

## Introduction to Collaborative Learning in Practice Placements

Many organizations are introducing Collaborative Learning based on the CLiPP model [http://www.ewin.nhs.uk/sites/default/files/eWIN%20Case%20Study%20-%20CLIP%20-%20a%20new%](http://www.ewin.nhs.uk/sites/default/files/eWIN%20Case%20Study%20-%20CLIP%20-%20a%20new%20)



### Key Drivers

- Enhancing the student placement learning experience, in order to enable attainment of competency and proficiency
- Enablement of high quality supervision and mentoring in the current climate of staff /mentor shortages and increasing demands on nursing
- Need to attract recruit and retain into nursing roles – a good placement experience = recruitment
- Need to increase capacity to secure the above and future of the profession

Students work in groups in a collaborative learning environment supervised by RN/support workers using coaching techniques to facilitate learning and development

Students rapidly develop confidence and leadership as they support each other using coaching strategies as well as being coached. In addition take great responsibility for their learning and are more satisfied with their clinical practice than are students undergoing traditional supervision.

Students who are coached rather than taught/mentored develop sound clinical reasoning and decision making skills and preparedness to take on role of RN

Increased job satisfaction for staff and the clinical team Increased recruitment to clinical areas running CLiPP.

All our students are being introduced to peer coaching in practice, clinical simulation and in classroom group work. Year 1 Peer-Peer, yr 2 and 3 to coach junior students



A mentor is allocated to each student but may not work that frequently with the student.

They do however set Goals, meet for Formative Assessment and Summative assessments.

Feedback from the RNs who work with the students form a basis for the assessment.

Mentors are available to all students for 40% of the working week

**Most clinical areas will have one learning area—1 or 2 bays, it will have its normal staff compliment i.e. if the students weren't there the care will be delivered.**

There may be 4 or 5 students on a shift. CLIPP is not run on night shifts.

Off duty rotas are pre-written  
Students are given designated patients to lead and deliver the care for on a daily basis. The more senior—the more patients.  
They work collaboratively together—coaching each other as well as the RN taking a step back and predominantly observing and coaching.

Watch this video to see how it works

<https://www.youtube.com/watch?v=btnCh0XV8JY>

### Coach use this framework to coach



## Coaching activities - try out your skills

### Coaching Cue Questions

Adapted from Whitmore J (2012)



#### What are your **G**oals?

- What will enable you to do?
- What is different?
- What do you want to achieve?

#### What is the **R**eality?

- What is happening at the moment?
- How do you feel about this?
- What are you doing that is getting in the way of your goal?
- Who else does it affect.

#### What are your **O**ptions?

- What could you do?
- What alternatives do you have?
- Where could you find out the information?
- Who could help you with this?

#### What **W**ill you Do?

- What will you do?
- How will you do that?
- When will you do it?
- Is there anything you need to put in place before that?

**A students' patient requires a specific wound dressing they haven't come across before**

You are supervising Kim you feel you need to speak with her she has often not arrived on time and you have discovered she is often asking to go home early

**A student doesn't agree their formative grade**

If a patient deteriorates and has an arrest do you coach?

GROW?

### How will it operate on a daily basis?

- **Students are allocated daily to a team who will 'Clipp'**
- **They will work under a RN supervisor**
- **They will work to provide holistic care to their allocated patients collaboratively with the clinical staff**
- **Students are coached into articulating their clinical decisions for their patients.**
- **Then team deliver /organise the care.**
- **The supervisor will continue to oversee the activities contributing as requested/needed.**

- **The students and teams will meet once a week to review learning facilitated by a Senior nurse .**
- **Placement Leads and University Lecturers may participate in the review activities**

**Introducing Clipp needs planning and support from Lead Practice educators and University Staff**

**Teams will receive introduction training and ongoing support**

### **Evaluation**

**All Clipp projects will have an element of evaluation**

**Students and staff will be invited to participate in evaluative activities.**

More Information: <https://www.youtube.com/watch?v=btnCh0XV8JY>

<http://www1.plymouth.ac.uk/placements/poppi/>

