Simulation Faculty Development:
A three level facilitator development guide for training and tracking your simulation faculty.

Rosemary Macy, PhD, RN, CNE, CHSE
Learning Objectives

Participants will be able to:

• Describe three levels of training used to initiate and maintain faculty development skills at a simulation center.
• Describe evaluation and tracking mechanisms for developing and maintaining expertise in healthcare simulation facilitation.
• Describe how faculty development standards can be applied to faculty at the learners own center.
Introduction of Faculty

Rosemary Macy PhD, RN, CNE, CHSE

- Simulation Faculty Development/Curriculum Facilitator
- Chair of Simulation Team
- Simulation Faculty Level 3
Why Create a Facilitator Development Guide?
Evolution of the Development of a Faculty Development Program

- 2007 Pre-licensure program Idaho technology grant
- Facilitators received training from
  - Attending conferences
  - Sim consultants
  - Online modules
- 2009 Developed stipends – faculty partnered with experienced sim faculty to develop, pilot, deliver and facilitate a simulation.
- 2010 Decided to develop a mechanism for sim facilitators to meet a minimum set of criteria before faculty could independently facilitate a simulation.
Evolution of the Development of a Faculty Development Program

• 2011 Training all faculty who did the stipend and other faculty from other disciplines. Discussion on needing a core group of faculty to do simulation not everyone that is assigned/available.

• Recommended only 3-5 core sim faculty to do all the simulations.

• 2012 Creation of the faculty document came about with the 3 levels, each level demonstrating more expertise in simulation methodologies. At minimum, faculty facilitating a simulation must complete level 1.
Simulation Facilitator Development Guide

Level #1 Requirement –

*Faculty must reach level #1 development before independently facilitating/debriefing simulations.

<table>
<thead>
<tr>
<th>Facilities</th>
<th>Signature</th>
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<tbody>
<tr>
<td>Tour College of Health Sciences Simulation Center</td>
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<td>Tour practice labs</td>
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<td>Simulation Center General Use</td>
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<tr>
<td>Orientation to scheduling, policies/procedures, and roles/responsibilities</td>
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<tr>
<td>Orientation to the HPS (manikins), and SP (standardized patients)</td>
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<td>Orientation to DRP (deliberate repetitive practice)</td>
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<td>Orientation to OSCE (objective structured clinical exam)</td>
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<td>Orientation to control room/data capture system</td>
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<td>Orientation to debriefing rooms</td>
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<tr>
<td>Review simulation center ground rules, FERPA</td>
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Control Room
Orientation to the Manikin
Debriefing Rooms
## Simulation Facilitator Development Guide

### Level #2 Requirements

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<tr>
<th>Simulation Scenario Development Process</th>
<th>Signature</th>
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<td>Complete the three level 200 online free simulation modules from the University of Washington’s Center for Health Science Interprofessional Education, Research and Practice website: <a href="http://collaborate.uw.edu/faculty-development/teaching-with-simulation/basic/sim-101/sim-101-introduction-to-clinical-simulation">http://collaborate.uw.edu/faculty-development/teaching-with-simulation/basic/sim-101/sim-101-introduction-to-clinical-simulation</a></td>
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<tr>
<td>Write a simulation scenario, pilot scenario, and revise w/ mentoring from the Simulation Faculty Development/Curriculum Facilitator.</td>
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Free Online Simulation Modules

http://collaborate.uw.edu/faculty-development/teaching-with-simulation/teaching-with-simulation.html-0

Teaching with Simulation

Improve communication and patient safety by incorporating simulation into curriculum and clinical settings.
**Facilitating a Simulation Scenario**

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<th>Facilitate one simulation with mentoring and feedback (DASH) from a faculty facilitator trained in the DASH tool. Complete the DASH facilitator self-assessment.</th>
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**Professional/Dissemination Activities**

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<tr>
<th>Member of the SON and/or COHS Simulation Team</th>
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<tr>
<td>Submit a simulation related journal article/conference abstract.</td>
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<td>Hold membership in a professional simulation organization.</td>
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<td>CHSE certification</td>
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Professional/Dissemination Activities

- Publishing
- Presenting at conferences
- Reviewing for journals
- Preparing and conducting research proposals
- Attending /assisting with conferences and additional training
Sim Faculty Facilitator Evaluations

DASH (Debriefing Assessment for Simulation in Healthcare) Tool from The Center for Medical Simulation

Student Qualtrics surveys created by the simulation center coordinator. from Qualtrics Survey Software
http://www.qualtrics.com
Benefits of Assuring Competencies of Simulation Facilitators

• Structured guide for facilitator development
• Increased faculty satisfaction and commitment
• Improved student evaluations
Certification/Accreditation

• Certification
  – Requirement for 2 simulation program positions
  – Expectation of administration for other faculty
  – Financial support by administration

• Accreditation
  – Boise State College of Health Sciences Simulation Center accredited in 2013, renewal 2018
  – Factor in grants, student recruitment, on-going operational support
Continuous Improvement

• Continued training
  – Monthly and annually
• Frequent peer observation
• Review of simulations
• Review of debriefing methods
• Addition of students to the simulation team
Pros and Cons of Our Model

- Dedicated simulation faculty
- Clinical instructors attend simulation activities
- Teamwork

- Struggle of content expert versus simulation expert
- Requires effort to ensure understanding of the simulation process
- Debriefing education
Resources and costs

- Boise State-like model
  - Low external cost
  - Faculty/staff intensive
  - Requires admin support
- Conferences
  - Travel and registration expenses
  - One time training
- Fellowships
  - Moderate to high cost
  - Limited enrollment
  - Year-long engagement
- Formal University coursework
  - 1-2 year engagement
  - Certificate vs full masters program
  - Cost varies
  - Online and/or in person
Resources and costs continued

- In person courses
  - Wiser, Center for Medical Simulation, California Simulation Alliance
  - One time training

- Online courses, webinars
  - Variable cost
  - Resources University of Washington, NLN, NLN SIRC, INACSL, IMSH
Take Home Points

Simulation Faculty Development Model ensures:

• Resources are available
• Simulation experts guide all experiences
• Best practices incorporated – High quality simulation
• Maintenance of standards – INACSL, SSH
References


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*Please send me an email if you would like a copy of the Simulation Facilitator Development Guide

THANK YOU!