



Purpose

To increase the number of competent clinical nursing instructors by preparing new and novice clinical faculty for Maryland's pre-licensure nursing programs.

Background/Introduction

- Successful statewide faculty development program built on "5 Rs", using standardized students to help clinical faculty gain practical knowledge, skills, and abilities
- Clinical faculty vital link to help pre-licensure students apply classroom or sim lab concepts
- Address statewide need for clinical nursing faculty
- Prepare clinical RNs with no teaching expertise
- Consistent preparation to enhance faculty and student experience
- Seamless transition to virtual delivery due to COVID, remained on time and under budget

Innovation

INNOVATION

Teaching the Teachers

Standardized Students Provide Real-Life Scenarios at Teaching Workshop



5 Rs Framework

Role: What is a clinical faculty member?

Responsibilities: What will I do, & how?

Resources: Where can I go for help?

Realities: What happens when...?

Relationships: Who will I connect with?

(Bindon, 2020)

Activities

- Content aligned with 5Rs framework & NLN competencies
- 2-day, no-cost virtual faculty workshops offered 3 x year
- 30-40 participants, 5 faculty each session
- 13.5 ANCC CNE contact hours available
- National expert keynote, UMSON faculty, nurse attorney
- Didactic, active learning, and small group work
- Focus on application of concepts
- Safe supportive environment to practice skills
- Practice and debriefing with *standardized students*
- Clinical teaching handbook provided
- Follow-up support, networking, certification funding

Results/Outcomes

- This cycle (FY22-26) ~200 faculty from 30+ different sites across Maryland have completed the program, bringing total **over 500**.
- ~20 UMMS ACE instructors have participated
- Evaluation data are excellent for program design & delivery (**all items >4.5 on 5-point scale**), **100% of attendees would recommend** to peers.
- Participant engagement is high and represents geographic, programmatic, learner **diversity**.
- At least 10 attendees have taken and **passed the CNE-Cl certification exam**.

Evaluation Top Comments

Should be mandatory workshop for all clinical faculty

Plan to use the tools to provide more useful feedback to students

Plan to listen more to better understand student goals and perspectives

Greater understanding of how to facilitate learning with students in the clinical setting

Funding and Contact Information

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