Evaluating Facilitator Competency: Using A Rubric To Identify Faculty Development Needs

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Disclosures

• Conflict of Interest
  • Kim Leighton, Vickie Mudra, and Gregory Gilbert report no conflicts of interest
  • Julia Greenawalt (INACSL Conference Administrator & Nurse Planner) reports no conflict of interest
  • Leann Horsley (INACSL Lead Nurse Planner) reports no conflict of interest

Successful Completion
• Attend 100% of session
• Complete online evaluation
Learning Outcomes

Upon completion of this educational activity, participants will be able to:

1. Identify components of the Facilitator Competency Rubric (FCR)
2. Discuss how select variables correlate with FCR scores
3. Use a tool to evaluate behaviors indicative of various levels of competency as a facilitator
4. Prioritize facilitator development needs based on responses to the FCR items
Overview of FCR

• Background
  • Need to evaluate training but no tool existed

• Purpose
  • Identify competent facilitators and provide adequate resources to others

• Theoretical Framework
  • Benner’s Novice-to-Expert Theory

• Foundation
  • INACSL Standards of Best Practice: Simulation
Tool Development

• Identify Concepts
  • Preparation, Prebriefing, Facilitation, Debriefing, Evaluation
• Identify Components
• Presentations and Feedback
  • Conferences, workshops
  • Expert panel
• Compression of Levels
• Use of Likert-Scale
• Data Collection and Analysis
Using the FCR
Prioritizing Facilitator Development Needs