



# Evolving an Experiential Learning Experience for Oncology Nurses at NGMC

## A Collaborative Evidence-Based Project

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### Objectives

- Improve teamwork dynamics between novice and proficient oncology nurses from inpatient and outpatient settings
- Standardize and advance organizational oncology nurse competency, enhance patient safety, and improve oncology patient outcomes
- Create a non-threatening way of skill acquisition and confirmation of oncology competency for nurses of all stages of clinical proficiency

### Situation

During 2020, COVID-19 care at NGMC displaced previous oncology unit and clinical staff. A new oncology unit (S4D) was established with novice and proficient oncology nurses in 2021. Outpatient infusion had increasing chemotherapy volumes and increased staff turnover/vacancies during 2021.

### Background

- Approximately 2,500 people are diagnosed with cancer at NGMC annually.
- The American College of Surgeons Commission on Cancer Standard 4.2 requires nurses providing direct care to people with cancer to obtain 12 hours of oncology continuing education annually.
- NGMC nurses that administer intravenous chemotherapy, biotherapy, and immunotherapy complete ongoing competency validations and are required to maintain an Oncology Nursing Society chemotherapy provider card.

### Assessment

An assessment of the oncology experience of nursing staff included the following:

- S4D had 10 novice and 3 proficient oncology nurses.
- Outpatient Infusion had 4 novice and 4 proficient oncology nurses.

A review of evidence-based information supported the use of multiple strategies in the development and implementation of oncology competency validation. Additionally, safe medication handling, accurate medication administration, and cytotoxic side effect awareness and management are key components of quality oncology care.



Oncology Emergency Escape Box

### Delivery of the Experiential Learning Experience

In collaboration with Simulation Educator team members, Oncology Educator, Outpatient Infusion Coordinator, and Oncology Services Assistant Nurse Manager, the following was conducted in 2022:

- Chemotherapy workshops developed to include the following topics:
  - Oncology Emergencies
  - Hazardous spill management
  - Hypersensitivity Reactions
  - Extravasation of vesicant management
  - Endometrial cancer
- Methods of learning included the following:
  - Simulation experiences with standard patients
  - Escape box scenarios
  - Lecture
  - Post simulation debriefing
  - Learner evaluations of workshops



Chemotherapy administration with Standard Patient

### Outcomes

The project outcomes included:

- Five workshops delivered over 5 hours each
- Twenty-three nurse learners completed the workshop
  - Fourteen inpatient nurses
  - Nine outpatient nurses
- Learner evaluation scores
  - 95% strongly agree that workshop met objectives
  - 5% agree that workshop met objectives



Post simulation debriefing



Hypersensitivity reaction with Standard Patient



Lecture

### Future Work

- Repeat, rework, and enhance the experiential learning experience for additional workshops in 2022-2023
- Increase the level of complexity of simulations and escape room boxes for proficient oncology nurses
- Continue to enhance teamwork dynamics between inpatient and outpatient oncology nurses

### References

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Simulation Education Team

Standard Patients

Oncology nurses from S4D and Outpatient Infusion

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