

A Focus on Nursing Partnerships: Developing our Workforce and Resources



**Pre-Conference Clinical Coaching Workshop:
March 23 & 24, 2010**

**Preceptor Workshop: Clinical Coaching
to develop Competence & Critical Thinking**

A two day workshop focused on the principles, tools and techniques that support experiential learning: advanced teaching/learning, communication, and interpersonal skills. This workshop provides a multidisciplinary approach to advanced, evidence-based programs and tools

Special Opportunity: *VNIP has received many requests from outside our region for a preceptor workshop that is scheduled on consecutive days. With this in mind and to make the most of the sessions scheduled for the Nurse Leadership Summit, VNIP has added a Clinical Coaching Workshop and Special Intensive Sessions to the schedule. This addition allows multi-tasking for healthcare workforce development. With this congruent scheduling, we invite you to join us for four full days of leadership and workforce development sessions.* This intensive conference provides a very condensed version of the 5-day Clinical Coaching Program Development Course within the schedule of the first three days. Tuesday and Wednesday evenings, the Preceptor Workshop will be supplemented by 2 hour sessions focused on **Utilization of the COPA Model** and **Incorporating Evidence-based Teaching and Learning**. Friday's session adds further topics and content in leadership and collaborative initiatives. The target audience for this special offer includes both VNIP site license holders and those that are considering their own evidence-based program development. A special program planning session will follow on Saturday - **attendance at this session is limited** to site license holders that arrange a VNIP Support Contract, contact sboyer@vnip.org for more info.

Held at the Grand Hotel in Killington, Vermont

Registrants are responsible for their own reservations and all costs of transportation and lodging. There is a special room rate of \$124 per night for this conference. The Conference rate is available through February 21, 2010. For lodging reservations please call the Grand Hotel directly at 800-282-9955 and identify that you are part of the Preceptor Workshop and/or Nursing Summit group. Check the Grand Hotel web site at http://www.killington.com/winter/groups/lodging/killington_grand/index.html for their reservation, cancellation policies and further details pertaining to staying in Killington, VT.

Rutland Airport is the closest airport to Killington. Colgan Air has several daily flights between Boston's Logan Airport and Rutland Airport. For those flying from other destinations, there are airports in both Burlington (approximately 1 hour 15 minutes away) and West Lebanon (about 45 minutes.) There is no regular shuttle service to Killington from any of these airports, so renting a car is your best option as it will allow you transportation flexibility once you're here.

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Agenda for Developing Workforce and Resources:

March 23	8:00 am to 4 pm	<p>Preceptor Workshop - day one</p> <p>Objectives: On completion of this program, the participant will be able to:</p> <ol style="list-style-type: none"> 1. Advocate for the resources needed to precept or coach in the clinical setting 2. Use clinical coaching plans, adapted to fit diverse learning styles, to develop reflective practice in the novice. 3. Distinguish the delegation/legal implications related to the preceptor &/or student/intern/orientee roles. 4. Provide feedback, along with other resources and specific skills needed for effective precepting or mentoring
	6 to 8 pm	<p>Evening Intensive: Utilization of the COPA Model – Moving from learning objectives to performance outcomes for competency expectations</p> <p>Participants will: Differentiate between learning objectives and performance outcomes. Practice writing performance outcomes statements for clinical competence.</p>
March 24	8:00 am to 4 pm	<p>Preceptor Workshop - day two</p> <p>Objectives: On completion of this program, the participant will be able to:</p> <ol style="list-style-type: none"> 5. Predict and prevent adverse outcomes from communication barriers and challenging issues 6. Foster critical thinking capability while developing and validating competent practice 7. Develop solutions that address the problematical experiences of coaching, mentoring &/or precepting. 8. Strengthen the team approach to development of students and new staff members
	6 to 8 pm	<p>Evening Intensive: Incorporating Evidence-based Teaching and Learning - To develop Critical Thinking, Nursing Judgment and Reflective Practice</p> <p>Participants will: Explore the rationale for current instructional systems. Create a work plan for utilization of evidence-based instructional strategies.</p>
March 25	10:00 am to 3 pm	<p><u>Select One of these Conference Workshops:</u></p>
		<p>Advanced Preceptor Development Courses § Anne Walker, MEd</p> <p>Presenting four topics for full-day advanced clinical coaching and leadership workshops. This session will offer an overview of the teaching plans, PP presentations, activities, and how to use them. Participation is limited to VNIP site license holders and each site may then select two of these courses as a part of their 2010 contract for annual site license renewal.</p>
		<p>Evidence-based competence development programs § Susan Boyer, MEd, RN, FAHCEP</p> <p>This intensive course will showcase the necessary supporting structures for developing clinical competency and the program components VNIP has found essential for success. Participants can apply the learned concepts to either adapt the VNIP framework and resources for their agency or to build a competency development system from scratch. Primary target audience is educators & managers from sites which have purchased a site license for VNIP resources. Secondary audience includes those that are seeking to develop an evidence-based system within their agency.</p>
		<p>Promoting Patient Safety through Special Cause Analysis § Mary Beth Edmond RN, MBA</p> <p>This workshop will focus on one aspect of a patient safety program; Special Cause Analysis. Participants will learn what constitutes a serious safety event and provide hands-on experience critiquing and completing the A4 Special Cause Analysis Tool.</p>
	5 to 6 pm	Poster presentations and reception
March 26	7:30 am to 4 pm	<p>Nurse Leadership Summit 2010</p> <p><i>Choices and schedule as detailed on next page:</i></p>

9:00 Keynote: *Oh, the places we will go! Leadership Transformation* § Anne Walker, MEd, VNIP
 Today's environment demands that all healthcare providers develop resilience, stamina and the ability to adapt quickly. Managing the complimentary polarities of manager and leader are key to successful adaptations to change, stability and renewal in the 21st century.

11:00 *Renewing the Spirit of Nursing!* § Ann Sossong, University of Maine
 Learn how the hospitals, university and college schools of nursing across the state of Maine came together to create the Maine Nursing Practice Consortium with the common purpose of promoting evidence-based practice.

1:30 Concurrent Sessions 1

- a. ***Maine Initiative: Embracing Evidence-Based Practice in a Rural State***
 Further detail and discussion related to developing evidence based practice on a state-wide basis.
 § Ann Sossong, University of Maine
- b. ***Mentoring program – Sharing the Journey of Developing Nursing Practice ©.*** Learn about the role of the mentoring process as it creates a seamless transition into practice and assists the seasoned nurse with career planning and discernment. Find answers for: How to plan a mentoring program? How to sustain a mentoring relationship?
 § Elizabeth Campbell, MSN, RN and Thomas Gunning, BFA, ASN, RN
- c. ***Emotional Intelligence and nursing: Creating the Link*** Explore your capacity to recognize feelings and emotional response; and their impact on motivating and managing both self and others. Developing emotional intelligence is an effective strategy for preventing nursing burnout, job dissatisfaction, turnover and intent to leave the profession.
 § Anne Walker, MEd

2:30 Concurrent Sessions 2

- a. ***Patient safety --- TeamSTEPPS*** The Joint Commission has cited communication failure as the top contributing factor in reported sentinel events. TeamSTEPPS is a powerful solution to improve patient safety within your organization. It can also strengthen communication & teamwork.
 § Margaret A. Crowley, RN, PhD, QI Specialist, NE Healthcare Quality Foundation
- b. ***Facilitating Student Nurse Summer Externships*** By creating student externships for Vermont nursing students, this project has provided additional clinical skill building at a time when clinical experiences have been reduced in the sophomore year at some schools.
 § Mary Val Palumbo, DNP, APRN, Vermont Center for Nursing, UVM and
 § Celia Cohen MSN, RN, FAHC, Burlington, VT

Contact Hours: An application has been submitted to the Vermont State Nurses Association, Inc. for each day of the full conference and for poster presentation attendance. Contact sboyer@vnip.org for more information about contact hours.

Registration: Complete form below and send to: VNIP – Nurse Leadership Summit, 289 County Road, Windsor, VT 05089

Registration fees. Special Four-day Conference Fee (Checks can be made out to the VNIP)

- § 390 – Vermont-based educators and clinical staff
- § 540 - If your agency holds a site license for VNIP resources
- § 690 - If employing agency is not a licensed VNIP site

Name _____ **Agency** _____

Address _____

Work role _____ **Specialty** _____

e-mail _____ **Phone** _____

To assist in planning space needs, please indicate the sessions that you plan to attend.

- Thursday**
 - Advanced Preceptor Development Courses*
 - Evidence-based competence development programs*
- Friday**
 - Maine initiative: Maine Medical – coalition of academic and practice for Evidence-based Practice*
 - Mentoring program – Sharing the Journey of Developing Nursing Practice*
 - Emotional Intelligence*
 - Patient safety – Team STEPPS*
 - Facilitating Student Nurse Summer Externships*