



Introducing a coaching model for practice supervision and assessment

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Background:



South of Scotland Steering Group

- Kirsten Thomas
- Anita Johnston
- Kirsten Hood
- Hannah Lyall
- Emma Trotter
- Sarah Rhynas

What is coaching?

Empowerment

Responsibility

Preparedness

Why?

Improve the quality of practice learning experience:

- Increased student confidence in leadership skills
- Increased competence in prioritising care, problem solving and decision-making skills
- Achievement of required proficiencies and platforms as per stage

Improve the satisfaction of learning in the placement setting:

- Increased satisfaction for students, practice supervisors/assessors
- Enhanced pre-registration nursing learning experience

How?

- Stepping back and asking prompting open questions “what else would you consider?”
- Supporting students to problem solve when caring for patients out with their experience
- Having a designated learning zone
- Students all involved in planning and prioritising care from start of the day
- Coaching for developing daily learning goals
- Providing feedback on a daily basis as individual and team
- Coaching huddles- 19/23 occur regularly throughout the day

Feedback from staff:

Wouldn't want to go back to traditional mentoring- student results are markedly better than 1:1 "mentoring"

It has been a positive, enjoyable, and rewarding experience

Feel well supported

Hard work but the wins outweigh the effort

Student learning experience has changed for the good

Students are much more confident and able to problem solve for example first-year student first placement giving a verbal handover to next shift, this is not expected of year one student.



What have we learned?

This is **really** good supervision!

Key points:

Needs preparation and strong leadership.

Really strong welcome, by all!!

Has to be full team approach.

‘Golden hour’ invaluable.

Regular feedback using learning logs is crucial for student development and key to supporting assessment.

What's next....

Show of hands.....

1. Has this piqued your interest in coaching?
2. Can you see this working in your area/team to support students?
3. Any questions?