



Parkland

Lifelong Learning through Mobile Reflection at the Stretcherside

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About Parkland

- Level 1 Trauma, Safety Net, Public, Academic Medical Hospital affiliated with UT Southwestern Medical Center
- Busiest ED in the United States
- ~200,000 ED visits per year
- ~300 FTE Nurses in the ED

Background

- *The National Academy of Medicine (NAM) recommends that nurses are engaged in lifelong learning*
- *Turnover rates are higher among millennial nurses*
- *ED nurses are more affected*
- *Reflection and critical reasoning can equip clinical nurses with skills, competencies and knowledge to advance in nursing leadership*
- *Project aligned with Parkland's Nursing Strategic Plan : New Knowledge, Innovations & Improvements*
- *Impact lifelong learning process to effective leadership development at the stretcherside*

Study Aims

- *Does reflection increase critical reasoning in Millennial Nurses in the ED?*
- *Will mobile journaling as a stretcherside tool encourage critical reasoning through reflection to grow young leaders?*
- *Retain millennial nurses in the workforce longer than 3 years into early leadership roles?*

Methodology

- Obtain leadership support and buy in
- Study population included:
 - Cohort A: ED Nurse Residents who have graduated successfully from program and have remained in the department up to two years
 - Cohort B: ED Nurse Residents who have just completed the program, less than three months
 - Cohort C: ED Nurse Residents who will complete the program within three months
- Convenience sample of 15 volunteers from each group
- ED Nurses born between 1988 and 1995
- Pre and post surveys in July 2017 and September 2017
- Voice App (mobile app) used at the bedside
- Participants responded to open ended questions in survey and reflection at the stretcherside

Data Analysis/Results

Pre-Survey Results: n=14

- 75% Computer savvy or experts
- 86% interested in leadership roles
- 83% interested in pursuing further education

Participants feedback

“The mobile app was very easy to use”

“One thing that I have noticed is that I don’t use the app as much as I had hoped. I find myself reflecting with my preceptor in person and forgetting to use the voice app, then by the time I am home I don’t use the app at all. I know the purpose was reflection with the app but I seem to find better outcomes and actual reflections in person talking with my preceptor.”

Post-Survey Results: n=10

- 100% Computer savvy or experts
- 90% interested in leadership roles
- 80% interested in pursuing further education



Conclusions

- This out of the box innovation to transition millennial nurses into early leadership applies technology, and leadership skills through reflective journaling
- It also provides stability and performance feedback through lifelong learning experience with Nursing Educators and Preceptors
- Method needed to retain Millennial Nurses, seeking leadership positions, in the system

Lessons learned

- The app is free and easy to use
- The participants preferred face to face interaction and feedback as compared to the app

References

Available upon request

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Voice Notes App

