The Four C's of Code Integration: Clinical Simulation, Communication, Confidence, Cohesion

HARRISHEALTH SYSTEM



Purpose: Engaging in cardiopulmonary resuscitation (CPR) is undoubtedly one of the most stressful and complex experiences for intermediate care nurses, but it can be rewarding when the efforts save a patient's life. The purpose of this clinical inquiry was to explore published and experiential evidence to determine translational best practices for addressing factors that may impede optimal nurse function (multi-generational variances, communication, skill level) during patient resuscitation.

Description: An intra-professional team of nurse clinicians and leaders conducted an evidence-based initiative to examine the extant literature, evaluate multi-generational variances, and design an educational program that incorporated case studies, critical thinking exercises, clinical simulation, and peer feedback to enhance nurses' knowledge, confidence and communication skills during CPR. Experienced nurses assumed the roles of patient, physician, charge nurse, and allied health professionals, and others were paired with recently graduated nurse residents during simulations. A team-developed algorithm, based on event-condition-action, was used to evaluate participants' actions during the mock-code (completed [2], delayed [1], or absent [0]). There were also individual debriefing and focus groups post-simulation to relay observations, share growth strategies and facilitate multi-generational peer support. Both experienced and novice nurses also participated in a separate 8-hour didactic and skills day to further enhance knowledge about EKG interpretation, patient conditions (e.g., acute coronary syndrome, congestive heart failure), and team building.

Evaluation and Outcomes: Prior to implementation of the educational pedagogies, nurse residents' confidence levels were deemed inadequate. Follow-up evaluations indicated that pairing nurses with varied experience levels and from different generations was instrumental in fostering group dynamics, communication, confidence, knowledge, and enhanced patient outcomes. There is increased team spirit and newly minted cohesiveness that did not exist prior to this program. The simulation and 8-hour skills days provided opportunities for nurses to ask questions that they might have been "embarrassed" to ask in an actual code situation. A bond of trust and spirit of team support now exists across our generations of nurses.

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