



LOMA LINDA UNIVERSITY

MEDICAL CENTER

Staff Development



***Faculty Development Showcase Week:
LLU Placement Program for Prelicensure Student Nurses***

Course Description:

In order to provide work experience for non-licensed students prior to graduation, a Student Nurse Assistive Personnel (SNAP) Program has been developed; this is a collaborative effort between Loma Linda University (LLU) and Loma Linda University Medical Center (LLUMC). This experience provides a potential pool for future recruitment for nurses at LLUMC. Further, real life experiences for student nurses are provided while facilitating and enhancing the care of patients within LLUMC.

Course Objectives:

The participant will:

1. Describe Student Nurse Assistive Personnel (SNAP)
2. Relate the purpose of the collaboration between LLU and LLUMC in relation to SNAP

How We Learn

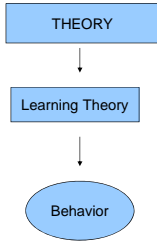
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Presentation Objectives

- Provide an overview of a description of a joint education project developed by LLUSN/LLUH/LLUCH
- Discuss the Educational Principles underlying this Project
- Share lessons learned

What do theories tell us, and why do we care?



Pedagogy & Andragogy

Pedagogy

- Learner is dependent
- Learner needs external reward
- Learner experience is not considered important

Andragogy

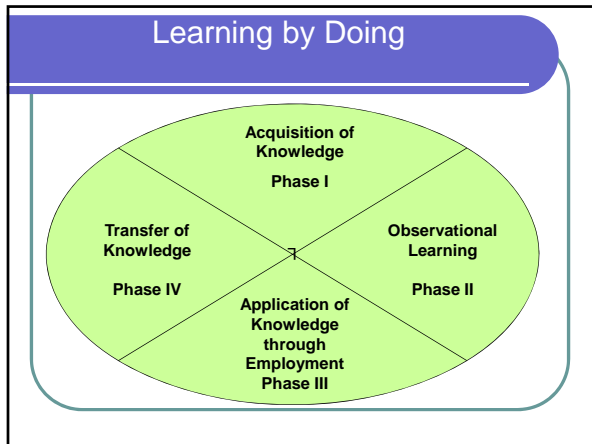
- Learner is self-directed
- Learner is internally motivated
- Learner experience is valued

Social Cognitive Theory Applied

Student could learn to be:

- ✓ Proactive, forward thinking
- ✓ Self-reflecting
- ✓ self regulating
- ✓ Learn from observation/modeling /doing





SNAP Defined

S = student
N = nurse
A = assistive
P = personnel

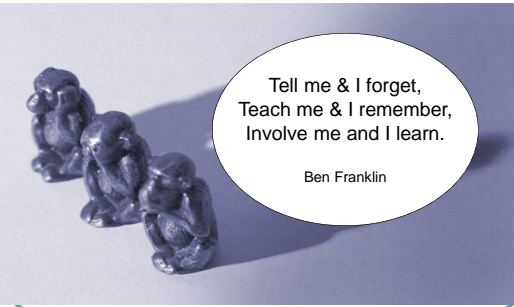
- ### PROGRAM
1. Starts with a comprehensive Hospital Orientation Program
 2. Continues with "buddy" system for the orientation to the unit work expectations
 3. Performance evaluations done at 90 days & one year
 4. Incentive established for excellent performance
 5. Flexible scheduling for student learners

WE HAVE LEARNED....

Educational learning theory has direct applicability to nursing education by providing:

- ✓ the basis for the development of an experience-based pre-licensure transitional program for nursing students
- ✓ has direct applicability to nursing education
- ✓ Assisted in creating a new teaching methodology for nursing education
- ✓ Provided future opportunities for nursing & educational research

The End



References

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