



Clinical Scholar Nurse Wrap Up Event

Re-Introducing the Clinical Scholars

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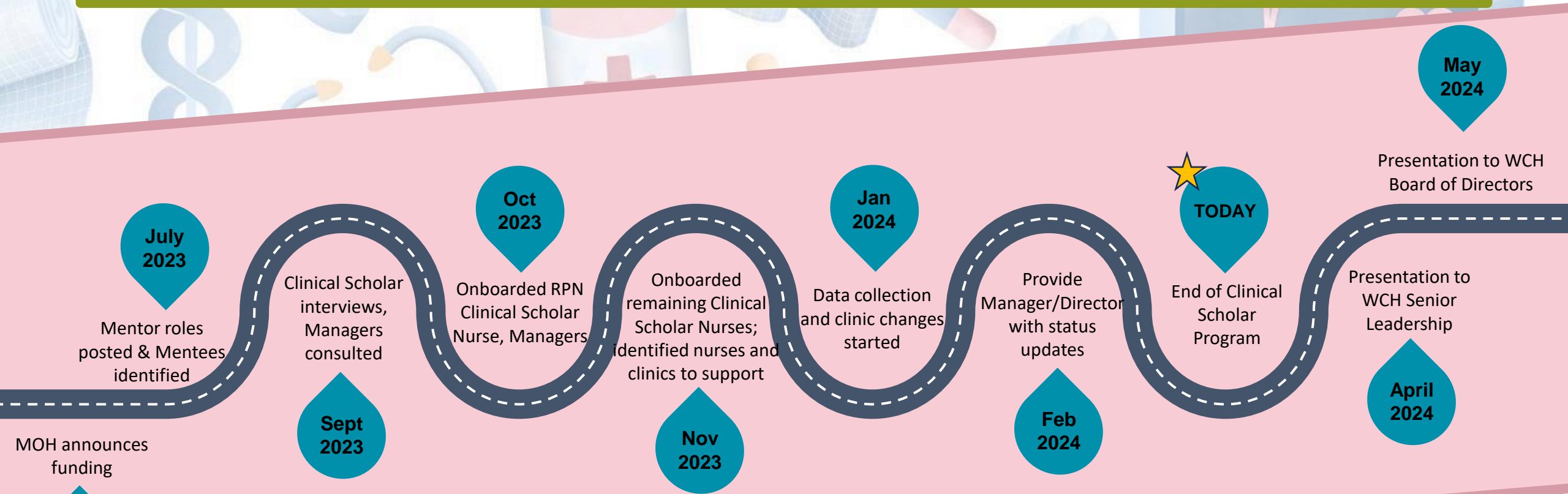
Melissa Dobson
MN, RN

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RPN

Clinical Scholar Program Timeline



**Post-survey to be sent March 31st,
keep an eye on your inbox!**

Learning Activities- Mentor Education

Community

- Nurse Mentoring Package/Education resources from Public Health Ontario
- CASN Preceptor modules- Team currently completing formal program
- Indigenous Training-Saanyas and Indigenous Canada (University of Alberta)
- RNAO BPG QI Course/Certification

Ministry of Health

- Monthly mentor education sessions- Oct-March
- Monthly Community of Practices with other Institutions participating in CSN program

In Progress

Conducting formal evaluation utilizing BPG Professionalism in Nursing Guideline (Redcap Survey)

Women's College Hospital

- Office of Equity: 2 sessions with Suzanne Charles-Watson on cultural safety in nursing and Mentoring
- CWP-EDI: 3 sessions with Nadia McLaren on Indigenous Cultural Safety to complement other training programs
- Weekly Mentoring sessions with J.Follis for the Clinical Scholars

Clinical Scholar Statistics

Beginning Fall 2023

Ending Spring 2024



16 Clinics



31
Mentees
Identified

7 RPNs
19 RNs
2 APNs
3 NPs



6
Clinical
Scholar
Nurses

2 RPNs
3 RNs
1 APN



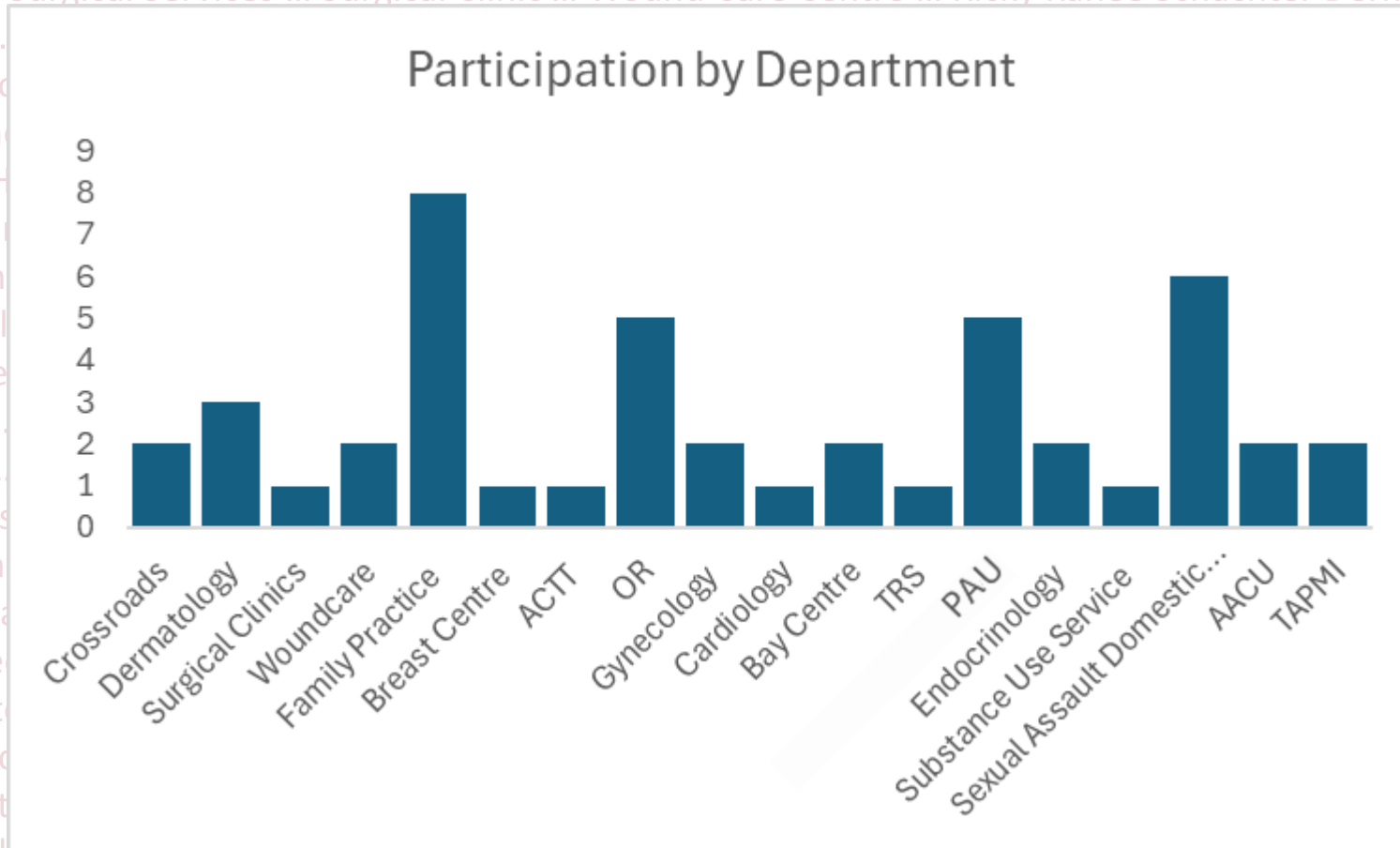
18 Clinics



45
Mentees
Participating

11 RPNs
27 RNs
2 APNs
5 NPs

Program Participation



**30% of WCH
programs
with nurses
participated**

**12% Nursing
FTE received
Mentorship**

Mentee Learning Goals – Nursing Autonomy

Communication

- Interprofessional communication
- Motivational interviewing
- Health teaching/patient education
- Navigating difficult conversations
- Active listening
- Non-verbal communication

Scope of Practice

- Better understanding of entry to practice competencies
- Understanding scope within clinical area/hospital

Clinical Skills

- Specimen collection
- Aseptic technique
- Chronic disease management education
- Health screening/assessments: ages and stages
- Epic documentation
- Knowledge acquisition

Self Reflection

- Increase understanding of patient journey/experience
- Familiarity with patient and clinical flow
- Seek out external resources/courses for education on patient population

Leadership

- Advocacy for changes in patient care
- Leadership skills: d/t becoming charge nurse
- Preceptorship skills (supporting learners)
- ↑ understanding of BPGs and QI process
- Create documentation templates

Learning Activities Supported by CSNs

Communication

- Meetings with all Mentees on a regular and PRN basis
- Peer-to-peer introductions to facilitate connection and discussion
- Mock team interdisciplinary rounds using SBAR
- Code blue debrief/discussion
- Debrief patient and interprofessional communication

Scope of Practice

- Learning opportunities for Mentees to shadow other health care professionals, and nurses in frequently referred to departments
- Creation of multiple "nursing resource" binders
- Reviewed mock referrals
- Facilitated interdepartmental conversations to create collaboration

Clinical Skills

- EPIC "practice" charting different patient encounters
- Hands on practice with sexual assault evidence kit
- Hands on practice assembling surgical trays
- Hands on pelvic exam practice
- Supported, observed and debriefed multiple patient encounters
- Debriefed following challenging encounters

Self-Reflection

- Provided debriefing and validation in challenging encounters
- WCH blue ocean self-reflection activities
- Provided reflection on role satisfaction and career advancement options
- Supported the creation of educational presentations for nurses and colleagues

Leadership

- Provided connection with Preceptor working group to increase confidence in taking students
- Advocated for RNs to be involved in RNAO interest groups
- Built relationship with Family Practice and CRC nurses
- Identified gaps in care and encouraged QI projects

Learning Activities Supported by CSNs



**Clinical Scholar
in OR
explaining
assembly and
steps for
shoulder
mobilization
accessories**

Learning Activities Supported by CSNs



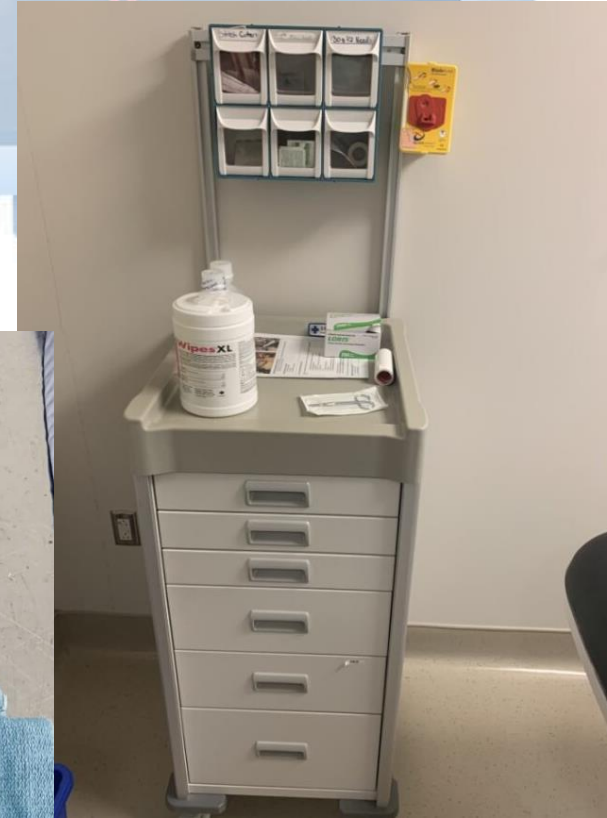
Pelvic Exam Practice

Shadow opportunity for RNs with Lactation Consultant to enhance health teaching

Learning Activities Supported by CSNs



Creation of
nursing
resource
guide: biopsy



Learning Activities Supported by CSNs



Janet Probst
and the Family
Practice Nurse
Mentees

Nursing Experience

“The Clinical Scholar Program allowed me the opportunity to reflect on my practice and myself in a safe place, with the guidance of an expert mentor. It provided me the opportunity to step back, reflect, and make attainable goals that will help propel me forward in my future as a nurse to provide safe, competent, excellent care to my patient population.” - WCH APN

“[My Mentor] was able to help me create an effective action plan to achieve my goals” - WCH RPN

“[My mentor] always provided a safe space to debrief my goals and professional development” - WCH RN

"The mentorship provided networking opportunities and links to resources with other providers for shared care of patient population. Confidence in my abilities and my practice has grown."- WCH NP

Shared Mentee Resource Page

CLINICAL SCHOLAR PROGRAM

Mentee Resource Page

WCH Policies

[Click Here to Access](#)

Mentorship Initiative Resources

[Click Here to Access](#)



Thank you for your involvement in this program!

Jacqueline Follis, MSN, RN—Clinical Scholar Lead

