

"The statement feels inclusive and supportive of the purpose and aim of the education network. It outlines what will be achieved through the work that is being delivered and the emphasis on what is encouraged by members of the network in order to support members, grow the network and share information and ideas."

# Growing the Education Network to maturity using Quality Improvement and coproduction to support hospice educators

## Background

Development of the workforce to ensure it is fit for the future of end of life care is one of the greatest challenges facing the many hospices in the UK. Hospice educators play a key part in this.

Education underpins the quality and safety of care delivery.

## Aims

- To prevent isolation of individual educators and provide a forum for them to come together from across the sector for shared learning.
- To enable peer-to-peer support and knowledge exchange.
- To create a Statement of Purpose<sup>2</sup> to ensure a collective shared vision.
- To support dissemination of national policy, practice and facilitate two-way exchange.

## Method

- Use of continuous evaluation<sup>3</sup> using the Community of Practice Maturity Model has been essential to measure progress.
- To make positive changes we adopted a Plan, Do, Study, Act, Cycle<sup>4</sup> to test changes and review feedback.
- Regular evaluations helped to identify change ideas, key themes and topics, and measured impact<sup>5</sup>.
- Developing a shared Statement of Purpose to ensure a common understanding was essential.
- A coproduction team was instrumental in linking key priorities and strategies to develop the curriculum.
- The discussion group provides a platform for members to showcase their work.

## Results

This approach has resulted in membership engagement increasing from 100 to 250+ and attendance from 10 - 70+. Further opportunities to communicate and share learning have been created with the introduction of the Teams Education Network Discussion Group.

## Conclusion

A structured approach, Quality Improvement and the Community of Practice Maturity Model has supported the development of an effective network with positive engagement. Coproduction ensures relevance and ongoing value to the community.

## Authors

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"Listening to colleagues who have been working in hospice education for some time has given me a wider perspective in terms of how we can develop education here. It also helps as I am a lone worker - working 2 days a week."

## Stages of maturity of a Community of Practice



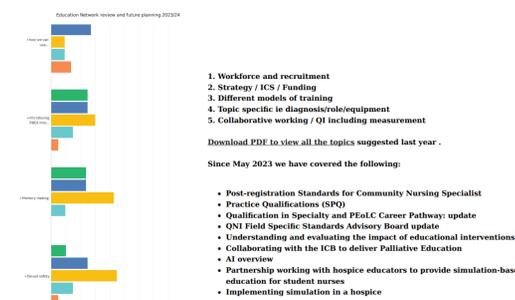
Based on the Working Knowledge<sup>5</sup> Community of Practice Maturity Model

"I really learn a lot from these sessions. Thank you Amber and your team for organising these."



"Linked into other hospices and education developments has widened my knowledge base and inspired further investment to topic areas."

## Extract from 2022/23 evaluation survey



## Hospice UK Strategy 2024/29



"Lived experience - I always gain insight of best practice and problem solving from others sharing their educational journey."

## Statement of Purpose 2024



"It has given me more of an insight into what other hospices do and has given me confidence that I am doing things right, even though I have a lower budget and fewer hours than most other hospices."

## References

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