RIVERSIDE CITY COLLEGE
SCHOOL OF NURSING

Departmental Operation: Feedback and Evaluation of Simulation Facilitators

To ensure the growth and development of faculty who function as Simulation Facilitators the Simulation Experts will incorporate the following activities as part of the feedback and evaluation process. Simulation Facilitators include full-time and associate faculty nursing faculty. The feedback and evaluation process is leveled to the extent of simulation involvement by the facilitators.

To ensure compliance with SSH standards and criteria and Regional Simulation Program (RSP) expectations, all Simulation Facilitators will participate in a peer-review process. Peer-review is not part of the contractual evaluation process that is required for faculty. The purpose of peer review is to ensure that simulation facilitators are complying with established best practice standards and to provide an opportunity for simulation facilitators to receive feedback. Peer review will be conducted by one of the Simulation Experts or designee (a CHSE certified faculty member) at least once a year on all RSP Simulation Facilitators. Based on observations by the peer reviewer a Simulation Facilitator may be reviewed more than once a year. Feedback provided to Simulation Facilitators is confidential.

Feedback and Evaluation of Full-time Simulation Facilitators will include the following:

1. Peer review observation: The Simulation Expert will observe at least one debriefing session for a simulation educational activity that the Simulation Facilitator is facilitating using the PEARLS Debriefing Checklist. Peer review will be conducted once a year and is a separate process from the contractual Improvement of Instruction (IOI) evaluation process required by RCCD.
2. Self-evaluation: Simulation Facilitators will complete a self-evaluation of their own performance as a facilitator of simulated educational activities and submit a plan regarding professional development in simulation to the Director of Simulation/ Learning Labs (LLs). Self-evaluation is required in the year that the Simulation Facilitator is scheduled for their IOI evaluation through RCCD.
3. All Simulation Facilitators scheduled for their IOI will be evaluated by participants using the *Clinical Evaluation Tool for Simulation* as part of their evaluation process.

Feedback and Evaluation of Associate Faculty Simulation Facilitators will include the following:

1. Peer review observation: The Simulation Expert will observe at least one debriefing session for a simulation educational activity that the Simulation Facilitator is facilitating using the PEARLS Debriefing Checklist. Peer review will be conducted once a year and is a separate process from the contractual Improvement of Instruction (IOI) evaluation process required by RCCD.

2. Self-evaluation: Simulation Facilitators will complete a self-evaluation of their own performance as a facilitator of simulated educational activities and submit a plan regarding professional development in simulation to the Director of Simulation/ Learning Labs (LLs). Self-evaluation is required in the year that the Simulation Facilitator is scheduled for their IOI evaluation through RCCD.
3. **Optional:** the associate faculty can request to be evaluated by participants using the *Clinical Evaluation Tool for Simulation* as part of their evaluation process.

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