



# EDUCATIONAL DEVELOPMENT

**Make Training Meaningful**

# Objectives

- Identify ways to assess educational needs
- Describe development of learning objectives
- Describe process to develop and organize agenda and content
- Identify various approaches to education (written, hands on, classroom, etc.)
- Describe importance of evaluation process for educational events

What is the need? How do you know?

**Needs assessment**

**Survey**

**Identified problem**

**Competencies**

# Understand Your Audience

- Physicians
- Nurses
- Board Members
- Community
- One topic might require more than one presentation
- Things to consider
  - Educational background
  - Understanding of subject matter
  - Type of teaching most suitable

You know  
the need,  
you know  
the  
audience.  
Now what?

### Set your goals

- General statement of purpose
- What participants will gain
- What they will be able to do when education completed

### Develop learning objectives

- Learner centered
- Clearly identify what participants will be able to accomplish at the end of presentation
- NOT the full agenda
- NOT objectives of the presenter

- Our Quality Improvement Bootcamp is appropriate for quality leaders, nurse managers, or other staff who assist with quality improvement or wish to learn more about quality. Topics will include basics of quality improvement, defining and presenting data, how to establish effective teams, and more! Upon completion participants will have the basic understanding of quality improvement and how to better participate in and assist with improvement projects.

## Statement of Purpose

# Learning Objectives

Use action verbs - list, complete, describe, Identify....



Avoid non-specific verbs – understand, know, be comfortable with, recognize

How would you measure these?

How would they demonstrate knowledge?

# Examples:

- Upon completion participants will be able to:
  - List supplies needed to make PB&J
  - Identify four uses for duct tape
  - Recognize the difference between vanilla and chocolate ice cream



# How will training be delivered?

Is written education with post test appropriate?



Will a video be more helpful?



Does this require hands on competency



Are multiple delivery methods required?

# Logistics



IS IT INDIVIDUAL  
TRAINING OR A  
GROUP?



IF A GROUP, WILL IT  
BE SEVERAL  
GROUPS OR ONE  
BIG ONE?



DIFFERENT SHIFTS?



HOW LONG WILL IT  
TAKE?



WHAT SUPPLIES ARE  
NEEDED?



HOW TO TRACK  
ATTENDANCE?



WILL YOU PROVIDE  
FOOD?



REGISTRATION?

# Evaluation

What went well?

What could be improved?

How were facilities?

Did they learn what they thought they would learn?

Did they have unanswered questions?

What other needs do they have?

Anything else that would be useful? Other topics of education?



# Debriefing

- **Instructors reflect on training**
  - **What went well?**
  - **What could be better?**
  - **What was left out?**
  - **Do they think it was effective?**
  - **How to get better engagement?**

# Homework

1

**Identify small task that you are proficient at**

- Making jello
- How to make ice cream sundae
- How to make peanut butter and jelly sandwich

2

**Develop brief statement of purpose**

3

**Develop at least 3 learning objectives**



QUESTIONS?