver quality, high-powered workshops to help develop competent clinical nursing faculty.

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