

Conceptual Framework

The Conceptual Framework utilized for the development and implementation of this DNP project was Mento's Model of Change which include identifying the idea and its context, defining the change initiative, evaluating the climate for change, developing a change plan, finding and cultivating a partner, preparing the target audience, creating a cultural fit, developing a change leader team, creating small wins, constantly and strategically communicating the change, measuring progress of the change effort, and integrating lessons learned. The Project Investigator (PI) satisfied the first step of defining the idea and its context by assessing current status of teacher-centered learning and the vision of successful integration of an Escape Room in the current orientation curriculum. Mento's second step called for defining the change initiative by identifying strategists, implementers, recipients, and stakeholders which the PI satisfied this by identifying external stakeholders and audience for the Escape Room intervention. Thirdly, Mento calls for a careful assessment of the climate for change. The DNP satisfied this with frequent meetings with the external stakeholder, carefully assessing for strengths, weaknesses, opportunities, and threats to the success of the project. Next, Mento encourages the development of a change plan, which the DNP formulated specifically contemplating the hope for longevity of the Escape Room intervention.

The next three steps in Mento's Model include preparing the target audience for change, creating a cultural fit, and developing a leadership team. The PI satisfied these steps by setting up dialogue with the educators and quality improvement staff across the four units that the nursing students will be hired to. This helped prepare those on the receiving end of this change understand its need and also feel included in the preparation of the Escape Room which in turn increased the cultural acceptance and fit and resulted in a group of invested and excited leaders.

Mento's ninth step is to create small wins for motivation. This was completed by encouraging leaders to attend other educational Escape Rooms within the facility and sharing feedback from these events with stakeholders and leaders. Sharing data, experiences, and praise of these active learning initiatives also helped smooth the introduction of the Escape Room.

After meeting with the team of educators and quality improvement specialists, a survey was sent out to glean data related to priorities of the Escape Room objectives. This data was shared back to these stakeholders thus satisfying Mento's tenth step of constantly and strategically communicating change.

Mento's final two stages are measuring progress of the change effort and integrating lessons learned. These will be satisfied by implementing the evaluation methods detailed in the evaluation section. These results will be utilized to further improve the Escape Room intervention and results will be communicated to stakeholders in real time.