



Center of Nursing Education Plan (2018)

1. PURPOSE AND OBJECTIVES

The rapid changes in the practice environment and increase complexity of care profound transformation of nursing professional development by healthcare organization and deemed essential to meet the clinical needs and ensure patient safety. As a result, Nursing services at MNGHA recognize professional development as a strategic pillar to capture current practice needs and accommodate future changes to ensure the delivery of high quality of care.

The Center of Nursing Education addresses nursing services staff lifelong learning in which nurses are engaged to develop and maintain competencies, improve nursing practice, and support achievement of career goals (ANA, 2000). Facilitating professional development of nurses through competency based orientation, continuous education, research and implementation of evidence based practice is significant to enhance role performance, the ultimate outcome of which are providing safe and quality care.

The essential objectives are:

- Facilitation of lifelong learning of nurses and to develop tactics to influence their professional growth.
- Enhance role performance and proficiency for various nursing roles through identifying required qualifications and competency framework.
- Provide competency educational programs to reflect clinical needs and contribute to quality nursing care.
- Support the dissemination and use of Evidence Based Practice through staff continuous education activities.
- Promote staff participation in scholarly activities and conducting of bedside nursing research.
- Maintain academic partnership with Nursing Colleges.

2. PRIMARY TARGET AUDIENCE

The key focuses are:

- The unit staff nurses delivering the clinical nursing care to our patients and families.
- Saudi national nurses.
- Collage of Nursing students and interns.
- The unit Clinical Resource Nurses (CRN) who are responsible for the clinical competencies and orientation of new and existing staff.
- Focused clinical practice support roles e.g. Pain team, HAPI team, Falls team.
- Clinical Nurse Specialists (CNS) who work across nursing units.



3. NURSING EDUCATION AND PROFESSIONAL DEVELOPMENT PROGRAMS

Staff education will be conducted through a variety of teaching methods including classroom workshops and blended learning (e.g. online learning followed by hands on application in the simulation lab), that will contribute positively to nursing knowledge and practice.

Orientation Programs:

- Nursing intern orientation
- Nurse Residency orientation
- General nursing orientation

Specialized programs:

- Stroke Program
- Specialized Pulmonary Program (Asthma)
- Neuroscience For Nurses
- Diabetic Program

Continuous Education

- Basic life support (BLS)
- N95 & PPE
- E-learning modules for professional self-development

SCFHS Programs:

- Emergency Care Nursing Diploma
- CSSD Diploma for Collage of science graduate

Staff Development Educational Workshops and Courses:

- Prevention of Pressure Ulcers & Wound Care
- Physical Assessment (Adult/ Pediatric)
- Pain Assessment (Adult/ Pediatric)
- Palliative Care and End of Life
- Moderate Sedation (Adult/ Pediatric)
- Patient Control Anesthesia
 - Epidural & Intrathecal Morphine
- Safe Blood Administration
- Tracheostomy Care
- Center Venous Access Devise Workshop
- Peripheral Venous Access Insertion
- Chemotherapy Provider Workshop
- Chemotherapy Management Workshop
- Preceptorship course
- ECG Monitoring
- Diabetic care (Adult/ Pediatric/ Obstetrics)

All educational activities conducted within Nursing Services will be run under the auspices of CNE. Educational activities will be developed and taught collaboratively with nursing education and Subject Matter Experts (SME) from nursing and non-nursing clinical staff and will reflect evidence based practice

Continued educational hours will be awarded to programs, courses and workshops in accordance with Saudi Commission for Health Specialties (SCFHS).



4. THE CENTER OF NURSING EDUCATION EDUCATIONAL PLAN (2018):

Nursing education has a great impact on the quality and standard of care provided by the nursing staff. In order to upscale our nursing staff and ensure that they are providing high quality of care to our patient the following plan will be implemented:

| OBJECTIVES | STRATEGY/ACTION | TIME FRAME | | | |
|---|---|------------|----|----|----|
| | | Q1 | Q2 | Q3 | Q4 |
| Develop a competency framework for Nurse Educators, CRNs, NMs and NS | <ul style="list-style-type: none"> Develop a standardized orientation for Nurse Educators, CRNs, NMs and NS Provide a professional development program in management and education | | X | | |
| Develop a standardized and structure orientation program for nursing staff | <ul style="list-style-type: none"> Expand general nursing orientation to incorporate core nursing educational workshops including skill validation Develop a standardized structured unit based orientation program based on time frames for competencies to be achieved Provide an ongoing skill validation for existing staff Review Clinical Residency programs | X | | | |
| Identify and develop specialized nursing programs in order to meet services needs | <ul style="list-style-type: none"> Conduct staff educational need assessment annually (as per Guidelines) Develop educational calendar every 4 month based on identified clinical needs Review current educational activities Develop educational activities based on need analysis <ul style="list-style-type: none"> Lunch and learn sessions BLS online Develop specialized programs e.g. pediatric & critical care courses E-learning module | X | X | X | |



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|---|---|---|---|---|---|
| Implement the Nursing Clinical teaching (NCTU) Units guidelines | <ul style="list-style-type: none"> Assess current unit NCTU status and identify units that needs improvement | X | | | |
| Establish a research database for all nursing research in collaboration with KAIMRC | <ul style="list-style-type: none"> Share result of Nursing research conducted during 2017 | | | X | |
| Provide staff education in research methodology and evidence-based practice | <ul style="list-style-type: none"> Collaborate with the CON to conduct the following educational activities <ul style="list-style-type: none"> Research Methodology How to Write An Abstract Evidence Based Practice | | X | X | X |

THE Center of Nursing Education plan will be rewired quarterly to measure progress and make modification as needed.

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