IMPLEMENTING NEW EDUCATIONAL TECHNOLOGY

INTRODUCTION

- PRESENTATION OVERVIEW
  - PLANNED CHANGE
  - PLAN IMPLEMENTATION STEPS
  - PLAN TO OVERCOME UNCERTAINTIES
  - EXPECTED OUTCOME OF THE CHANGE
  - RESOURCES REQUIRED FOR THE CHANGE
  - END-USER TRAINING REQUIREMENTS
  - PLAN TO EVALUATE THE CHANGE

PLANNED CHANGE

- THE RECOMMENDED CHANGES TO E-LEARNING INCLUDE THE FOLLOWING:
  - INCREASED USE TO INCLUDE EDUCATIONAL PROGRAMS OTHER THAN CONTINUING MEDICAL EDUCATION
  - INCENTIVES TO SUPPORT THE UTILIZATION OF THE TECHNOLOGY
  - PERFORMANCE-BASED COURSE EVALUATION (ADRI & ABDULLAH, 2022)
  - INTENSIFICATION OF THE END-OF-COURSE SURVEYS

IMPLEMENTATION STEPS

- STAGES OF IMPLEMENTING THE PROPOSED CHANGES:
  - PLANNING THE CHANGE
  - IMPLEMENTING CHANGE ACTIVITIES
    - PILOT STUDY
  - STUDYING/EVALUATING THE EFFECTS OF THE CHANGE ON A SMALL SCALE
  - ACTING UTILIZING INFORMATION COLLECTED-ORGANIZATION-WIDE IMPLEMENTATION BASED ON THE CHANGE (OGRINC ET AL., 2021)

STEPS TO OVERCOME UNCERTAINTY

- DEVELOPMENT OF A COMPREHENSIVE PROCESS MAP
  - PROCESS MAP GUIDES THE ENTIRE IMPLEMENTATION PROCESS (FERNANDEZ ET AL., 2019)
- MONTHLY ADVANCED REPORTING
  - TO EVALUATE CHANGE AND NOTE ANY DEVIATIONS
- MONTHLY MEETINGS WITH THE EXECUTIVE COMMITTE THE HOSPITAL LEADERSHIP

EXPECTED OUTCOMES OF THE CHANGE

- EXPECTED OUTCOMES OF THE CHANGE
  - REDUCED NURSING EDUCATION COSTS
  - IMPROVED KNOWLEDGE AMONG STAFF (LOGAN ET A 2021)
  - INCREASED EFFICACY AND EFFICIENCY IN LEARNIN (LOGAN ET AL., 2021)
  - IMPROVED FLEXIBILITY IN LEARNING AND PRACTIC
  - IMPROVED LEARNING AGILITY

RESOURCES REQUIRED

- HUMAN AND CAPITAL RESOURCES
  - HUMAN RESOURCES: PROJECT MANAGER, NURSE EDUCATORS, NURSE INFORMATICIST, HEALTHCARE INFORMATICIST.

- CAPITAL RESOURCES
  - COMPUTERS AND PROJECTORS
  - INTERACTIVE WHITEBOARDS
  - EDUCATIONAL SOFTWARE AND APPS (ZAHEDI & DHEGHAM, 2019)

BUDGET AND TECHNICAL SUPPORT REQUIREMENTS

- BUDGET PROJECTS ARE AS FOLLOWS:
  - FIRST-YEAR BUDGET- $500000
  - CONSECUTIVE YEAR COSTS (STAFF AND UPDATES)- $250000
- TECHNICAL SUPPORT REQUIREMENTS
  - TECHNOLOGICAL KNOWLEDGE TRAINING NEEDED FOR EDUCATORS AND STAFF
  - A MINIMUM OF TWO TECHNICAL SUPPORT STAFF NEEDED

END-USER TRAINING REQUIREMENTS

- NURSES ARE FAMILIAR WITH E-LEARNING TECHNOLOGY AND OTHER CARE TECHNOLOGIES (KONTTILA ET AL., 2019)

- TRAINING WILL ENCOMPASS THE SPECIFIC CHANGES AND HOW TO UTILIZE THEM

- TECHNICAL TRAINING IS NECESSARY FOR SUCCESSFUL TECHNOLOGY UTILIZATION (KONTTILA ET AL., 2019)

- NURSE EDUCATORS WILL BE EDUCATED IN A TRAIN-THE-TRAINER PROGRAM

- TRAINING OF STAFF WILL OCCUR IN SPECIFIC UNITS

PLAN TO EVALUATE THE CHANGE

- THE MEASURE OF INTEREST WILL BE BASED ON PROJECT OBJECTIVES (HAASS & GUZMAN, 2020)
  - STAFF EXPERIENCES AND ATTITUDE TOWARD THE CHANGES
  - COURSE PERFORMANCE/STAFF LEVEL OF KNOWLEDGE
  - COSTS OF NURSING EDUCATION
- DATA WILL BE COLLECTED AT BASELINE, DURING, AND AFTER IMPLEMENTATION
- DATA COLLECTION TOOLS INCLUDE A QUESTIONNAIRE AND ARCHIVAL REVIEW OF HOSPITAL DATA
- CONCLUSIONS THAT CAN BE MADE INCLUDE:
  - EFFICACY AND EFFICIENCY CHANGES
  - TECHNOLOGY COMPATIBILITY (COSTS AND GOAL ACHIEVEMENT)

CONCLUSION

- THE PROPOSED CHANGES WILL AFFECT INFORMATION DELIVERY AND EVALUATION

- PROPOSED CHANGES AIM TO IMPROVE KNOWLEDGE DELIVERY AND RETENTION, AND EFFICACY IN LEARNING

- THE PDSA CYCLE WILL BE SIGNIFICANT IN IMPLEMENTING THE CHANGE.

- THE RESOURCES REQUIRED FOR THE PERIOD ARE MINIMAL COMPARED TO INTRODUCING NEW TECHNOLOGY.

- THE CHANGES WILL PROMOTE BETTER ORGANIZATIONAL OUTCOMES

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