

**Evidence Based Staff Development Strategies To Create Measure And Refine Your Program**

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Consider "representative voices"--openly asking certain attendees to represent a group of stakeholders. Use a timed agenda to invite certain people for part, but not all, of the meeting. Keep your meetings lean and deliberate. Avoid defaulting to one-hour meetings out of habit.

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with the help of evidence based staff development strategies to create measure and refine your program your educators will immediately be able to determine how their services impact the organization how to use objective evidence to revise their services and how to demonstrate return on investment Evidence Based Staff Development Strategies To Create

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With the help of Evidence-Based Staff Development: Strategies to Create, Measure, and Refine Your Program, your educators will immediately be able to determine how their services impact the organization, how to use objective evidence to revise their services, and how to demonstrate return on investment. Using evidence-based practice to provide effective staff education can also strengthen your ANCC Magnet Recognition Program® application.

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~~Strengthening Evidence-Based Development~~  
Evidence-based staff development : strategies to create, measure, and refine your program / by: Avillion, Adrienne E. Published: (2007) Nursing staff development : strategies for success / Published: (1996)

~~Staff View: Evidence-based staff development~~  
Bringing evidence-based practice to the world of staff development Evidence-based practice is becoming the standard across all areas of nursing for improving patient outcomes and quality of care. With an increasing focus on cost-containment and accountability in staff development, it is critical that staff educators learn to use evidence and measurable results to justify and improve their ...

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This training resource is a professional development career ladder for nursing professional development specialists and educators at any experience level. Whether you are new to the profession or a seasoned veteran, this book provides all the steps you need to progress professionally or chart the professional development of your staff.

Nursing Professional Development: A Practical Guide for Evidence-Based Education Adrienne E. Avillion, DEd, RN Nursing Professional Development: A Practical Guide for Evidence-Based Education is written with the busy professional in mind! It offers nursing professional development specialists, unit-based educators, staff development specialists, and nurse educators a concise, actionable resource for how to structure, teach, and evaluate training programs, using basic best practices in professional development. This how-to guide is grounded in research without bombarding the reader with dozens of citations. Nursing Professional Development: A Practical Guide for Evidence-Based Education offers even the newest staff development professional or unit-based educator quick and easy guidance on the role. This book provides professional development practitioners with simple guidance to help them: Measure the effectiveness of their education and training Understand adult learning principles to appeal to all age groups and all styles of learners Motivate learners, no matter how reluctant Base education on evidence-based practice Every discipline in your facility can benefit from this book. It includes electronic tools and templates that educators can download and immediately incorporate into practice, using them to document and assess their training methods and plan activities based on the different learning styles of their audiences. This book will help you: Implement ideas for dealing with some of the big issues, including getting buy-in, working with different learning styles and professions, and assimilating new technological approaches Teach, evaluate, and use best practices in healthcare professional development Structure, teach, and evaluate training programs Table of Contents Introduction Unit 1: Foundations Chapter 1: Evolution of Nursing Professional Development Chapter 2: Departmental Structure Chapter 3: The Evolving Roles of the Nursing Professional Development Specialist Chapter 4: Using History, Politics, and Healthcare Trends to Prepare for the Future Unit 2: Teaching Adults Chapter 5: Principles of Adult Learning Chapter 6: Identifying Learning Styles Chapter 7: Teaching Multigenerational Learners Unit 3: The Evidence-Based Department Chapter 8: Elements of an Evidence-Based Practice Nursing Professional Development Department Chapter 9: Using Evidence as a Basis for All Nursing Professional Development Activities Chapter 10: Assessing the Effectiveness of Education Unit 4: Teaching Strategies Chapter 11: Selecting the Proper Teaching Methodology Chapter 12: Resourceful Teaching Strategies Chapter 13: Meeting the Needs of Novice to Expert Learners Unit 5: Nursing Professional Development Challenges Chapter 14: Managing Resistant Learners Chapter 15: Orientation Chapter 16: Mandatory Education Chapter 17: On-the-Job Training Chapter 18: Continuing Education Chapter 19: Challenges Relating to Preceptor and Mentor Programs Chapter 20: Incorporating Elements of Cultural Diversity in Education Chapter 21: Ethical and Legal Aspects of Nursing Professional Development Practice If you would like to find out about the availability of nursing contact hours on this or any other HCPro nursing book, please visit our Continuing Education information page, here: http://www.strategiesforursemanagers.com/nursing\_contact.cfm

NURSING STAFF DEVELOPMENT is a concise, practical text and reference that discusses the conceptual foundations of staff development, assesses the current status of the field, and provides information useful for designing, conducting and managing staff development programs. This edition reflects new trends in health care reorganization and resulting changes needed in staff development. It also provides expanded coverage of the certification process.

End your struggle to assess, validate, and document the competency of your nurses. Assess nurses in five key specialties Now you don't have to spend time researching evidence-based competencies to assess your nurses skill sets! Author Barbara A. Brunt, MA, MM, RN-BC, has taken her best-selling toolkit and cited each competency with solid, reputable evidence, so you can benchmark your staff against industry standards. "Evidence-Based Competency Management System: "Toolkit for Validation and Assessment, "Second Edition, ensures you have everything you need to meet and exceed evidence-based competency requirements. This binder and CD-ROM pair is a complete evidence-based competency program created specifically for assessing, validating, and documenting the skills of your nurses. You'll find proven tips and strategies for effectively evaluating the training needs of your staff. This toolkit will bring you the evidence-based solutions you need to ensure safe patient care in the: Medical-surgical unit Operating room Emergency department Obstetrics unit Intensive care unit What's included? This proven and easy-to-use resource provides: 206 evidence-based competency skill sheets, plus 29 role-related checklists we've done the work for you by putting together ready-to-use assessment skill sheets 150 pages of invaluable information to help you develop or revamp your competency assessment program Best practices for selecting annual competencies for validation The Competencies Analyzer spreadsheet to help you document and track staff skills A CD-ROM containing each skill sheet ready for you to implement or customize for use in your facility today "Evidence-Based Competency Management System: "Toolkit for Validation"and Assessment, "Second Edition, is jam-packed with expert advice to help you: Schedule and organize competency assessments Develop an evidence-based competency assessment program Recognize the differences between mandatory annual training and competency validation Maintain a consistent validation system Keep up with new competencies Table of Contents at a glance: Chapter 1: Why is competency validation required? Chapter 2: What is competency validation? Chapter 3: Include competency validation in job descriptions and the performance-evaluation process Chapter 4: Train staff to perform competency validation Chapter 5: Keep up with new competencies Chapter 6: Using your skills checklistsLearning objectives: Design a competency plan to effectively assess employee competence Identify advantages of competency-based education Describe methods of validating competencies Recognize the benefits of incorporating competency assessment into job descriptions and performance evaluation tools Discuss the key elements required of performance-based job descriptions Develop a training program to train staff to perform competency assessment Maintain consistency in a competency validation system Identify steps for effective program documentation Recognize the essential qualities needed by competency assessors List potential categories for new competencies Identify best practices for implementing new competencies Discuss dimensions of competencies Differentiate between orientation checklists and skill checklists "

Given the culture of accountability in the current educational context, school leaders continue to seek effective strategies that will improve the quality of teaching and learning in the classroom. Professional development is often viewed as a strategy that can positively influence teacher performance. Despite the best efforts to design professional development that will facilitate change in teachers' practice, the structures most commonly used for professional development, school leaders are unable to determine the return on investment due to a lack of evidence that new learning transferred into classroom practice. This action research case study sought to inform the use of evidence-based professional development design to produce measurable change in teacher practice at an elementary school in a large urban school district. The following research questions guided this study: 1. How do teachers perceive professional development opportunities at WES? 2. What impact does an evidence-based professional development framework have on the transfer of new learning to classroom practice? 3. What does an Action Research team learn as they work to design sustainable, evidence-based professional development experiences that meet state reporting requirements? In order to examine the research questions, a dual-role researcher led an action research team through the creation, implementation, and evaluation of an evidence-based professional development framework to measure its impact on learning transfer into classroom practice. Findings indicate that an evidence-based professional development framework can have a positive impact on learning transfer into classroom practice when it is designed with the end in mind and planned to facilitate the collection of evidence.

Learning Styles in Nursing Education: Integrating Teaching Strategies Into Staff Development Adrienne E. Avillion, D.Ed, RN As of June 20, 2014, contact hours for nurses are no longer available with this product. Meet the diverse needs of adult learners. In today's hectic nursing environment where education must be provided quickly, efficiently, and effectively, staff development specialists need to employ a variety of teaching methods to meet the diverse needs of adult learners. "Learning Styles in Nursing Education: Integrating Teaching Strategies Into Staff Development" delivers strategies to help educators correlate their teaching methods with nurses' various learning styles to achieve optimal educational outcomes. This unique book and CD-ROM provide practical, cutting-edge information to help staff development specialists identify learning and teaching styles and understand various adult teaching/learning philosophies so they can develop and use best practices in education techniques. This resource teaches educators how to: Recognize the differences among various learning styles Employ strategies to effectively teach adult learners across all learning styles Train learners to deal with test anxiety Help learners prepare for and successfully deal with testing situations Table of contents Chapter 1: Perspectives of Adult Education and Their Influence on Education Delivery Chapter 2: Adult Learning Styles and Their Influence on Teaching and Learning Strategies Chapter 3: Education Strategies to Meet the Needs of Adults with Different Learning Styles Chapter 4: Merging Research and Evaluation to Assess the Effect of Education Chapter 5: Developing Effective Study Habits and Test-Taking SkillsLearning objectives Summarize the characteristics of various perspectives of adult education Identify teaching strategies that correspond to various perspectives of adult education Describe the characteristics of various adult learning styles Identify teaching strategies that correspond to various adult learning styles Develop education offerings to meet the needs of people with different learning styles Explain how to implement education programs to strategically meet the needs of people with different learning styles Describe possible research projects to measure the effect of education based on learning styles Recall techniques to evaluate the effect of education Describe study strategies appropriate to the various learning styles Identify strategies to successfully cope with different types of examinations Intended audience Staff development specialists Directors of education Staff educators Nurse managers

Discover how award-winning schools advance students' learning through technology! A companion to the best-selling Leading 21st Century Schools, this inspiring book profiles eight visionary schools and how they approach technology. Hear directly from the principals, teachers, superintendents, and other educators involved as they describe their strategies for: Becoming a school culture that embraces technology and 21st century skills Creating a 21st century classroom, including new instructional approaches and professional development opportunities Selecting the right technology strategy, infrastructure, and devices Managing costs through funding and budget strategies Measuring progress through effective use of data

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