



Strengthening Collaboration & Co-creation in Education Planning : A Person- Centred Approach

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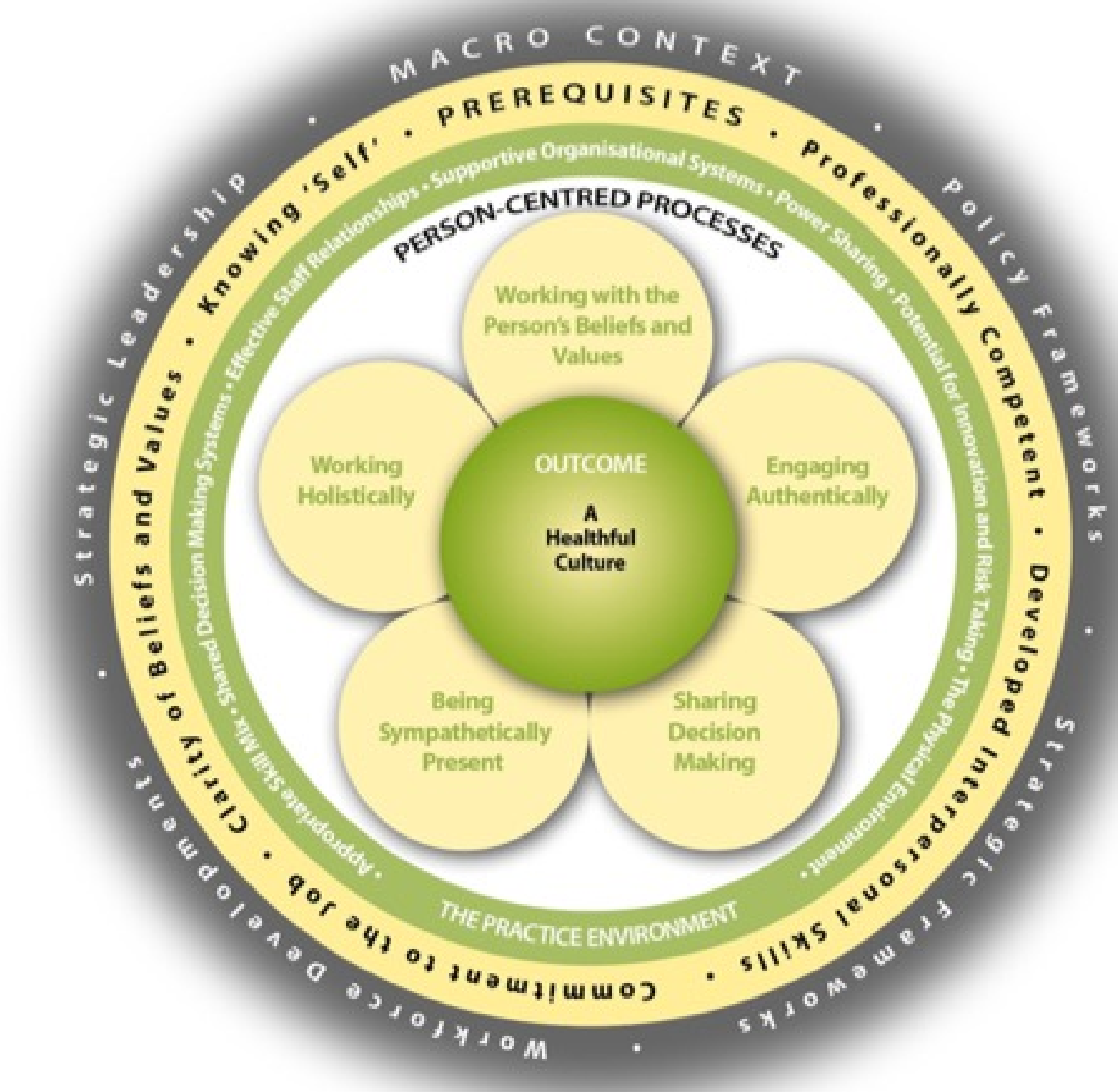
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1 Introduction

The role of the Clinical Nurse Educator (CNE) is pivotal in creating a culture that supports learning thereby enabling safe quality patient care. The CNE is responsible for the coordination, delivery and evaluation of clinical education at the unit level and provides clinical supervision at the point of care in everyday practice.

Acknowledging that our CNEs have diverse experience and knowledge in education planning, the Nursing Education Workforce and Research team (NEWR) developed a supportive framework to guide CNEs through the process whilst promoting collaborative learning and support.

The NEWR team sought to make this a collaborative and person-centred approach by implementing the processes via the lens of **The Person Centred Practice Framework** (McCance & McCormack 2021).



2 Objective

Our aim was to support CNEs in meeting the education and training needs of their specific unit with the goal of each nursing team having a yearly Education and Training plan.

3 Methodology

Working with the clinical educators, considering what matters to them in their context, plus incorporating Practice Development Principles, enabled the generation of person centred processes.

The underpinning principles of collaboration, inclusiveness and participation (CIP) were utilised throughout the entire process. Data collected via a learning needs analysis survey was combined with other quantitative sources such as incident data and quality audit results, to inform the co-creation of an education plan template.

Engaging the group in facilitated workshops to co-design the education templates enabled an opportunity for peer learning and support. Further inclusion of the nursing leadership teams in reviewing the plan and sign-off, enabled additional collaboration and accountability for all unit leadership team members.

4 Results

The learning needs of the clinical educators in creation of education plans was taken into consideration. Themes such as culture, structure, processes, customising for their specific unit and being future focused were identified and addressed.

In evaluating the whole process the educators identified the positive outcomes that the education planning could make possible, which can be mapped to prerequisites of the Person Centred Practice Framework.

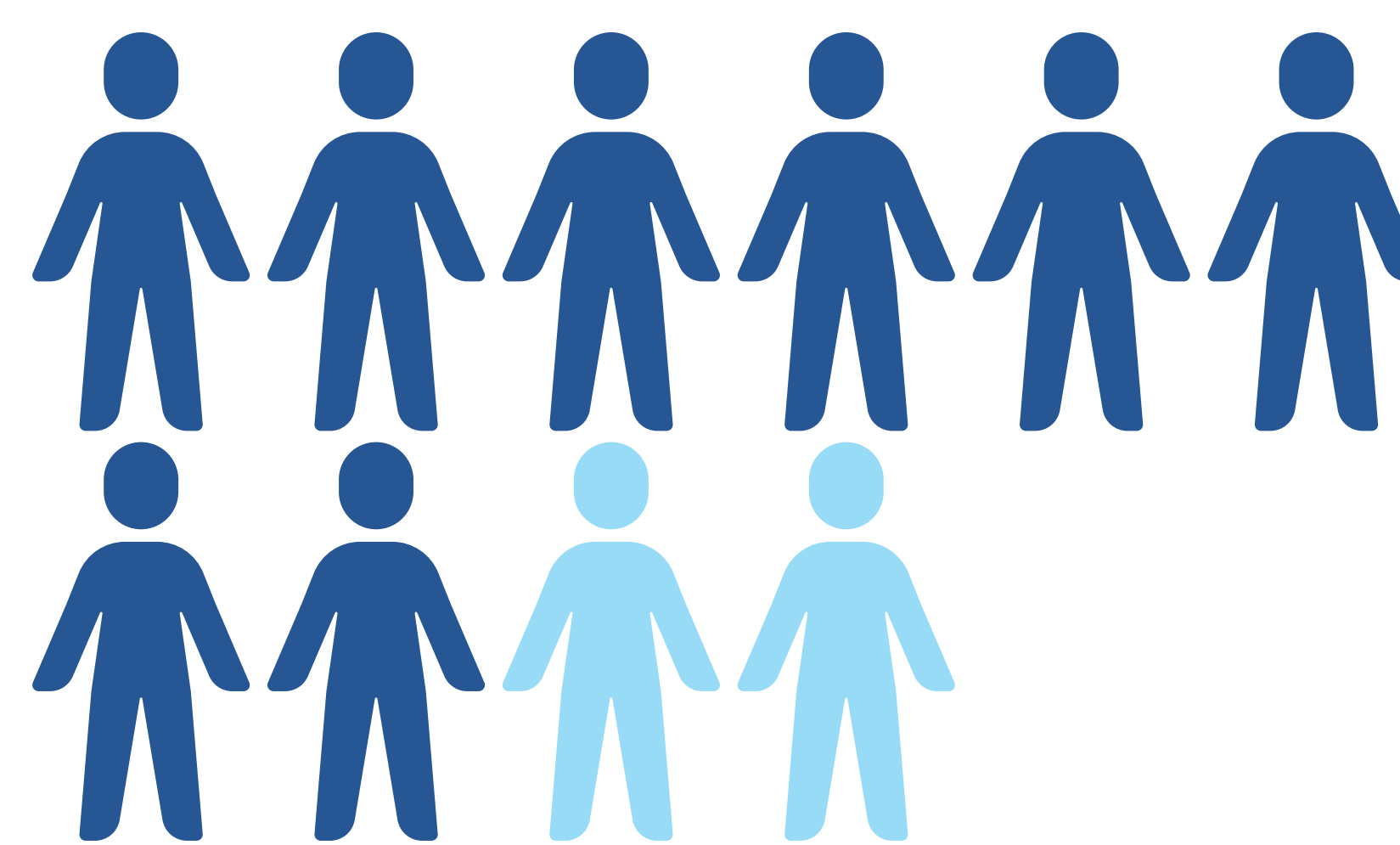
Evaluation data from the clinical educators was themed into results for the individual and for the organisation. The individual outcomes expressed included transparency, accountability, benchmarking, collaboration through educator peer support, opportunities for others and role clarity, all leading to professional competence and commitment to the job.

Broader benefits for the organisation included aligning activities with strategy, providing evidence of compliance, workforce wellbeing and staff retention.

5 Analysis



CNE perceptions of the Education Planning process



82% of CNEs found the collaborative workshops extremely helpful in enabling creation of their unit education plan



Perceived benefits of education planning to the organisation

6 Conclusion

The collaborative person-centred processes used in the co-creation of an education plan template has had a broad range of benefits for both the individual CNEs and the organisation as a whole. Alignment of this planning process with the Person-Centred Practice Framework has enabled the education team to understand what has worked well and opportunities for improving this approach in the future.

7 Focus for the Future

Extend collaboration to a **whole team approach** through creation of an education and workforce profile in each unit which would form the preparatory step in the education planning process. This step will allow greater team collaboration on unit workforce and education priorities prior to creation of the detailed education plan.

Leverage the processes and data generated to **enable safe transition to new models of care** and merged care teams in new Acute Services Building

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