



# The Development of a Clinical/Nurse Midwife Educator Professional Development Pathway

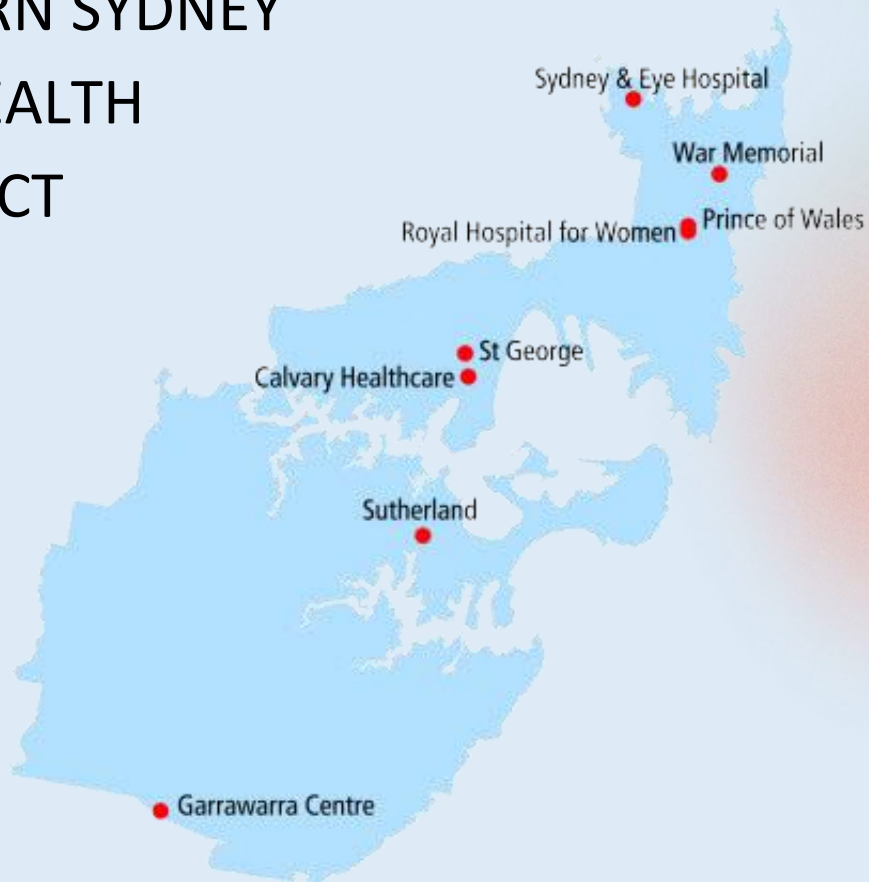
Using an Appreciative Inquiry Approach

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# SOUTH EASTERN SYDNEY LOCAL HEALTH DISTRICT



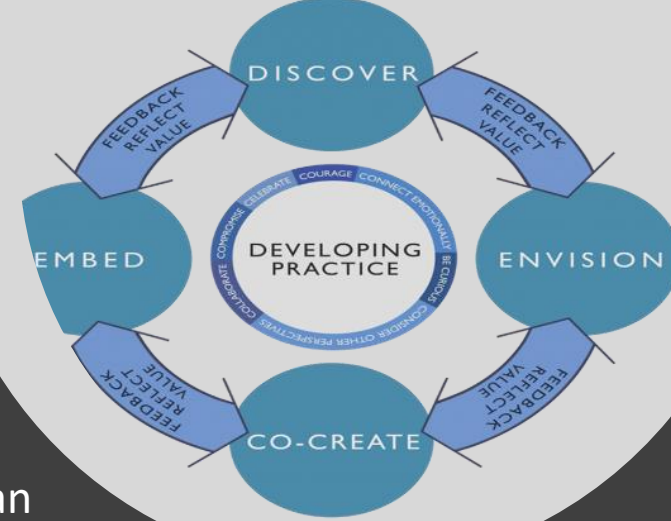
**NMPWU**

SESLHD  
Nursing & Midwifery Practice &  
Workforce Unit




# From little things.....

- 2015-16 Nurse & Midwife Engagement Survey & action plan
  - Professional Development of CN/MEs
- 2018-19 Nurse Strategy Reserve Funding (NSRF)
  - Develop a professional development pathway
  - Existing local facility CNE framework





# Big things grow.....


**Health**  
South Eastern Sydney  
Local Health District


## Clinical Nurse/Midwife Educator Professional Development Pathway

Succession to CN/ME | Position Description | Roles and Responsibilities | Commence Pathway | Facility Specific | Professional Development | Networking

  
User Guide

  
FAQs




  
Suggestions

  
Evaluation

### The Role of the CN/ME

The CN/ME is required to deliver and evaluate clinical education programs at the unit level. The CN/ME is responsible for providing a unit based in-service programs, contributing to the development of colleagues, supporting less experienced staff and acting as a preceptor for new staff providing orientation to the unit. The CN/ME provides one on one informal education, support for skill development in clinical procedures, support for professional development and clinical policy development.

*Public health system nurses' and midwives' (state) award 2018*

  
  
  
CARE reflects the vision  
for Nursing  
and Midwifery

# Evaluation: 18 months post launch

**REGIS** (Research Ethics and Governance Information System)- **SESLHD ethics approval**



## Mixed Research Methods

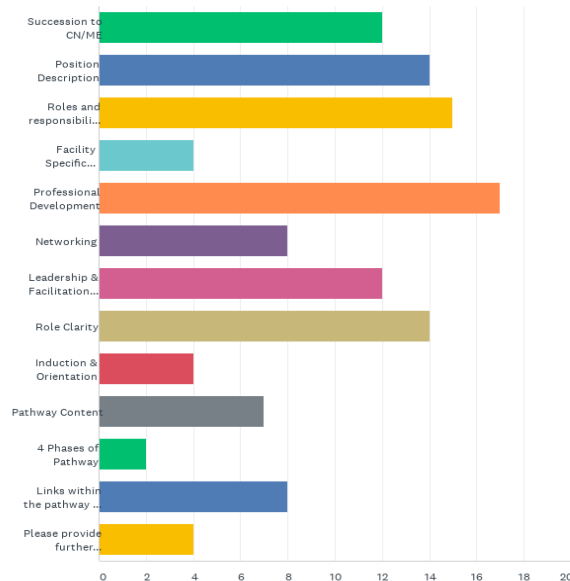
- ✗ Qualitative – focus groups
- ✗ Quantitative – on-line survey (rating & open questions)

- ✗ Survey= All Educators
- ✗ Appreciative Inquiry - Focus Groups using Emotional Touch Points = recruitment via EOI

# Most useful aspect of pathway.....

44 survey responses

Q9 Which sections within the online Pathway did you find most useful? (choose as many as you like)



## COMMENTS.....

***'To be honest I feel I have overlooked it & not kept it front of mind to use & to also tell others. I think it is a great resource as there is very little for the emerging CNE. I will be more mindful about using it in the future'***

***'It was good for a basic overview in the CNE role'***

***'The pathway provides a good guide for the CNE role in general. It would be beneficial for new CNE's to have someone who is familiar with the pathway to ask questions in the initial stage'***

***'It's a useful resource'***



# Focus Groups:

'It is a fantastic resource that provides a plethora of information and assistance with many aspects of working as a clinical nurse educator'

I would strongly encourage them to use it

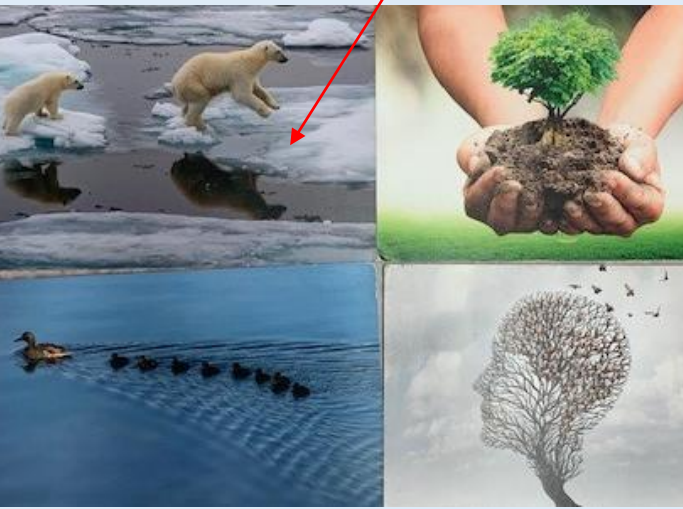


'It's a great resource to help guide you in becoming a CNE & your professional development as a CNE'

'That is it a great resource for succession planning for staff that are aiming to become a CNE. Also a great resource for CNE's new to the role for guidance'

'The pathway is a great guide, start the pathway as soon as you identify you wish to follow the CNE path. This may help you with a smooth transition into the role'

**Polar Bears:** As a CNC it is now about getting the emerging CNE's I have to identified as aspiring CNE's- they will use this. **Felt optimistic-** we haven't been doing this over last 6 months, we are looking at empowering our workforce.









**Coloured ropes:** So many different aspects, **felt overwhelmed.** Discovered new learning and enrolled in them. It help tie the role together- role clarity.



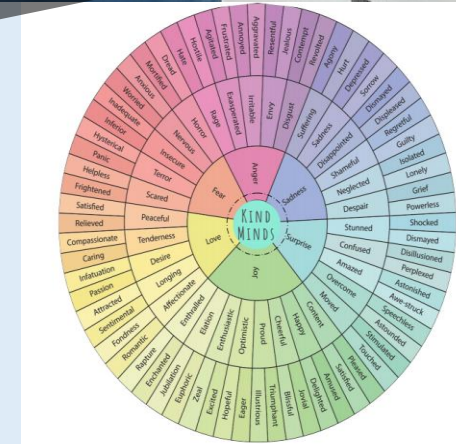
**Hands/small tree & Owl eyes:** represents when I first started- had knowledge but limited, the pathway helped. No role clarity as .... CNE, no traction as leader and ambiguity in role. Pathway allows us to growth, **tree/hands image** represents this. It makes me **feel eager & hopeful.** Allows CNE's to have a voice as leaders.



## Focus Groups- Touch Points

<b>Mentoring</b>	<b>Induction &amp; Orientation</b>	<b>Networking</b>	<b>Educational Resources</b>
 <b>Pathway Content</b>	 <b>Role Clarity &amp; Accountability</b>	<b>Professional Development</b> 	<b>Links within Pathway</b>
<b>Succession Planning</b> 	<b>Leadership Skills &amp; Facilitation</b> 	<b>Leadership Development &amp; Growth</b>	<b>What liked?</b>
<b>Position Description</b>	<b>Online Learning resources</b>	<b>Empowerment</b> 	<b>What could be even better?</b>
<b>4 Phases of Pathway</b>	<b>Facility Resources</b>	<b>Support</b>	.....

**Image cards-**  
 ‘choose an image that  
 sums up what parts  
 work well for you  
 within the pathway &  
 feeling/emotions  
 connected to this?’



Wilcox, G. (1982). The feelings wheel -A tool for expanding awareness of emotions and increasing spontaneity and intimacy. *Transactional Analysis Journal*, 12 (4), 274-276.

# Empowerment

*‘When I first looked at it I thought about how I felt when I first entered the role, when I was new, I had that **fear** that **insecure** feeling of being **inadequate** and then having the pathway, in particular for me, having the **content** and the **4 phases** and being able to go through and go actually I have done that, I have done the local reporting role, I have done that, I do have the skills to do that, and the outcome of that being I was more **content** and **pleased and satisfied** at being able to see that I am meeting goals, particularly for my **performance development**, to know what to talk about and what I have met so far and being able to identify what I’d like to do in the next 12 months, which was really helpful’*



## Role Clarity & Accountability



- X *What stands out for me is **role clarity and accountability**, we are often a little like the corner shop, I get asked to do thinks and lots of questions thrown our way & I can be a little bit **nervous** answering some of those questions as people hold you very much accountable for everything you say, so some of that **role clarity** has helped me 'stay in my lane' as my manager would say, and identify when something isn't an education issue and be able to confidently voice that, where as previously I was very much a pleaser and wanted to solve everything.*

***"The role clarity has helped me stay in my lane and identify something that isn't an education issue and be able to voice that confidently"***

# Succession Planning



- X *"Succession planning is helped, when I was going on leave to help who was doing my role, even for 2-3 weeks. She actually enrolled in the future CNE program, which was good, as she's interested "*
- X *"Wish it was there for me, prior to acting in the role, you can pick out keen and enthusiastic nurses who are self-directed in their learning, and this is an amazing resource for them"*
- X *"We have introduced a new acting CNE who is doing maternity relief and a second year RN who wants to be a CNE and she is working through the pathway, she will be a very good CNE. It was clearly very easy to use as she has worked though it well.*
- X *'It is coming from that resource person to that formalised CNE and facilitate using **adult learning principles** how to **facilitate**, and help them grow. They get to know themselves, they get to know how they practice'*

# Professional Development



X “**Professional Development** is jumping out at me as an A/CNE, it can be hard not having resources, and not really sure what to do and not having clarify. So I was very **joyful** when I started to look into it, I was more **optimistic** about my **professional development and developing** myself to be a better educator, I was **hopeful** that it would help me develop myself and grow as an A/CNE “



[illegible]

- X *"Helps you be more strategic in how you educate and they get to grow too and learn more about themselves- what they like and not like"*
- X *"Your meant to be facilitating others not just doing it for them- that what I learned from the pathway"*
- X *"There are modules around facilitation which are important to mentor as an Educator and in terms of leadership development and growth"*
- X *"It's great to have this resources, you just keep building and learning"*
- X *"This helped me to be more confident in having a voice"*

# Pathway Content



- X *“I love it! It’s great! It’s consistent, everyone gets the same thing and hears the same message- this is what you can expect from us”*
- X *“I went to HETI on-line and did the educator pathway on-line. It did help me with my clinical assignment as well. It has a beautiful graph too of where you are, the **facilitator graph**, this gives you a sense of confidence, as I know I was at the bottom, and is self-encouraging. “*
- X *‘Obviously it links to lots of networks and resources, they have beautiful links to educational resources”*
- X *“I think it’s pretty clear, using the tabs, it is user friendly. Have printed off some word documents”*

# What could be even better?

## **Educator stories....**

‘The only thing was, are there any experiences in the pathway, some stories, how they feel in a section. They could be my role model, how they have coped and advanced to a higher level, and what their day look like’

‘What would you tell an emerging CNE?’

‘Are there any experience or scenarios stories’

## **Access/Finding it**

‘Hard to find for those who don’t know about it’

‘Promotion and governance and to share’

‘Once someone put me onto the pathway I found it extremely useful, but was unaware of it until I starting working in an A/CNE role. I wish I knew about to prior to applying for the role’

‘When I first started I didn’t know about it- then I found out about it 3 months into the role’

## **Nothing....**

## **If other roles had Pathway.....**

‘It would be great for CNC’s to have something, a pathway’

‘With our CNC’s they tend to jump in each other’s roles, it would be great for them’

‘If other roles had similar to help with clarity’

## **Design/lay-out...**

‘Initially I didn’t realise some of the bits were buttons, and I didn’t realise the word interactive document, it wasn’t that obvious, perhaps a ‘press here’ tab’

‘Moodle may be a platform to use, where sharing can happen to further build the network?’

## **Technology & Visual.....**

‘More technologies to use in education’

‘Add virtual facilitation skills’

‘A video of using the pathway may also be useful’

‘Perhaps more visual and video links’

‘Could we build a forum/virtual platform to have a forum or chat? So others can have a look at what is being said, sharing stories’

# Final words.....

There is a lot of information but it is user friendly. Once you understand the layout it's easy to navigate

This pathway provides a connection and security to other educators

It's awesome because it clarifies the expectations when you first start. If this was here when I started I wouldn't have felt like I bumbled my way through

Even the option to write reflections and the modules at the end, can develop your portfolio

## Wouldn't it be amazing if the CN/ME Pathway.....

Was used by all CN/ME

Was more widely advertising to emerging CNE/ME's

Was around when I first took on the role of a CNE

# Future thoughts & next steps

- Easily located and accessible on District intranet site
- Educator stories/video's – 'what would tell an emerging CN/ME?' ....
- Mentoring program for all emerging & new CN/ME's...
- Process for engagement with Pathway
- CNC Professional Development Pathway







Thank you