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**STRATEGIC PLAN 2024 - 2029**

**MISSION:**

The Jo Ann Bingham Clinical Simulation Center is committed to:

* Deliver a simulation environment that is safe and realistic.
* Integrate innovation and evidence-based practice into simulation teaching strategies.
* Incorporate state-of the art technologies in clinical education.
* Promote interprofessional education.
* Provide active learning experiences that foster student reflection and self-discovery.
* Produce quality healthcare professionals with enhanced critical thinking abilities, communication and teamwork skills and clinical competence.

**VISION:**

The Jo Ann Bingham Clinical Simulation Center (JBCSC) aspires to be the premier, innovative, and learner-centered simulation program with a keen focus on teaching, research, and interprofessional education preparing competent, compassionate, professional clinicians to meet the needs of the local and global community.

**CORE VALUES**:

* **Excellence**: Use rigorous evidence-based methodologies and models of best practice to develop education strategies that instill patient safety practices and competency, inspiring professionalism and accountability
* **Collaboration**: Foster partnerships within and beyond our university and community college partners that support healthcare simulation education for multiple programs and healthcare organizations
* **Innovation**: Inspire and support innovative experiential learning opportunities that are diverse and inclusive
* **Discovery:** Encourage learner reflection and self-discovery to foster development of clinical judgment while working independently and on a multidisciplinary team
* **Sustainability:** We are committed to continued growth by integrating sustainable practices into all aspects of our operations including the infrastructure, people, and processes necessary for implementation of effective and efficient simulation-based experiences (SBE)

**Strategic Priorities**

* **Excellence** in simulation teaching and learning methods
* **Collaboration** to fosterpartnerships for continued success
* **Professional Development** of faculty and staff
* **Sustainability** through efficient use of fiscal, physical, and human resources
* **Research** to elevate recognition of JBCSC with emphasis on improving patient care

**Strategic Goal 1 Excellence**

***Provide a safe simulated environment for learning that engages and supports students in their development of clinical judgement while incorporating best practices that emphasize quality patient care and professionalism*.**

College of Nursing: *We utilize* ***rigorous evidence-based methodologies*** *to instill competency and inspire professionalism and leadership in our graduates***.**

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| **Objective** | **Measurable/Results** | **Action Items** | **Timeline** | **Updates/Notes** |
| 1. Maintain SSH accreditation in Teaching/Education | Attains full re-accreditation in CORE standards + Teaching/Education standards | * Internally available | 1.a. 7/15/24  1.b. 2026 | **Responsible person(s):**  1.a. Executive Director  1.b. Executive Director |
| 2. Enhance simulation center safety protocols | Achieve 100% compliance with safety protocols in all simulation activities | 2.a. FY25  2.b. FY25  2.c. FY25/26  2.d. FY25 | **Responsible person(s)**:  2.a.- 2.c. Director of Operations  2.d. All facilitators of simulation at the JBCSC |
| 3. Encourage development of clinical judgment skills through simulation | Prelicensure nursing students demonstrate performance improvement in clinical judgment as evidenced by Creighton Competency Evaluation Instrument (C-CEI®) scores [numerical values TBD per course] | 3.a. 2024-2025 academic year  3.b. 2024-2025 academic year  3.c. 2024-2025 academic year  3.d. end of  Fall24 & Sp25 semesters | **Responsible person(s):**  3.a. Simulation program faculty  3.d. Executive Director + Simulation program faculty and administrative staff |
| 4. Incorporate AACN Essentials into all undergraduate and graduate level nursing simulation activities | 100% of simulation design templates include learning objectives mapped to AACN Essentials | 4.a. Spring 25  4.b. FY25-26  4.c. FY25-26 | **Responsible person(s):**  4.a. Executive Director  4.b. Executive Director, Simulation program faculty, CON Leadership + faculty  4.c. Executive Director + Simulation program faculty |
| 5. Expand simulation course offerings | Review current simulation cases at least annually.  Research and adopt or design at least 2 new simulation scenarios each year. | 5.a. annually in May  5.b. FY25-26 | **Responsible person(s):**  5.a. Simulation faculty, Executive Director approval required  5.b. Simulation faculty, Executive Director approval required |

**Strategic Goal 2 Collaboration**

***Foster partnerships within and beyond our university and community college partners that support healthcare simulation education for multiple programs and healthcare organizations***

College of Nursing*: We demonstrate respect in* ***interdisciplinary, collaborative practice*** *to achieve the highest quality outcomes.*

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| **Objective** | **Measurable/Results** | **Action Items** | **Timeline** | **Updates/Notes** |
| 1. Maintain community college partnerships | Provide at least two simulation scenario activities per level for our community college partners each semester | * Internally available | 1.a. every semester | Responsible person(s):  1.a. Simulation program faculty |
| 2. Expand simulation education in the community | Provide consultation services to at least 2 other organizations (healthcare, business, or academic) desiring to participate in simulation-based education | 2.a. ongoing | Responsible person(s):  2.a. Executive Director |
| 3. Increase interprofessional simulation-based education | Provide at least 2 face-to-face IPE simulation scenarios for prelicensure nursing students | 3.a. each academic year  3.b. FY25-26  3.c. FY25 | Responsible person(s):  3.a. Simulation program faculty coordinate with PT faculty  3.b. Executive Director assist Simulation program faculty  3.c. All faculty who facilitate simulation |

**Strategic Goal 3 Professional Development**

***Foster continuous professional growth among simulation educators and staff through comprehensive training, mentorship, and integration of innovative simulation methodologies***

College of Nursing: *commitment to “excellence in the* ***development of professional nurses*** *to meet changing local and global health care needs through education, research, practice, and community engagement”*

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| **Objective** | **Measurable/Results** | **Action Items** | **Timeline** | **Updates/Notes** |
| 1. Maintain consistent and trained simulation teaching faculty | 100% of faculty facilitators complete required simulation training  100% of simulation faculty are CHSE certified | * Internally available | 1.a. FY25 Q1  1.b. FY25 Q1  1.c. Annual  1.d. Annual  1.e. FY26-27 | **Responsible person(s):**  1.a. Executive Director  6/22/24 – Harvard Center for Medical Simulation, Dr. Mary Fey and team, agreed to proposal for consultation  University office of contracts & procurement drafting final contract  Anticipate begin in July 2024  1.b. Executive Director  1.c. Executive Director approves; Simulation faculty consult administrative staff for membership payment  1.d. Executive Director approves; Simulation faculty consult Administration staff for registration and travel payment  1.e. Simulation faculty |
| 2. Maintain consistent and trained healthcare simulation technology specialists | 100% of simulation technology specialists are CHSOS certified | 2.a. Annual renewal  2.b. Annual  2.c. when criteria met or during 3rd year of employment | **Responsible person(s):**  2.a. Executive Director approves; Simulation technology specialist consults administrative staff for membership payment  2.b. Executive Director approves; Simulation technology specialist consults administrative staff for registration and travel payment  2.c. Simulation technology specialist |
| 3. Increase simulation training for all CON faculty | JBCSC offers at least one faculty workshop or training module each year to all CON faculty | 3.a. FY25  3.b. FY25 | **Responsible person(s):**  3.a. Executive Director + simulation and CON leadership  3.b. Executive Director + simulation faculty |
| 4. Continue growth of the Standardized Patient (or Participant, SP) program while increasing diversity | JBCSC includes live SPs in addition to or in lieu of a manikin simulator to enhance learner communication skills in at least 50% of all acute care simulation scenarios | 4.a. FY26  4.b. FY26 | **Responsible person(s):**  4.a. Executive Director  4.b. Executive Director + Program Admin Specialist |

**Strategic Goal 4 Sustainability**

***Continued growth while integrating sustainable practices into all aspects of our operations including the infrastructure, people, and processes necessary for implementation of effective and efficient simulation-based experiences (SBE)***

University core value*: We are committed to integrating* ***sustainable practices*** *into all aspects of our operations and engage students across the curriculum to learn, discover and contribute to positive current and future environmental solutions*

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| **Objective** | **Measurable/Results** | **Action Items** | **Timeline** | **Updates/Notes** |
| 1. Provide a supportive environment for faculty, staff, and students | 100% of faculty and staff verbally report overall job satisfaction to the Executive Director during regular meetings and at annual performance evaluation.  > 90% student satisfaction rate reported with simulation, faculty, and center operations on post-encounter surveys | * Internally available | 1.a. FY25  1.b. FY25  1.c. FY25-26  1.d. ongoing | **Responsible person(s):**  1.a. Executive Director  1.b. Executive Director with each faculty and staff member  1.c. Executive Director  1.d. administrative staff ensure surveys assigned, all faculty and staff review with Executive Director |
| 2. Increase the number of dedicated simulation faculty | Hire 1 simulation FTE at Roanoke site within 2 years. | 2.a. FY26  2.b. FY25 | **Responsible person(s):**  2.a. Executive Director  2.b. Executive Director |
| 3. Demonstrate good stewardship in maintaining center operations | Operational budget sufficient to meet 100% of the vital needs of center operations | 3.a. FY25  3.b. FY25  3.c. FY25 | **Responsible person(s):**  3.a. All JBCSC employees  3.b. Director of Operations + Simulation technology specialists  3.c. Executive Director |
| 4. Obtain grants, donations, and revenue streams to support expansion of simulation offerings and ongoing professional development | Attain at least 1 new grant, donation, or completed fundraising or revenue project per year | 4.a. FY25  4.b. FY25  4.c. FY25 | **Responsible person(s):**  4.a. Program manager, Radford site  4.b. Executive Director  4.c. Executive Director |

**Strategic Goal 5 Research**

***Conduct and publish simulation research to elevate recognition of JBCSC with an emphasis on improving patient care***

University core value*: We inspire and support creativity in* ***research, scholarship, pedagogy, and service***

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| **Objective** | **Measurable/Results** | **Action Items** | **Timeline** | **Updates/Notes** |
| 1. Conduct and publish simulation research studies | Conduct and publish at least 1 peer-reviewed simulation research study each year over the next 5 years | * Internally available | 1.a. FY25  1.b. FY25-26 | **Responsible person(s):**  1.a. Executive Director  1.b. Executive Director with faculty co-authors and/or contributors |
| 2. Disseminate research findings locally, nationally, and internationally | Present findings of research studies at 1 national or international conference each year. | 2.a. FY26  2.b. FY25 | **Responsible person(s):**  2.a. Executive Director  2.b. Executive Director |
| 3. Maintain and secure increased funding for ongoing research and publication | JBCSC conducts at least 1 simulation research study each year funded by donors, grants, or public service revenue | 3.a. FY25  3.b. FY25  3.c. FY25-26 | **Responsible person(s):**  3.a. – 3.c. Executive Director |