Teaching Nursing Delegation through Simulation

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At the end of this presentation the learner will:

1. Summarize the importance of teaching delegation to nursing students.
2. Integrate delegation into simulations for Capstone students.
3. Relate the purpose of complex simulation scenarios in preparation for Capstone experiences.

*There is no conflict of interest for this presentation. Permission to use photos was obtained.*
Capstone Internship

- Senior 2 level:
  - 90 hours in large hospital
  - 36 hours in critical access hospital
- Work directly with preceptor
- Total management of patient assignment
- Work with other team members
- Develop time management, prioritization, and delegation skills
Background on Delegation

- **Delegation Definition**: ANA & NCSBN
  - Process for a nurse to direct another person to perform nursing tasks and activities.
- Skill set variation
- Key skill for survival in fast-paced, cost-efficient health care system
- Teaching delegation essential prior to Capstone internship
Delegation Principles (NCSBN)

- RN takes responsibility and accountability
- RN uses critical thinking and professional judgment
- 5 rights of delegation:
  - Task
  - Circumstances
  - Person
  - Directions and Communication
  - Supervision and Evaluation
Simulation in Nursing

- **Definition**: Active learning strategy to replicate the essential aspects of a clinical situation
- Safe environment to practice skills in complex scenarios
- Students receive similar scenarios
- Feedback readily available
- Observer role utilized
- NCSBN study supports up to 50% of clinical in simulation
Critical Thinking

- **Definition**: Interactive, reflective reasoning process of making a judgment about what to believe or do.
- Critical thinking required by practicing nurses to handle many complex patients with limited resources
- High-fidelity simulation helps acquire competencies necessary to practice in real-world environment
- Simulation helps develop critical thinking skills in nursing students
Teaching Delegation through Simulation Objectives

At the conclusion of the simulation the student will be able to:

- Identify the role of the primary RN and the LPN.
- Delegate appropriate tasks to the LPN.
- Prioritize client care and delegation tasks.
- Participate in the observer role and provide valuable constructive feedback to their peers.
Building Communication and Prioritization Skills
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- The students draw for the role of the RN and LPN
- The students then receive report, and begin their morning medication passes and assessments.
- While the students work on morning medication passes and assessments EMS arrives with a patient in the ER.
- The RN and the LPN then have to work as a team to manage both patients, and prioritize cares and problems as they arise.
Teamwork and Delegation
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**Scenarios:**

- Hypothermia
  - Middle aged homeless man found by a good samaritan.
- Overdose
  - Post cholecystectomy, found at home with empty medication bottle.
- COPD
  - Current smoker, with possible infection.
- Asthma
  - Acute exacerbation.
Sim Man Teamwork
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This simulation involves alternating standardized patients:

- Trained experienced standardized patients
  - Post Chemo neutropenic patient
  - Post total knee replacement
- require acute intervention due to one of the following:
  - medication error from previous shift
  - pain
  - nausea
  - itching
Standardized Patient
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- Two students are also in the observer role.
- The students will watch and take notes of actions the students in the simulation are doing well and areas of improvement.
- The observer role students will switch and participate in the simulation, but the simulation they participate in will be different from what they observed.
Observer Role
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Debriefing for Meaningful Learning Model

- debriefing concluded after each pair performs and observes
- focus is on learning and not right and wrong
- students write a self-debriefing
- self reflection for future simulations
- facilitated by an experienced faculty member
- faculty member concept maps all four scenarios
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Grading Rubric

- Students graded based on actions and team work, not right and wrong.
- Time Management
- Prioritization of cares
- QSEN Competencies incorporated into the grading rubric
  - Patient centered care
  - Teamwork and collaboration
  - Patient safety
Implications for Nursing

- Provides students opportunity to practice delegation, teamwork, prioritization, and communication prior to Capstone internship
- Develops confidence regarding delegation
- Preceptors in internship spend less time teaching these skills
- Allows leadership abilities to emerge
Questions


