



March 10, 2011
Carrie Edge
FHA Research Café

***An Exploration of the
Experiences of Novice
Clinical Nurse Educators***



+ Why this topic?



My experience as a novice CNE

- Practicing bedside ICU nurse to Emergency Clinical Nurse Educator
- Working in a new Health Authority
- Limited knowledge related to teaching and learning theory and strategies
- Minimal support to facilitate role transition

+ Why this topic?



Delta Hospital emergency trauma bay

CNEs play a significant role in health care

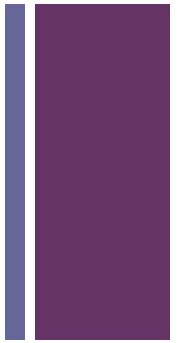
- Support nursing in complex environments
- Promote and sustain quality patient-centered care and evidence-informed practice
- Facilitate integration and use of technology
- Support and facilitate continuous change and growth in health care
- Promote and facilitate the professional development of staff nurses



Integrative Literature Review...



Integrative Literature Review



Purpose of an integrative review:

To increase understanding of a topic (the experiences of novice clinical nurse educators) by summarizing theoretical and empirical research (Broome as cited in Whittemore & Knafl, 2005).

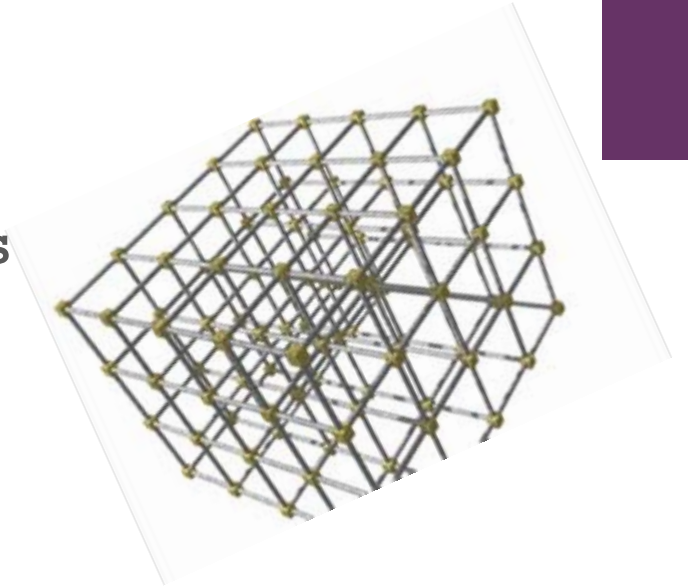
- Contribute to nursing science, inform research, practice and policy initiatives (Whittemore & Knafl, 2005, p. 546)



Whittemore and Knafl's Integrative Review Framework

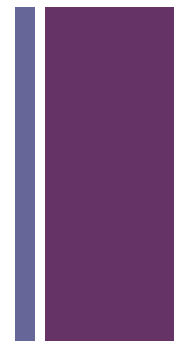


Systematic data collection and analysis enables the writer to reach conclusions regarding the evidence reviewed (Whittemore & Knafl, 2005)



The Process:

- 1. Identification of the problem and purpose*
- 2. Literature search*
- 3. Data evaluation*
- 4. Data analysis*
- 5. Presentation*



Experiences of Novice CNEs



Influencing Factors

Complexity of CNE Role / Limited Clarity

CNE Knowledge / Clinical Expertise

Competencies and Standards

Orientation and Socialization

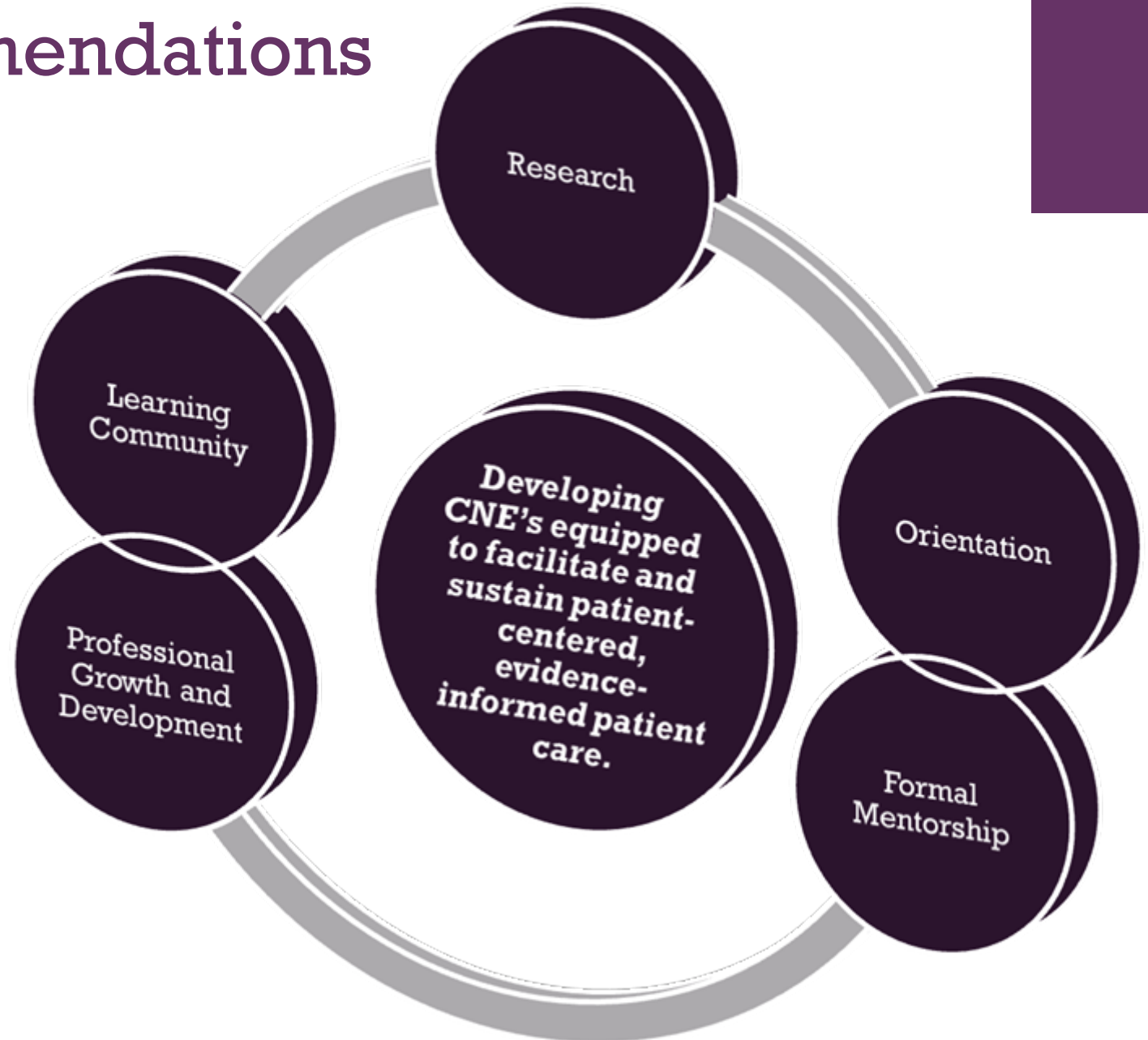
Professional Development Activities

Workload

Time and Self Reflection / Evaluation



Recommendations





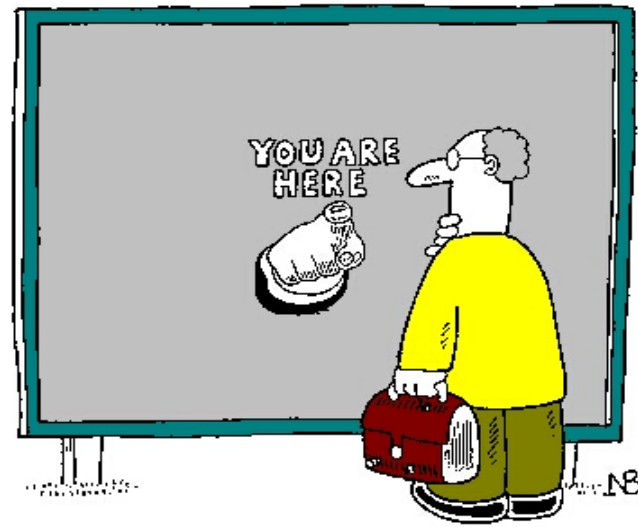
Research

- I found limited studies related specifically to the experiences of CNEs in the practice setting.
- Further research is required to:
 - Continue to build our understanding of the experiences of novice CNEs
 - Develop supports for Novice CNEs
 - Clearly define the CNE role





Orientation



- Opportunity to initiate working relationship, skill building, networking (Suplee & Gardner, 2009)
- Results in increased proficiency and socialization (Welch & Stull, as cited in Bassi & Prolifroni, 2005)
- Reduce vacancy rates (Bratt, 2009; Meyer & Meyer, 2000)
- Online learning is an option that could be considered to compliment orientation programs
- Program evaluation



Mentorship



- Formal and Informal (Billings & Kowalski, 2008)
- Professional development (Billings & Kowalski, 2008; Kotecki & Eddy, 1994; Thorpe & Kalischuk, 2003).
- Benefits (Billings & Kowalski, 2008):
 - Fewer feelings of isolation
 - Increased job satisfaction
 - Mentor feels satisfaction assisting in development of colleagues and experiences mutual learning
 - Organizational benefits from smoother integration of new educators



Professional Growth and Development Opportunities



- Continued opportunities for CNEs to build their knowledge and understanding of teaching and learning theory and strategies



EDUCATOR PATHWAY

Educator Learning Series



- Membership and participation in a formal learning community within the health authority, a network in which CNEs can share information or resources and seek assistance, advice, or guidance.
- CNEs to search for opportunities for continued growth and development



+ Learning Community



- Learning communities act as support groups to assist people in reaching mutual goals (Bassi & Polifroni, 2005).
- Complemented by an online meeting space



Benefits (Bassi & Polifroni, 2005):

- Increased morale
- Sense of connectedness
- Satisfaction
- Retention
- Goal attainment
- Problem solving
- Reduced feelings of isolation
- Enhanced professional growth



Conclusion

- The available research highlights need for continued and improved support for novice CNEs
- Work role transition and move from expert to novice can be stressful
- Infrastructure required to support novice CNEs
- Recommendations are interconnected to support and facilitate CNE growth and development



+ Thanks for listening!





Influencing Factors



Fraser Health Opportunities and Plans for CNEs

