

Enhancing Practice 2022 Conference

*20:20 Vision – Transforming Our Future
Through Person-Centred Practices*

WEDNESDAY 6 – FRIDAY 8 APRIL 2022
SAGE HOTEL WOLLONGONG, NSW AUSTRALIA

#enhancingpractice2022



working together
to develop practice



“POST-IT NOTES AND GLITTER” or a lasting pathway to person-centred practice?

Simone Clarke

Essentials of Care Program Manager,
Children’s Hospital Westmead, Sydney Children’s Hospitals Network.

Chris White

Practice Development Education Nurse Manager,
Sydney Children’s Hospitals Network.



Background

Foundational Practice Development School:

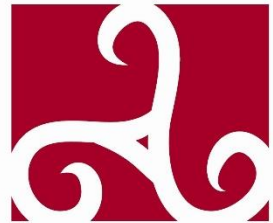
- International Practice Development Collaborative (IPDC) curriculum
- 5 days- immersive
- Evaluations & feedback during school
- Report immediately post school



Foundational PD School aims and learning outcomes:

This course aims to provide an opportunity for you to focus, through active learning, on your own effectiveness in fostering a culture of learning that is person-centred; exploring the evidence base to practice development in relation to your own learning; and, experiencing the process of effective teamwork in collaboratively preparing and presenting both an evaluation strategy and group learning in relation to practice development concepts and theory.

Participants are provided with an opportunity to:



iPDc

working together
to develop practice

- Clarify the concept of practice development: the values and evidence base underpinning its processes and outcomes
- Experience the use of practice development approaches such as values clarification and visioning to develop a common vision and direction
- Experience the mechanisms necessary to establish effective active learning groups/supervision groups
- Participate in the process of active learning as an approach for focusing on professional effectiveness as a practice developer
- Develop further skills and insight in the facilitation of others' effectiveness and an effective helping relationship (critical companionship)
- Constantly reflect on their own learning in an environment of high support and high challenge
- Explore and critique the concepts of facilitation, context, culture, evidence and effectiveness
- Develop insight and skills in cultural change and leadership
- Experience the use of creative arts
- Develop and present an evaluation strategy for an organisational/unit practice development initiative
- Network extensively with other practice developers

Purpose?

- Explore the lasting effects of PD School for participants as practitioners and for person-centred learning cultures.
- Understand how practitioners can be supported to continue to develop and engage in PD.
- Contribute to the body of evaluation data for foundational PD School.



Who?

PD School participants from SCHN 2013-2018

- Easily accessible- within a 5 year window
- Substantial sample
- Timely ethical clearance
- Help us understand our own context and structures
- Learn about the potential for exploration of long-term results in other contexts

Limitations

- Small cohort
- Interruptions to momentum of review
- Focus of participants on immediate crisis



How?

Survey

1. I have used the experience of **values clarification** to assist me in developing common visions and directions in the team I work in (or others).
2. The **strategies** I experienced at PD School and have **used to establish effective learning** in my team/others are...
3. I have participated in **active learning** with my colleagues/others
4. I feel I have developed into a more **effective facilitator** as a result of attending the School
5. I have maintained my **critical reflection** since the School
6. I have contributed to an environment of **challenge and support** in my work environment since the School

7. When I start on implementing a **change** I often refer to the principles talked about in the School
8. I have used **creativity** in my work since the School
9. The School emphasized the **importance of evaluation** - an aspect of my work that I have improved since attending
10. I have kept **in contact with other participants** from my PD School
11. Do you have any **other comments on your development** since attending PD School that you would like to share?

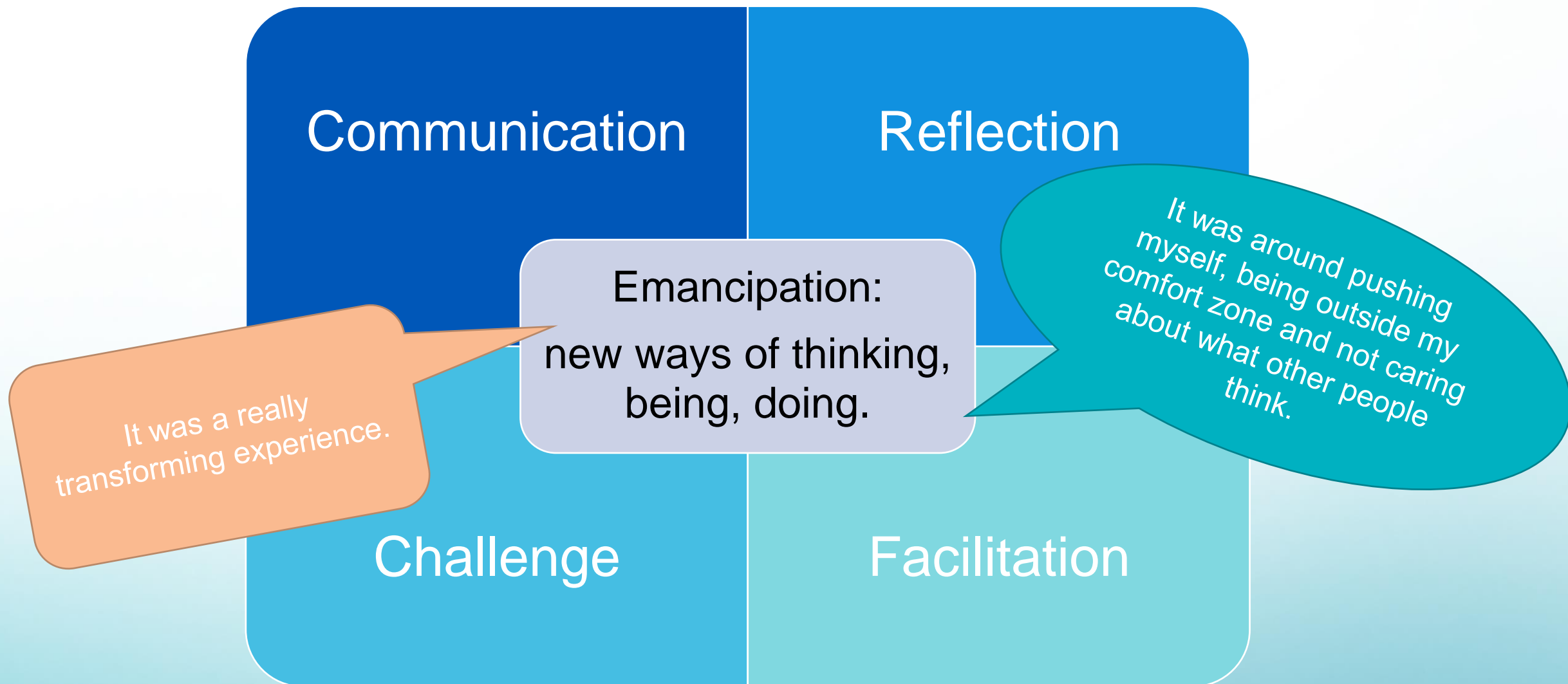
How?



Interview:

1. What are your **recollections** of attending PD School?
2. What **new learnings** were you aware of **when you did** the School?
3. What **learning/methods** have you **applied in your work** since your attendance?
4. How **effective** were/are they?
5. What **learning/methods** did you decide **NOT to apply**? Why?
6. How did attending PD School **change you** as a practitioner?
7. What **unexpected changes** did you experience after the School (either in yourself or others)?
8. Do you have **anything else** you wish to say?

Thematic analysis of data





tools to be
able to
actively listen

Communication

...gave me insight into the challenges other people have - that made me develop more tolerance for others and understand where they are coming from"

listen and not
be so directive
in my approach

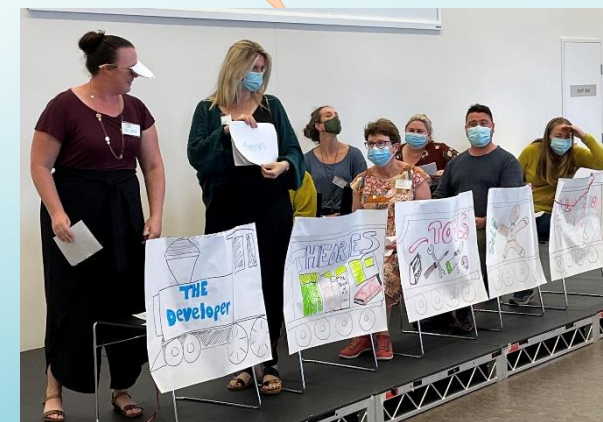
It gave me a different understanding of how we can change our mindset from just the educational schedule of sitting in a classroom.

I learn a lot about myself through doing creative activities.

It's kind of a little bit daunting, but a little bit liberating!

Challenge

you can feel very vulnerable





Reflection

... very important & something we could do better & more often- with a more structured framework and dedicated time.

I always request feedback from my managers & peers & colleagues - they come to sit and unpack something that's happened. I critically reflect on what I did well and how we can move forward.

the bravery the facilitators showed- they were open to being creative in how they express themselves- coming from Emergency Dept. an environment where that was just not done- was encouraging in a way that I could just truly be myself, try new things.

not trying to always solve a problem, but try to work with somebody to get a solution

Facilitation

I am intentional in making sure that there is a space for everyone and it is safe



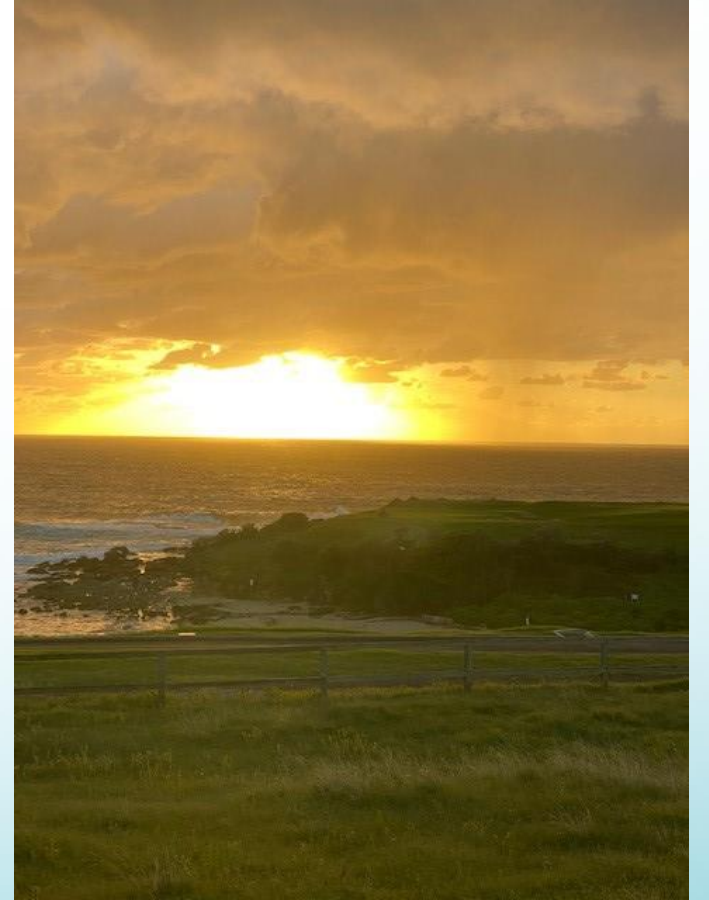
Conclusion

- PD School experience was beneficial
- Exposure to different ways of being, thinking and doing
- Great introduction to PD theories, principles, strategies, tools
- Appreciated as an opportunity for self-reflection
- Application in employment cycle
- Aspects were still a valued part of toolkit (listening, values clarification, Ways of Working, reflection)



Recommendations

- PD COP
- ALS – to maintain skill currency
- Further exploration more broadly of PD School participants experience eg 6 months post school



www.enhancingpractice.com.au
#enhancingpractice2022



iPDc

working together
to develop practice

