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

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

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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 fulfill 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**

- Identification of a streamlined education for novice nurses to the Emergency Department (ED) that fulfill most critical educational concepts. Using high-fidelity simulation as an alternative method to traditional education for high-risk & high-frequency protocols.
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**References**

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