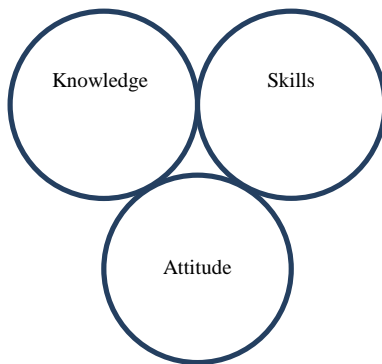


Introduction:

The Nursing Quality, Research and Education Department has the overall responsibility for providing comprehensive educational services that promote nursing staff development at all levels via formal classroom education, clinical bedside education, and consultation. The foundation for our nursing education model at UC Irvine Medical Center is our Nursing Philosophy. Our philosophy of nursing is operationalized by the Shared Governance Structure and the Relationship Based Care Model which serves as the starting point for our comprehensive educational program. The education services promote nursing competency through competency based orientation programs and continuous staff development that focus on interpersonal skills, technical skills, and critical thinking skills. Inherent in all educational programs at UC Irvine Medical Center is career enhancement through professional practice development and patient safety.

Purpose:

Improving patient outcomes and enhancing best nursing practices are met through the utilization of both Clinical Educators and Clinical Nurse Specialists. Clinical Educators core competencies are facilitation of learning, development of assessment and evaluation strategies, curriculum development, and change agent and leader. The Clinical Nurse Specialists core competencies are clinical expertise, collaboration, consultation, education, research, and leadership activities.

Educational Philosophy:

Educational activities provide an important part of the foundation for achieving the mission and goals of UC Irvine Medical Center. Nursing education is based upon an evidenced based competency model and adult learning theory, where skill acquisition is described by utilization of the Novice to Expert Theory. Competency is defined as an individual's actual behavior in the work situation and how well knowledge, skills, and attitudes are demonstrated in a given role setting. Competencies are used to identify essential, or necessary, skills for job performance. Competency based practice focuses on the

ability of nurses to provide safe, consistent care to patients. Performance is measured against valid, reliable, and objective evaluation criteria along with nurse self-evaluation of their competency by utilizing the novice to expert continuum. These criteria ensure that standards of nursing practice and standard of professional performance are realized in all realms of nursing practice.

Needs Assessment:

Learning needs are categorized by technical skills, critical thinking skills/professionalism, and interpersonal skills and can be identified in a number of ways as described below:

- A. Population and Treatment Changes
- B. High Risk/Low Volume and Problem Prone Patient Care Processes
- C. Performance Improvement Data
- D. Quality Assurance Data
- E. Research Protocols
- F. Staff Development
- G. Staff Identified Educational Needs
- H. Regular
- I. Other methods

