

# TEAMS CLINICAL MODEL

*Rethinking the Approach*

An innovative academic – practice partnership model

**ASU** Edson College of Nursing and Health Innovation  
Arizona State University

**Banner Health**

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**“Imagining something may be the first step in making it happen, but it takes the real time and real efforts of real people to learn things, make things, turn thoughts into deeds or visions into inventions.”**

*Fred Rogers*

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# The Academic Partner

**ASU** Edson College of Nursing and Health Innovation  
Arizona State University

ASU is a comprehensive public research university, measured not by whom it excludes, but by whom it includes and how they succeed; advancing research and discovery of public value; and assuming fundamental responsibility for the economic, social, cultural and overall health of the communities it serves.



- Ranked 29<sup>th</sup> in US News and World Report for BSN Programs
- Multiple campuses and access in-person, on-line, or hybrid programs
- BSN program has grown 64%
- NCLEX pass rates exceed 90%
- Undergraduate, master's, DNP, PhD and certificate programs
- Academic and life long learning programs
- Research and knowledge acquisition in aging, dementia, and nursing

# The Practice Partner

**Banner Health.**

Headquartered in Arizona, Banner Health is one of the largest nonprofit health care systems in the country. The system owns and operates 30 acute-care hospitals, Banner Health Network, Banner – University Medicine, academic and employed physician groups, long-term care centers, outpatient surgery centers and an array of other services; including Banner Urgent Care, family clinics, home care and hospice services, pharmacies and a nursing registry.

Banner Health is in six states: Arizona, California, Colorado, Nebraska, Nevada and Wyoming.



- By the numbers**
- 30 Acute-Care Hospitals
  - 50 Urgent Care Centers
  - 100s of Health Centers and Clinics
  - 52,000+ Employees
  - Operate in Six States

# Background and Importance

- Longitudinal model of clinical learning
- Organized into cohorts for learning and community
- Focus on workforce development with partner organization
- Prepares a work-ready workforce with reduced onboarding and students already inculcated into host organization culture

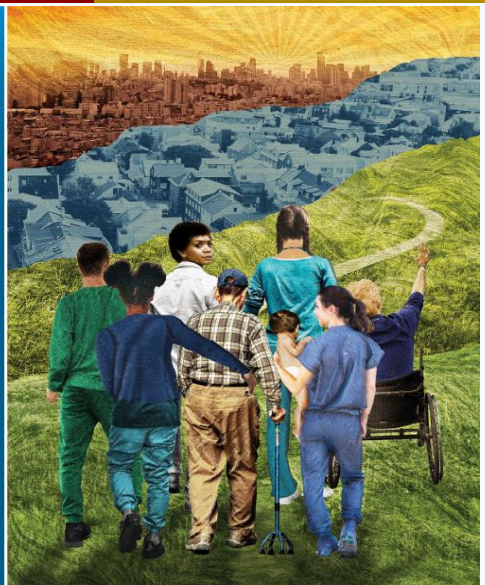


# The Future of Nursing 2020-2030

Charting a Path to  
Achieve Health Equity



The National Academies of SCIENCES ENGINEERING MEDICINE



<https://nam.edu/publications/the-future-of-nursing-2020-2030/>

## **STRENGTHENING NURSING EDUCATION**

**Nursing education coursework and experiential learning** that prepare students to promote health equity, reduce health inequities, and improve the health and well-being of the population will build the capacity of the nursing workforce.

**Substantive education in community (e.g., schools, workplaces, home health care, public health clinics) and telework** settings allows nursing students to learn about the **broad range of care environments and to work collaboratively with other health and non-health professionals..**



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## **ACTING NOW TO IMPROVE THE HEALTH AND WELL-BEING OF THE NATION**

The **demand for nurses will increase in the decade ahead due to the health needs of the aging population, increases in behavioral and mental health conditions, increases in lack of access to primary health care, high maternal mortality rates, worsening physician shortages, and other sociodemographic factors** and health workforce imbalances.

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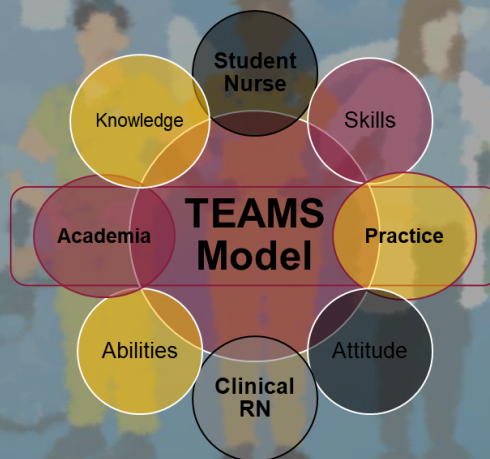
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# The Model

- Serves as a workforce solution for organizations.
- Creates a learning community of students immersed into a clinical area and organization.
- Fosters strong relationships.
- Eliminates the cycle of different students each week.



<https://nam.edu/publications/the-future-of-nursing-2020-2030/>

# Implementation

- Process
  - Began in Fall 2021
  - 8 students will be designated as the unit team.
  - 8 students will be matched to the agency based on a number of factors and screening questionnaire.
  - Prior to the start of the clinicals, the site clinical staff will receive an orientation to the model and program design.
  - Assigned ASU Faculty to the cohort and unit.
- Method of implementation
  - Survey
  - Upscale of nursing staff



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# Results to Date

- Qualitative Themes
  - Students
  - Preceptors
- Quantitative Measures
  - ATI Exams



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## Practice Partner's Perspective Banner Health.

- Builds continuity of learning and relationships
- Organization can assess student's level of knowledge and attitude
- Leaders understand the value for workforce pipeline
- Preceptors purport to have a higher degree of satisfaction by working with the same student for 1-2 years.
- Banner will look at recruitment and retention data as students transition to employees.

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# Panel Discussion



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**Dr. Noelle Trinder, RN**  
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## Lessons Learned





# Next Steps

- Model continues with partners
- Students and organizations have an overall positive response.
- Model and process will continue to evolve.



<https://www.nursingtimes.net/news/workforce/nurses-support-young-competitors-mentors-02-09-2019/>

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<https://www.throughlinegroup.com/wp-content/uploads/2015/09/Questions-and-Answers-iStockPhoto-PPT.jpg>

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Nursing is a progressive art  
such that to stand still is to  
go backwards.

- FLORENCE NIGHTINGALE

QUOTE AMBITION

*Thank you  
for your  
interest,  
time, and  
attention.*

[https://www.google.com/search?q=quotes+on+healthcare+from+nurses&tbm=isch&chips=q:quotes+on+healthcare+from+nurses,online\\_chips:florence+nightingale:LHndWkMwal8%3D&riz=1C1GCEU\\_enUS914US914&hl=en&sa=X&ved=2ahUKEwipm5Kv4J37AhV9qo4IHb\\_4AZ4Q4IYoBHoECAEQK&biw=1263&bih=552#imgrc=fi\\_QjMrHw-2SM](https://www.google.com/search?q=quotes+on+healthcare+from+nurses&tbm=isch&chips=q:quotes+on+healthcare+from+nurses,online_chips:florence+nightingale:LHndWkMwal8%3D&riz=1C1GCEU_enUS914US914&hl=en&sa=X&ved=2ahUKEwipm5Kv4J37AhV9qo4IHb_4AZ4Q4IYoBHoECAEQK&biw=1263&bih=552#imgrc=fi_QjMrHw-2SM)

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