

How can you promote critical thinking?

- Utilize case scenarios to facilitate small group work discussion
- Promote an environment of learning from mistakes
- Discuss critical incidents
- Ask participants to:
 - Analyze the situation
 - Determine a possible course of action
 - Make decisions with evidence-based rationale
 - Suggest alternative approaches
 - Problem solve interventions

GPEP services:

- Care review and care plan development (1-2 hours)
- Facilitation of 16 Care for Elders Modules (developed by Dr. Donnelly- 2 hours each)

GPEP education sessions:

(1-3 hours)

- Dementia
- Depression
- Delirium
- Abuse Prevention
- Responding to Anxiety, Agitation and Aggression
- Schizophrenia

- Personality Disorders
- Obsessive Compulsive Disorder
- Communicating with Persons with Dementia
- Pain and Palliative Care in Dementia
- Sexual Behaviour and Dementia
- Bathing Strategies

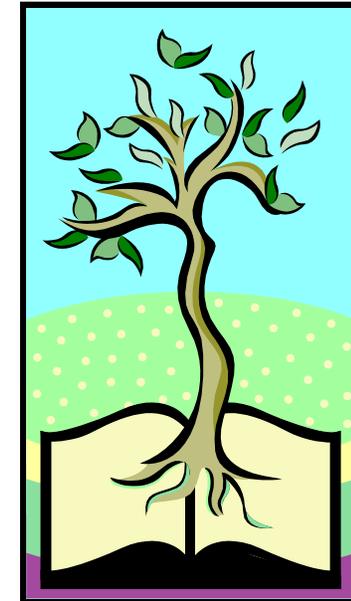
How do I find out more?

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Sustaining Education in Your Facility



Tell me and I forget. Teach me and I remember. Involve me and I learn.

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Vancouver

Why is sustainability an important issue?

Providing educational opportunities for staff is a costly endeavour. Research indicates that there is little evidence of improvement in practice without interventions that reinforce and support the integration of new knowledge into practice.

This brochure will give you ideas on how you can support a culture of best practice in your facility and sustain the new learning that your staff gain from educational opportunities.

What is unique about Adult Learners? They are:

- Self-directed and autonomous
- Have an accumulation of life experiences and knowledge
- Goal-oriented
- Practical
- Critical thinkers

What sustains learning at work?

- Motivation- material must be relevant to their practice
- Reinforcement- positive feedback
- Retention- opportunity to practice new knowledge
- Transference- action plan as to how to integrate knowledge into practice and overcome barriers

Barriers to Integrating new Information:

- Lack of follow-up support
- Lack of opportunity to practice/ apply new skills in work situations
- Learners remember:
 - 10% of what they read
 - 20% of what they hear
 - 70% of what they discuss

Characteristics of Healthy Learning Environments:

- Non-threatening environment
- Learner directed
- Allow staff to reflect on their experiences
- Supportive of new ideas
- Acknowledge learner contributions

What can you do to help?

Find opportunities to engage your staff in what they have learned:

- Create a culture in your facility that embraces educational advancement and evidence-based practice
- Develop an inventory of what your staff want to learn
- Be a visible leader in endorsing and promoting education in your workplace:

- Review content regularly in staff meetings
- Attend education sessions
- Apply content at case conferences
- Create an education board in your staff room
- Insert education material with pay stub
- Develop contests with prizes based on educational material
- Create incentives for staff who attend education sessions on their own time (redeemable points/prizes) or education passports
- Keep an inventory of education that staff have attended
- Incorporate “champions” in your workplace into the facility’s education plan
- Reinforce education on the units
- Highlight Clinical Practice Guidelines
- Use incident reports as a an opportunity to provide education
- Identify barriers to transfer of knowledge into practice
- Determine staff support needs to overcome barriers