

## **Educational Needs Assessment**

### **Executive Summary**

#### **Purpose**

An educational needs assessment was conducted to find out educational needs the staff of the main operating room were interested in or were required to complete. This information will be used to generate in-services for the FY 15 training calendar.

#### **Background and Significance**

Technology and skills required in the perioperative arena are ever evolving and increasing in complexity. “Staying current requires identifying areas of strength as well as opportunities for professional development” (AORN, 2014, p. 15, Professional Practice Evaluation). The needs assessment provides insight to both the leadership and the education office regarding what ongoing in-services will assist the staff to stay current in technology and provide safe patient care.

#### **Goal/Outcomes Desired**

The goal of the needs assessment is to assist the education officer in gauging what in-services the staff feel are most needed and creating a best practice educational program based on their requests. The desired outcomes are for the in-services to be current, evidenced-based, and well-received.

#### **Method**

During morning huddles throughout the week, the staff was informed of the reason for the needs assessment and encouraged to fill out and return completed forms to a blue folder found at the front MOR desk. Additional copies of the needs assessment were left in the folder. An email was also sent to all the MOR staff explaining the necessity and intent of the needs assessment. The folder was checked at the beginning and end of the dayshift. Evening and night supervisors were encouraged to have their staff participate. The window to fill out the needs assessment was from the 7-13<sup>th</sup> of January.

#### **Actions**

At the end of the window to complete the needs assessment form, the in-service topics collected were made into a list for the Assistant Service Chief and the Perioperative Clinical Nurse Specialist to review and prioritize.

#### **Findings/Rank Order**

\*The following topics were suggested by the MOR staff who participated in the survey. The topics were prioritized and divided into two categories (primary and secondary educational

needs). The prioritization of educational needs based on the staff surveys and leadership review of those results.

Primary educational needs by order:

- Tissue bank
- Service specific equipment
- Spy machine refresher
- Crash cart familiarization
- Storz fluid management system

Secondary educational needs by order:

- Specimen collection
- Work order process
- Utilization of preference cards, pulling for cases correctly, S3 special requests
- Sharps safety review
- Skin preps
- SSI infection control in-service
- Hemostatic agents
- Wound classification
- Ebola Donning/ Doffing
- TeamSteps Procedures/ Process

### ***Recommendations***

1. Out of 139 staff members, only 9 staff members filled out the needs assessment form (despite several reminders). **Have leadership ensure staff complete annual education needs assessment prior to going home for the day.**
2. The needs assessment survey identified a wide variety of relevant topics that need to be focused on in upcoming months. The primary topics were in-services that more than one staff member requested. The secondary topics were pinpointed by one staff member. Many of these topics will require hands on training. **In-services on these topics could be given weekly during education and training time on Thursday mornings.**
3. When company reps must be brought in to teach an in-service, in services are attempted to be conducted for both day and afternoon shift. According to the education office, there are times when reps are not available during the afternoon, so staff members on this shift do not receive the information. **Videotape in-services so staff on evening shift can view the in-service. This would increase overall staff knowledge and competency.**

## **Outline of MOR Staff Educational Program FY15**

- October- 2<sup>nd</sup> Exparel In-service  
9<sup>th</sup> Team In-service  
16<sup>th</sup> Resiliency workplace assessment  
23<sup>rd</sup> IUSS (MOR staff) and Argon Beam (ConMed)  
30<sup>th</sup> UPC Council Meeting
- November- 6<sup>th</sup> ECOLAB/ Surgical Solutions/ fluid warmer-slush machine, Medline/ IV start Kits, Stryker/ SUD reprocessing  
13<sup>th</sup> Realignment to DSS introduction by CAPT Perdue  
20<sup>th</sup> UPC Council Meeting
- December- 4<sup>th</sup> MSDS review/ **Crash Cart**  
11<sup>th</sup> Team In-service  
18<sup>th</sup> UPC Council Meeting
- January- 8<sup>th</sup> Team In-service  
15<sup>th</sup> Patient Positioning/ MAJ Zaricor  
22<sup>nd</sup> Navy GMT/ 68D Graduation  
29<sup>th</sup> UPC Council Meeting
- February- 5<sup>th</sup> Navy GMT/ Army EO  
12<sup>th</sup> Team in-service  
19<sup>th</sup> OR Smoke Evacuation/ Dorsey  
26<sup>th</sup> UPC Council Meeting
- March- 5<sup>th</sup> Navy GMT  
12<sup>th</sup> Team in-service  
19<sup>th</sup> **Tissue Tracking Process**/ LT Kazanjian  
26<sup>th</sup> UPC Council Meeting
- April- 9<sup>th</sup> Team in-service (**Service specific equipment**)  
16<sup>th</sup> **Spy machine refresher**  
23<sup>rd</sup> **Storz fluid management system**  
30<sup>th</sup> UPC Council Meeting
- May- 7<sup>th</sup> **Specimen collection**

14<sup>th</sup> Team in-service  
21<sup>st</sup> Work order process  
28<sup>th</sup> UPC Council Meeting

June- 4<sup>th</sup> Utilization of preference cards  
11<sup>th</sup> Team in-service  
18<sup>th</sup> Pulling cases correctly  
25<sup>th</sup> UPC Council Meeting

July- 2<sup>nd</sup> S3 special requests  
9<sup>th</sup> Team in-service  
16<sup>th</sup> Sharps safety review  
23<sup>rd</sup> SSI infection control in-service  
30<sup>th</sup> UPC Council Meeting

August- 6<sup>th</sup> Hemostatic agents  
13<sup>th</sup> Service Specific Equipment  
20<sup>th</sup> Crash Cart  
27<sup>th</sup> UPC Council Meeting

September- 3<sup>rd</sup> Wound classification  
10<sup>th</sup> Ebola Donning/ Doffing  
17<sup>th</sup> TeamStepps Procedures/ Process  
24<sup>th</sup> UPC Council Meeting

**\*Survey Tool**

**Walter Reed National Military Medical Center (WRNMMC)  
Main Operating Room (MOR)  
Educational Needs Assessment Survey**

7 January 2015

Purpose: The purpose of this needs assessment is to find out what educational in-service(s) are needed for or of interest to the Main Operating Room staff.

**Topics of interest (please list in order of preference):**

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_

Some ideas/ examples to consider:

Wound Classification, Hemostasis/ Hemostatic Agents, Smoke Plumes, Specific Equipment

Additional comments:

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Your input is invaluable. Thank you.

Please return completed forms to the MOR front desk or:

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