

Wading through the weeds of needs



DISCOVERING THE GAP THROUGH NEEDS ASSESSMENT

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Objectives

- ▶ State the key goals of needs assessments in simulation
- ▶ Describe the essential components of a needs assessment
- ▶ Demonstrate appropriate use of a needs assessment tool

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What is a needs assessment in simulation?

- ▶ Addresses the who, what, where, when, how
- ▶ Uncovers the educational need or gap
- ▶ Determines if simulation is the best learning modality
- ▶ Provides clear outcomes and objectives for simulation
- ▶ Defines measures of success

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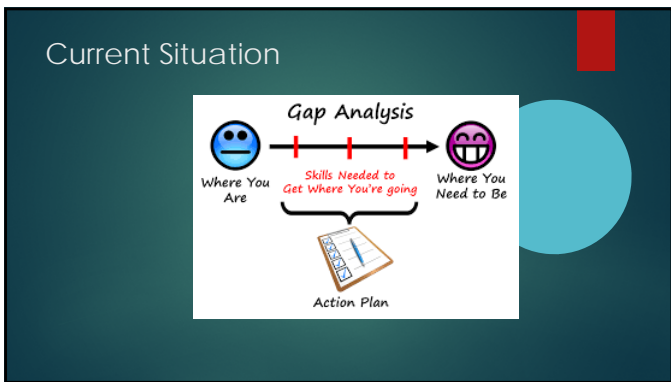
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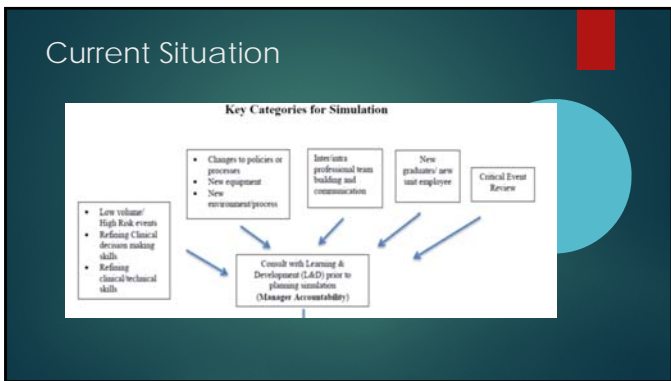
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### Relevant Background Information

- ▶ Previous training on topic
- ▶ Previous methodology
- ▶ Barriers to simulation modality
- ▶ Manager support
- ▶ Funding/ROI




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### Key Stakeholders

- ▶ Leaders, groups, individuals, subject matter experts




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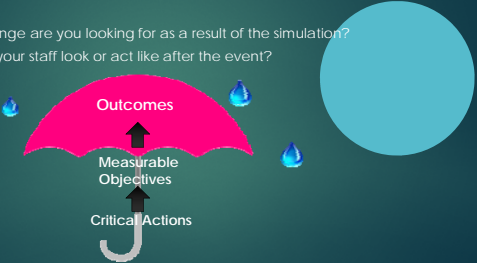
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### Desired Outcomes

- ▶ What change are you looking for as a result of the simulation?
- ▶ What will your staff look or act like after the event?




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### Scope

- ▶ Audience/Learner
- ▶ Timeline
- ▶ Location
- ▶ Facilitators
- ▶ Support




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### Simulation Experience

- ▶ Experience designing, facilitating or debriefing simulations?
- ▶ Simulation training




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### Initial Recommendations

- ▶ Is Simulation the best modality?
- ▶ Education or a performance issue?
- ▶ Provision of new/repeated information
- ▶ Simulation Based Scenario? Sim Lab or Insitu? Mannequin or Hybrid? Simulated patient? Return Demonstration? Mixed modalities?

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### Simulation Resources/Training

- ▶ Simulation Training
- ▶ Support
- ▶ Resources

**Sim Facilitator Training at Allina Health**  
 Simulation training=8.5  
 Observe simulation=4 hrs.  
 Facilitate with support=8 hrs.  
 Total training time=20.5 hours

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### Measures of Success

- ▶ Learning/educational outcomes
- ▶ Program outcomes
- ▶ Patient outcomes




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### Organizational Alignment




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Needs Assessment Tool

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It's your turn!

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References:

- ▶ Burk, G.J. (2008). Forecasting instead of reacting to educational needs. *Journal for Nurses in Staff Development*, 24(5) 226-231.
- ▶ International Nurses Association for Clinical Simulation Board of Directors. (2011). Standards of Best Practice: Simulation. *Clinical Simulation in Nursing*, 7(4S), S1-S19.
- ▶ Johnston-Hanson, K. (2012). Nursing department education needs assessment. *Journal for Nurses in Staff Development*, 28(5) 222-224.
- ▶ Palaganas, J., Maxworthy, J., Epps, C., & Mancini, M. (2015). *Defining Excellence in Simulation Programs*. Philadelphia: Wolters Kluwer.
- ▶ Plicher, J. (2016). Learning needs assessment. *Journal for Nurses in Professional Development*, 32(4), 185-191.

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