

Learning by experience - lessons from a Clinical Accreditation Program (CAP)

Kathryn den Hertog, Robyn Galway & Nicola Brown

the **children's** hospital at Westmead



What is a Clinical Accreditation Program

- ◆ Geography/
Demographics
- ◆ The Children's Hospital
at Westmead (CHW)
- ◆ Sydney Children's
Hospital (SCH)
- ◆ University of Technology
Sydney (UTS)
- ◆ History & Background





Purpose of a CAP

- ◆ Support the development of clinical competence and expertise in the care of infants, children & adolescents in acute settings particularly through working with children, adolescents and families and providing developmentally appropriate approaches to nursing care
- ◆ Provides a framework to support & capture the development of the participants' nursing expertise through experiential learning, reflection & competency based assessment
- ◆ Focused on **clinical** learning



Program Objectives

- ♦ Effectively coordinate and deliver nursing care that is person centred and therapeutic in negotiation and partnership with children, adolescents, families and other members of the health care team
- ♦ Analyses the nursing care of children and adolescents within a growth & development framework
- ♦ Critically reflects and evaluates the nursing care of children, adolescents and families in relationship to the development of own clinical expertise

2007 CAP Assessment Items & Figures

- Values statement
- Performance review documents
- Clinical case presentation
- Learning & assessment plans x 3
- Core clinical learning modules 1 & 2
- Reflective essay
- Portfolio

CHW	SCH
Offered to 50 New Graduate Nurses	Offered to 30 New Graduate Nurses
11 commenced	7 commenced
5 completed (45%)	3 completed (42%)
4 are currently enrolled in the post graduate certificate in 2008 (80%)	Nil enrolled in post graduate certificate in 2008



Learning outcomes: PARTICIPANTS

Opportunities & Achievements

- CAP & my portfolio development have changed the way that I see myself developing professionally. I can see changes in my current nursing practice because of what I have read, learnt & reflected in. I know I will continue to reflect on my experiences which will change my future nursing practice....
- Participation in this program has encouraged me to undertake further studies
- By doing CAP, I had much more direction and was better able to use my knowledge base and also gain confidence as a newly graduated nurse entering the workforce
- I was able to apply my research into the work environment. More confident; more conscious of family centred care



Learning outcomes: PARTICIPANTS

Challenges

- ♦ Very motivated & keen to start, however keeping motivation was hard, feeling burnt out to study so soon after university
- ♦ I often felt stress & anxious about the short timeframes & intimidated by the standards required for post graduate coursework
- ♦ I was worried that my skills or knowledge may be inadequate to pass the learning & assessment plans
- ♦ Stress trying to cope with full time work, studying and life outside of work..



Learning outcomes: FACILITATORS

Opportunities & Achievements

- ♦ Opportunity - developing a postgraduate subject in speciality
- ♦ Working in partnership - Hospitals & UTS
- ♦ Facilitating learning & development of CAP participants to increase awareness & apply knowledge - intellectually and in practice
- ♦ Supporting participants in their professional growth
- ♦ Supporting 80% at CHW participants to enrol in post graduate studies following completion of CAP
- ♦ Greater understanding of sustainable approaches to assessment & greater collaboration between both the hospitals and the tertiary sector
- ♦ Encouragement from senior staff to put program into place & enthusiasm of Clinical Nurse Educators

Learning outcomes: FACILITATORS

Challenges

- Own expectations / idealism & motivation to make it work
- Incorporating CAP into existing portfolio ► increase in workload
- Motivating the CAP participants to complete work ► low completion number
- Challenge between level of support to provide & encouraging adult learning
- Time & money resources ► implementing the program within the existing budget
- Experience of Educators & NUMs with post graduate marking
- Reassuring senior staff that workload would not increase for Clinical Nurse Educators

ORGANISATIONAL Opportunities & Challenges

Opportunities

- ◆ Collaboration & strong working relationships between CHW, SCH & UTS
- ◆ Development of a post graduate program in paediatric nursing

Challenges

- ◆ Budget
- ◆ Time
- ◆ Educator Development



The next step...

- Revision & modification for 2008
- 2008/ 2009 CAP offered Hospital wide to nurses:
 - ▶ The Children's Hospital at Westmead
 - ▶ Sydney Children's Hospital
- No longer exclusive to the New Graduate Program



Final Message

- ◆ Collaboration between Area Health Services & the tertiary sector leads to quality post graduate education & strong working relationships
- ◆ CAP can lead to a deeper learning about paediatric nursing & a skilled workforce
- ◆ Awareness of sustainable approaches to assessment

