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Beyond the Grade: Leveraging Simulation as a Growth Roadmap in Competency-Based Education

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Introductions



- Director, CCCEN
- From the United Kingdom
- Completed my initial Education in England
- Moved to Fresno in 2000
- Completed my DNP in Fresno
- Extensive experience in healthcare simulation
- Serve on the SSH Board of Directors
- For fun: running & going to the beach
- 2 dogs (Sage & Sydney) & 1 fish (Mr. Fish)

Who's in the Room?

- Professions
- Simulation Experience
- Environment
- Competency-Based Education Experience

Learning Objectives

Role

Articulate the role of simulation in fostering both technical and non-technical skills within a competency-based education (CBE) framework.

Assessment

Distinguish high-stakes, grade-oriented summative tests from low-stakes, growth-focused formative checks central to competency-based education.

Design

Design simulation activities that prioritize continuous learner development over summative grading.

What does 'Beyond the Grade' mean to you?



Understanding Competency





Miller's Pyramid (1990)

Expand Our Understanding of Competency

Knowing
what to do
when you
don't know
what to do



Growth Roadmap



Role of Simulation



Role of Simulation

The RN
recognizes signs
of patient
deterioration and
responds
promptly, using
critical thinking
and *effective*
communication to
escalate care,
ensuring patient
safety.

Table Modified for nursing from
Roussin, Sawyer, & Weinstock
(2020)

Miller's Pyramid	Example
Knows	
Knows, Knows how in isolation	
Knows how in context	
Shows how	
Does	

Assessment



How do these assessments fit into competency-based education

	Summative	Formative
Purpose		
Focus		
Timing		
Feedback		
Impact		
Example		

Scenario Design

Always follow best practices

SIMULATION DESIGN

Criteria Necessary to Meet this Standard:



Designed in consultation with content experts and simulationists



Perform a needs assessment to establish foundational evidence



Construct measurable objectives



Align the modality with the objectives



Design a scenario, case, or activity that provides context



Use various types of fidelity



Plan a learner-centered facilitative approach



Create a prebriefing plan that includes preparation materials and briefing



Create a debriefing or feedback session, and/or a guided reflection exercise



Develop a plan for evaluation



Pilot test simulation-based experiences



Preparation

- Situating the learners into a common mental model and preparing learners for the educational content of the simulation-based experience

Briefing

- Conveying important ground rules for the simulation-based experience

Simulation Design

- Simulation-based experiences are purposefully designed to meet identified objectives and optimize the achievement of expected outcomes.

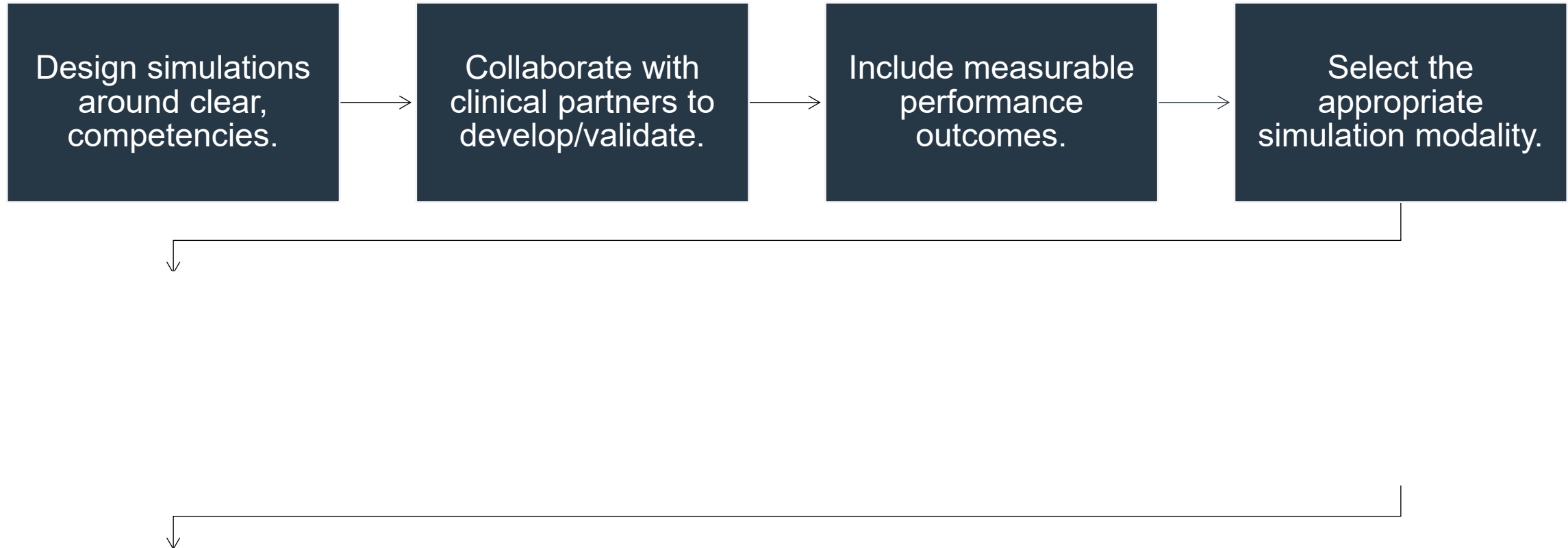
Debriefing

- Guided reflection & feedback
- Unpack the simulated experience

Evaluation

- Evaluate the simulation, learning, and facilitators

Design Considerations



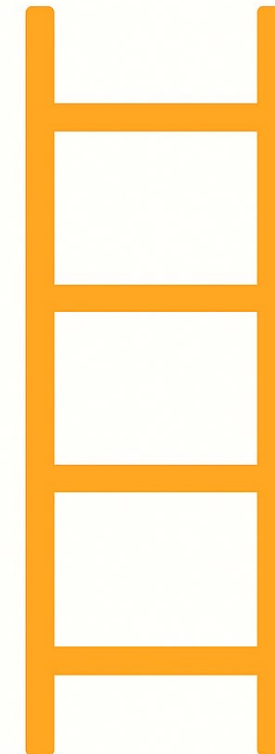
Roadmap – Aligning Simulation with Competency Progression



Step 1: Identify the Focus

1. Think of a skill or behavior your learners can develop using simulation
2. Criteria for success (Benchmarks/milestones)

Level of Learner



Performing

consistently in
simple contexts

Developing

application of
knowledge and skills

Acquiring

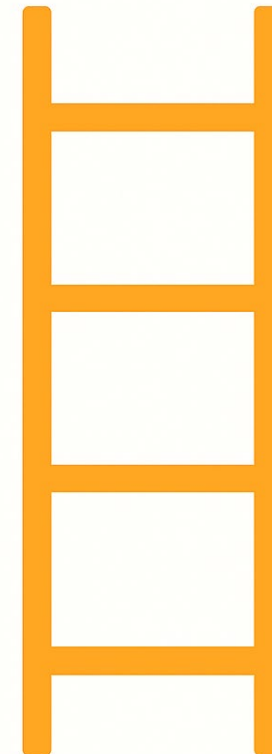
foundational
knowledge and skills

STEP 2 – Map & Scaffold

Design

1. Modality
2. Design & facilitation
3. Preparation/Prebrief
4. Feedback & debrief plan

Level of Learner



Performing

consistently in
simple contexts

Developing

application of
knowledge and skills

Acquiring

foundational
knowledge and skills

Considerations



Vertical, horizontal, and spiral mapping



Clustering competencies



Transferable knowledge, skills, & attitudes



Psychological safety



Longitudinal, multimodal, assessment and learning strategies

Wrap Up



Competency



Assessment



How has your understanding of Beyond the Grade, and Leveraging Simulation as a Growth Roadmap in Competency-Based Education evolved over the past hour?



Beyond the Grade

Clinical resiliency



Thank you!

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Western States Simulation Alliance

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Conference survey for BRN CEs will be e-mailed to participants within 1 week
For more information, please contact us at: westernsim@healthimpact.org

