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Learning Objectives

1. Review potential Roles & Responsibilities.
2. Identify your resources.
3. Discuss ways to motivate your team.

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Definition

- Clinical education specialists ensure doctors, nurses and other healthcare professionals have the skills and knowledge they need to perform their job duties. They help the medical team improve their patient care outcomes.

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What is a Clinical Educator ?

- A Clinical Educator is a professional healthcare provider who is responsible for training and educating other healthcare professionals, including nurses, nursing assistants, and medical students. They work in hospitals, nursing homes, and other healthcare facilities, and may also provide education and training in community settings. They are responsible for developing and implementing educational programs, as well as assessing the effectiveness of these programs. Clinical Educators play a vital role in ensuring that healthcare professionals are knowledgeable and well-equipped to provide high-quality care to patients. They use a variety of teaching methods, such as classroom instruction, hands-on training, and online education, to provide education and training to healthcare professionals. In addition to providing education, Clinical Educators also serve as role models and mentors, providing guidance and support to healthcare professionals as they develop their skills and advance in their careers. Clinical Educators must have a thorough understanding of the healthcare industry and the various roles and responsibilities of healthcare professionals. They must also have strong communication and leadership skills, as well as the ability to think critically and problem-solve. A Clinical Educator must also be able to work well in a team and have a commitment to ongoing learning and professional development.

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Respiratory Therapy Clinical Educator

- Varies from facility to facility
- No truly defined role
- Full Time- Part Time or shared between staffing and educational responsibilities
- Onboarding
- Annual competencies (Joint Commission requirement)
- Training for New Equipment and or Procedures
- Writing policies or procedures
- Student Clinical Rotations
- Provision of Continuing Education Credits
- Educating other services (Nursing, Residents, Fellows, APP'S or Physicians)

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Requirements?

- Experienced, no defined number of years
- Ability to teach (but requires no formal education or training)
- Bachelors degree(?)
- Crossed Training in different areas (NICU, PICU, ICU, ED)
- Computer Skills
- Advanced knowledge of all equipment, graphics, ARDS etc.
- Organizational skills
- Willingness

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Is there a formal job description?

- Existing position at your facility
- Newly developed position
- Not a formalized role – added responsibility
- Career Ladder
- Volunteer
- Preceptor

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Importance of the role

- Educating the therapists for full understanding and comprehension of new procedures and equipment – requires testing and documentation for employee files
- Teach yourself FIRST!
 - Plan the sessions(s) must be consistent and include lecture or discussion, hands on and teach back (skills validation.) Time for questions and answers. Development of competency document or creation of a valid test or quiz that touches on key points
 - Understanding learning styles and how differently everyone learns, usually ties in with generational differences. Boomers, Millennials, Gen Z

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Resources

- What are you using currently? What works and what does not, keep what is good, eliminate or change what isn't working
 - Create a simple system. Having things that are too complex often do not get completed effectively.
 - Find a MENTOR! Was there someone in this role before you who can help?
 - Don't recreate the wheel, join AARC Connect utilize your colleagues and online resources
 - Partner with local RT schools, remember your competencies.
 - Online resources for other services (Nursing Education)
 - Artificial Intelligence –
- Let's take a look at some resources that are available.

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Mentor

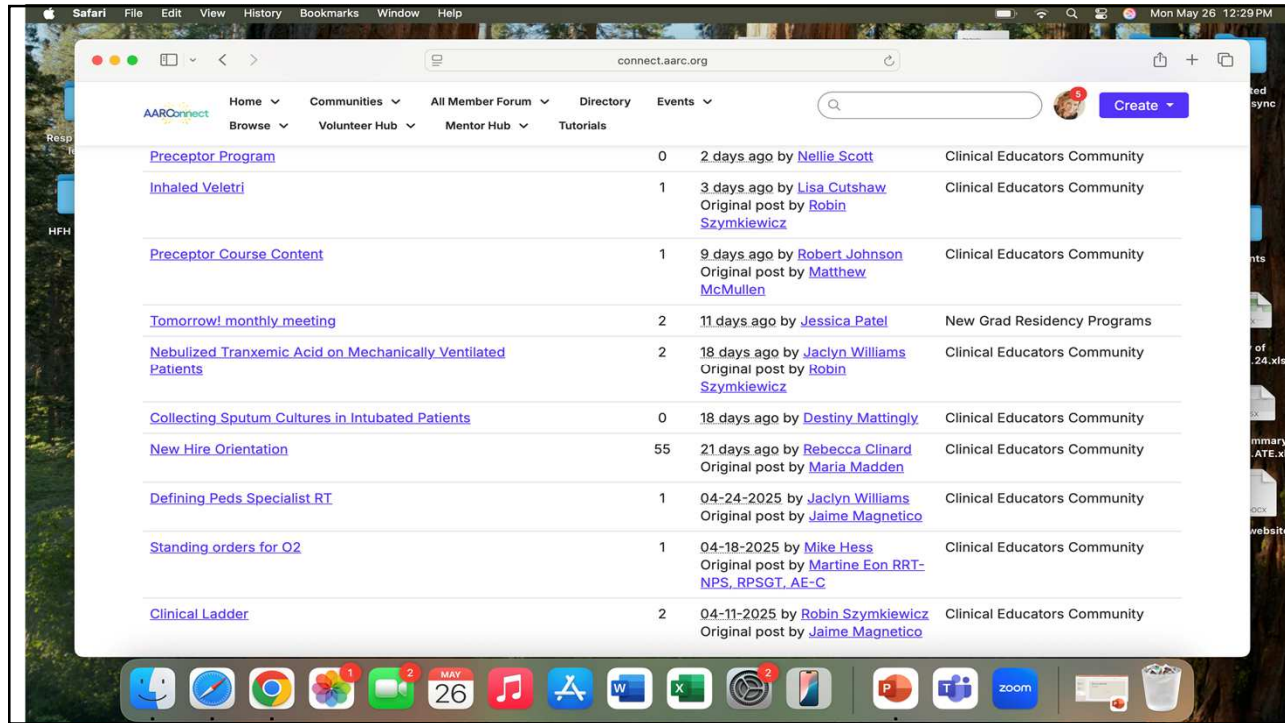
- A mentor is an experienced and trusted advisor
- An individual who held the position previously
- coworker who may have had previous as an educator
- teacher who you admired and trusted from your past
- supportive manager or director
- Provider
- Nursing Educator
- Colleague at another facility
- AARC mentorship program – application are accepted in the spring of each year (Leadership, Education, etc)

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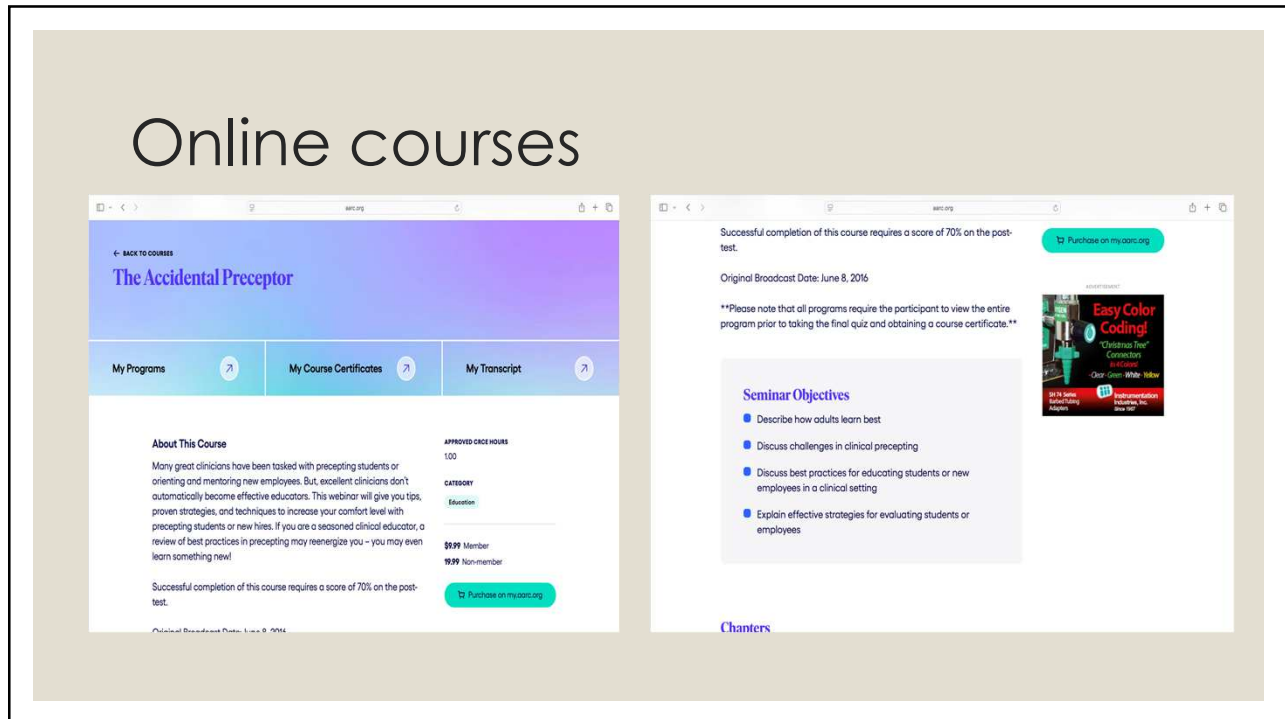
The screenshot displays the AARC Connect website interface. The navigation bar includes links for Home, Communities, All Member Forum, Directory, and Events. Below the navigation bar, several community sections are listed, each with a description and statistics for Discussions, Libraries, and Members.

| Community Name | Discussions | Libraries | Members |
|---------------------------------------|-------------|-----------|---------|
| Adult Acute Care Section | 13K | 861 | 2K |
| Adult Acute Care Section Journal Club | 507 | 85 | 242 |
| All Member Forum | 13.7K | 488 | 43.3K |
| Clinical Educators Community | 429 | 11 | 235 |
| Education Section | 9K | 422 | 1.4K |

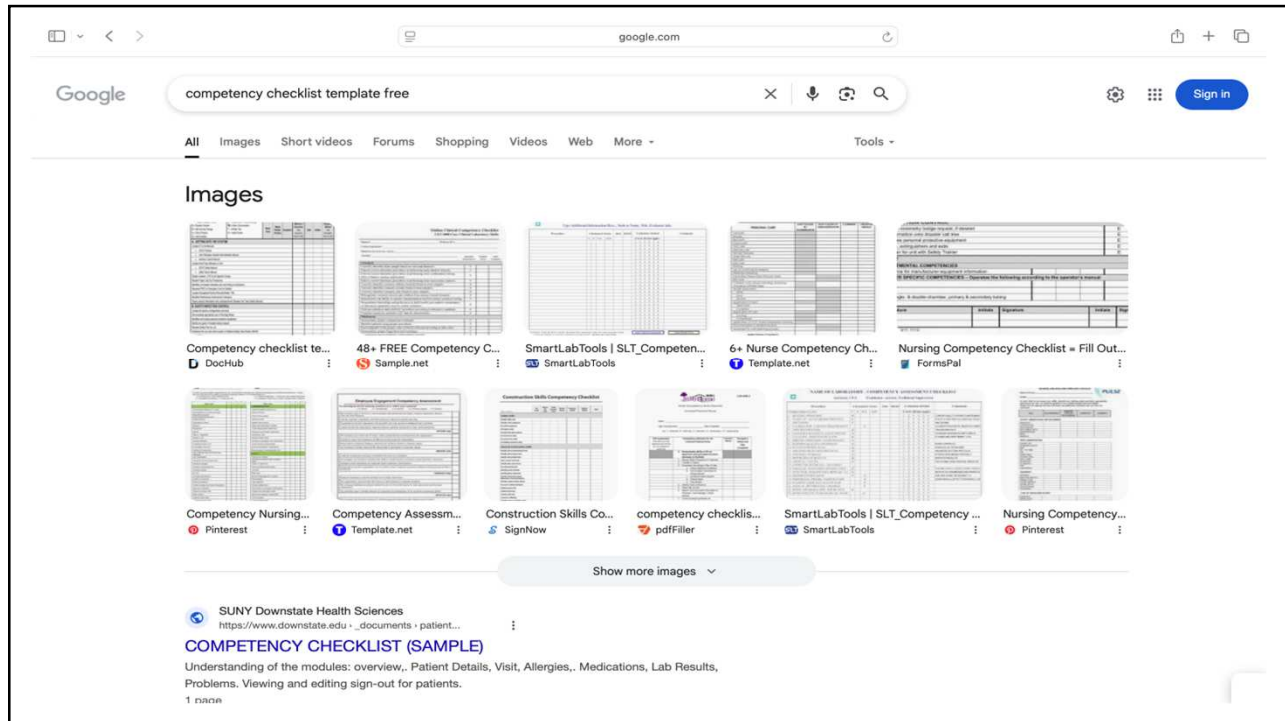
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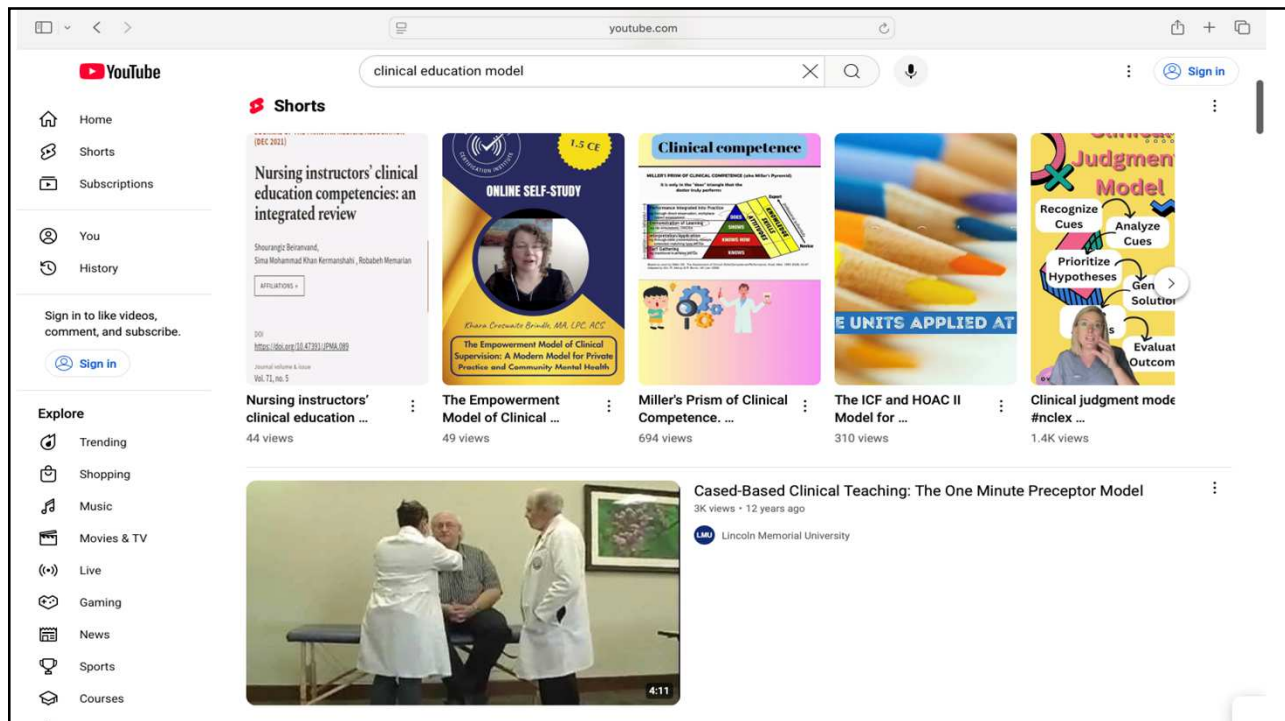
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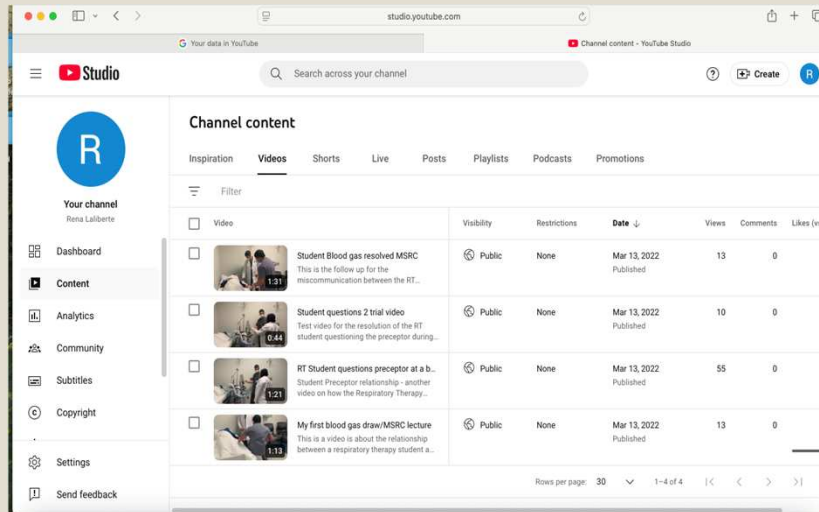


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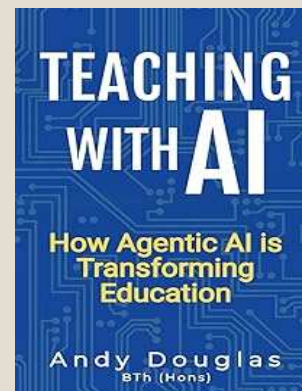
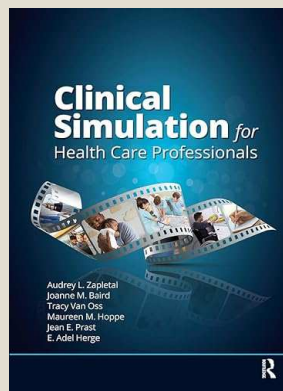
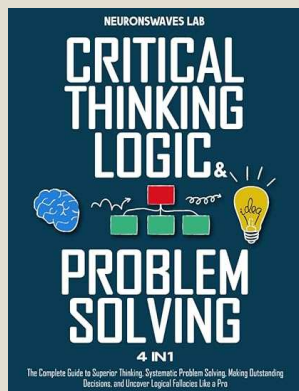
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Create your own channel



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Books....



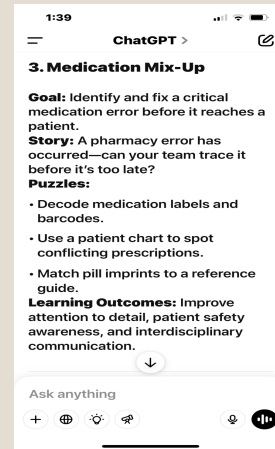
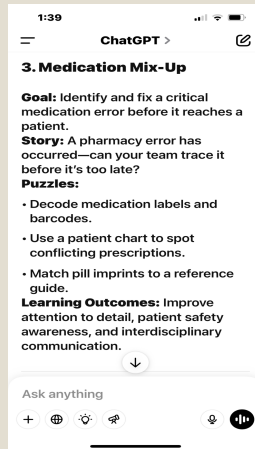
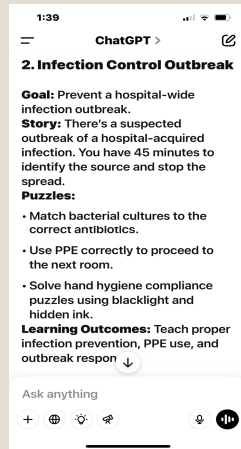
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Artificial Intelligence



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Chat GPT



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AI Programs

- Basic google search
- Alxploria – has over 5000 worldwide program you can review
- Many are free with limited word counts for searches and information
- Most have monthly or annual fees for unlimited use
- Keep in mind that many hospitals do not allow AI to be used or downloaded on computers that have access to patient data/EHR access.
- Check with you IT departments for allowable access or programs that may already be approved by your institutions.

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The Staff – Help, What and Motivation

- The Clinical Educator roll is not a one man show
- Enlist the help of your strongest and motivated staff
 - They can assist you with precepting, gathering data, putting together presentation, and you can train them to help with sessions
- Survey them and ask them what they need help with or would like to know more about
- Perform audits – are there gaps in protocols adherence, common errors , statements made like, "I cannot work in that unit because "X" is running and I don't feel comfortable with "X"
- Begin huddles with "Does anyone have an interesting case or situation they would like to share, or did they find something concerning that should be addressed?"

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The Staff - Help, What and Motivation

- Continuing Education is mandatory for all disciplines, it is not optional and required to maintain an active credential and licensing in most states.
- Offer courses during RT week – include small prizes for quiz scores, or drawings for attendance
- Preceptor pay for RT's offering to precept (should have preceptor training and clear outline of responsibilities)
- For live lectures – apply for AARC ceu's (great for annual skills fairs)
- If sessions are during the work day – try "lunch and learns" offer sessions live via zoom and in person (record for those unable to attend)
- Offer staff to come in early or stay later to attend sessions

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The Staff - Help, What and Motivation

- You will receive pushback for mandatory attendance, some will just refuse
 - Make sure you have the support of your manager, Director and Administration. There should be some sort of consequence for negative behavior.

Annual Skills Fair example:

Staff signs up for a 4-5 time slot on an OFF day.

They are paid to come in for the skills fair (it may be overtime depending on worked hours)

They received 3 CEU's for attending at no cost to them

The AM/PM sessions participated in an escape room (timed) with bragging rights and photos.

We kept a record of fastest time – feedback was very positive and they had fun.

Consider preceptor pay? Offer a stipend per hour, if possible, for those therapists that are willing to precept new hires or students during clinical rotations

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The Staff - Help, What and Motivation

- Consider offering sessions on a few different dates and times with other facilities within your system.
 - Team building
 - Offer continental breakfasts or pizza
 - Have a session or two at your facility – then change to the other location for a session or two
 - Invite as many therapists as you are able to- open sessions up to other ancillary services
 - NA's
 - Transporters
 - Nurses
 - Residents
 - Fellows
 - PT/OT

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Clinical Ladders

- Several institutions offer clinical ladders – rewards vary but some examples are as you level up, it corresponds to an increase in hourly wage –
 - Externs
 - CRT
 - RRT
 - RRT-NPS, RRT-ACCS
 - Clinical Specialist –Cardiac, Emergency Room, Transport, Trauma Surg etc.
 - Shift Leads / Manager

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Clinical Ladder - Example

- PRAP – Professional Respiratory Advancement Program
- 5 Levels
- 0.5 Chrysalis – employed 5 months- externs to RRT- apply for and obtain position upon graduation from accredited school – Compensation: \$500, \$100 for conferences, journals or books, Professional membership, 8 hour paid conference day
- Level 1 – employed 12 months – graduate accredited program- RRT Active State of Michigan license- Compensation: \$1000, \$200 for conferences, journals, books, professional membership, 8 hour paid conference day
- Level 2 – employed 12 months, all same requires but add Advanced AAEC credential (NPS, FCCS, RPFT etc.) OR Bachelors Degree- Compensation: \$1500, \$400 for conferences, journals, books and professional memberships and 2- 8 hour paid conference days

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Clinical Ladder – Example

- Level 3 – All of the same requirements but add BOTH a Bachelors degree and an NBRC specialty credential – Compensation: \$2000 and \$600 for conferences, journals and books and 3- 8 hour paid conference days
- Level 4 – All of the same requirements but add BOTH a NBRC specialty credential AND a Masters Degree – Compensation: \$2500 and \$800 for conferences, journals and books and 3- 8 hour paid conference days.
- Each level has a corresponding increase in required activities that must be documented with burden of proof.

| Level 0.5 You must complete first 5 activities AND 2 of the those listed from Level 1 | Level 1 You must complete four activities (4 total) below | Level II You must complete five activities (5 total) below | Level III You must complete six activities (6 total) below | Level IV You must complete 8 activities (8 total) below |
|--|--|---|---|--|
| Graduate from accredited RT program | Obtain Specialty Advanced credential | Obtain Specialty Advanced credential | Obtain Specialty Advanced credential | Obtain Specialty Advanced credential |
| Apply for and hire into an Henry Ford Health benefited Respiratory | Advancing Formal Education | Advancing Formal Education | Advancing Formal Education | Advancing Formal Education |

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Clinical Educator

Once you have established yourself as an educator, don't be surprised if other services reach out to you regarding educating their staff as well.

Respiratory Therapists are the experts in both pulmonary and critical care health and medicine. Some services and examples of educational assist has been:

Hospital transporters- Tank safety and Oxygen delivery devices

Floor nurses – Tracheostomy Care – Escalation of care with O2 delivery devices and weaning

PT/OT – Ventilator alarms and High Flow Nasal Cannulas

RNCC - O2, trachs, NIPPV, Suction, Ventilator Alarms and Screens

APP's – Modes of Ventilation, NIPPV, Vent Alarms (troubleshooting)

Residents, Fellows, Physicians – Ventilator Modes, Graphic Analysis, TransPulmonary Pressure monitoring, Optimal PEEP

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In conclusion....

- There is no defined role for Hospital Based Educators in Respiratory Care, there is not even a common job classification title for this role.
- There are multiple resources available, but those resources are through multiple different platforms and you must learn where to look and who to ask.
- There is no formalized training program or specialized credential/degree for this role
- The AARC has formed a taskforce to identify the needs of hospital based educators and how to provide resources. Under the Education specialty section there is a subgroup for Clinical (hospital) educators that was formed this past winter.
- The role of hospital based educator is both a very difficult but rewarding role. You have the potential to not only advance the knowledge of the therapists within your department, but your colleagues throughout the healthcare continuum.

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The End – keep learning to keep
teaching



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