Dedicated Education Units:  
Sustainability Issues and Strategies

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Sustaining a DEU is a critical component of implementation.
Every academic partnership faces challenges to sustaining change.
Organizational and cultural dynamics can impact commitment to the DEU concept.
Partnerships are supported by continuous communication and quality improvement activities.
An intentional collaborative plan for sustainability can assure success.
A trip down memory lane ....
Ready + Set = Go
Wake-up Call
Just Ahead
What to do???
<table>
<thead>
<tr>
<th>Service concerns</th>
<th>Academic concerns</th>
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<tbody>
<tr>
<td>Nursing shortage</td>
<td>Faculty shortage</td>
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<tr>
<td>Retention and recruitment of nurses</td>
<td>Increased numbers of students</td>
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<tr>
<td>Complex demands of practice</td>
<td>Calls for a change in nursing education</td>
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<tr>
<td>Management of increased need for student clinical placements</td>
<td>Competition for clinical placement</td>
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DEU CLINICAL TEAM PARTNERSHIP BENEFITS

Unit benefits
• Unit-based learning environment
• Shared enthusiasm for teaching
• Clear roles and expectations
• Broader use of faculty expertise

Student benefits
• Welcomed on the unit
• Individualized instruction
• Struggling students identified early
• Professionalism and team work skills
• Learn real nursing
• More learning opportunities

Academic faculty benefits
• Part of the unit
• Coach and mentor the nurse teacher
• Develop leadership and collaboration skills

Nurse teacher benefits
• Increased professionalism
• Maintains or gains clinical skills
• Increased work satisfaction
Sustainability Strategies That Work
Maintain a system-wide understanding of the DEU model

“Mindful Marketing”

Orientation - Reorientation

Updates
Schedule routine reaffirmation & recommitment activities

- Quarterly meetings
- CQI activities
- Tie with mission
Maintain unit-based “ownership” of the DEU model

- Working assumptions
- Flexible “logistics”
Define clear roles of DEU participants

- Articulate roles and activities
- Establish feedback loop
- “We are a DEU”
Provide on-going professional development for CIs

“Situational Coaching” at the bedside

CIs surveyed about learning needs

Use of various CE strategies
Unit level – Clear expectations

Respect dynamics and changes on the unit

- Allow for “time off”
- Increase number of CIs
- Consider student/acuity level match
Design consistent feedback schedule on nurse teachers’ performance

- Mutually determined schedule
- Flexible format
Academic level – CFC

**Design** purposeful selection, orientation and development of CFCs

- Mandatory orientation retreat to the CFC role
- Assigned mentor for new CFCs
Schedule routine CFC meetings with academic administrator

- Share best practices, feedback and problem-solve
- Standardization of expectations
- Participation part of CFC role
Develop “teacher of the teacher” skills

CI interaction beyond “How’s it going?”

Evaluation and feedback strategies

“Situated coaching” – how to ask students questions
Sustainability Truism

Even if you are on the right track, you will get run over if you don’t keep moving!
“to keep a good thing going...!”
Questions?

Please share your challenges and successes
Available on DVD from the University of Portland:

DEU Leadership & Innovation Symposium
Best Practices in Clinical Teaching
Managing the Difficult Student

For more information on DEU “Portland Model”
visit http://www.nursing.up.edu