

Unlocking the Power of Simulation: Coach for Competency

Faculty Development Workshop on Competency-Based Education

April 8, 2026
Virtual

Learning Outcomes:

- Identify at least three common misconceptions and two key mindset shifts essential for effective CBE implementation, contributing to a shared mental model and common language for the workshop.
- Draft a simulation scenario concept that maps to at least one competency and incorporates appropriate complexity and learner variables.
- Develop one actionable strategy to enhance psychological safety in their learning environment based on identified benefits and learner needs to foster engagement and trust.
- Demonstrate understanding of authentic assessment principles in simulation.
- Identify and plan one improvement to their pre-brief or debrief practice that enhances learner engagement and reflection.
- Enhance coaching skills for effective feedback and learner growth, and identify one change to incorporate coaching more effectively in their teaching.

Nursing Continuing Professional Development Credits:

- The American Association of Colleges of Nursing is accredited as a provider of nursing continuing professional development by the American Nurses Credentialing Center's Commission on Accreditation.
- Participants may earn up to 5.75 credits for Nursing Continuing Professional Development.
- There are no relevant financial relationships for any of the planners and presenters for this activity.
- Sponsors have not been involved with the planning of content for sessions awarding contact hours.
- For sessions awarding contact hours, participants must attend in entirety and complete an evaluation after the conference. A continuing nursing education/nursing continuing professional development certificate will be provided.
- There are no known conflicts of interest concerning planners and presenters.

AGENDA

7:45-8:00 a.m.

Log-in & Tech Check

8:00-8:15 a.m.

Welcome, Overview, and Rules of Engagement

8:15-9:00 a.m.

Learning Reimagined: Myth-busting and Mindset Shifts in CBE

This panel discussion will clarify common misconceptions about competency-based education and highlight the mindset shifts faculty need to implement it effectively. By establishing a shared language and expectations, the session will create a shared mental model to ground the workshop's deeper exploration of teaching, learning, and assessment within a CBE framework.

*Panel Moderator: **Susan Corbridge**, PhD, FAANP, FCCP, FAAN Chief Education Innovation Officer, American Association of Colleges of Nursing*

*Panelists: **Carol F. Durham**, EdD, MSN, RN, ANEF, FAAN, FSSH, Professor Emeritus, University of North Carolina at Chapel Hill School of Nursing; **Mary Fey**, PhD, Associate Director, Applied Learning for Performance and Safety, Harvard Center for Medical Simulation; **Marie Gilbert**, DNP, RN, CHSE-A, FSSH, Director, Central California Center for Excellence in Nursing, California State University, Fresno; and **Kate J Morse**, PhD, CHSE-A, FAAN Assistant Dean, Simulation and Innovation, Clinical Professor of Nursing, Drexel University*

9:00-9:10 a.m.

Brain Break

9:10-10:10 a.m.

Simulating Success: Scenario Development

This session will delve into designing high-quality simulation scenarios aligned with competency-based education. Participants will explore key design nuances, including competency mapping, graduated complexity, and learner variables, to create scenarios that more effectively support competency development.

*Speaker: **Marie Gilbert**, DNP, RN, CHSE-A, FSSH, Director, Central California Center for Excellence in Nursing, California State University, Fresno*

10:10-10:20 a.m.

Brain Break

10:20-11:20 a.m.

Creating a Learning Oasis: Psychological Safety & Engagement

Competency-based education calls for frequent formative assessment, which is optimized when faculty can clearly understand their learners' thinking. This session will explore the benefits of creating safe learning environments as faculty develop strategies to foster engagement and deep learning.

Speaker: Mary Fey, PhD, Associate Director, Applied Learning for Performance and Safety, Harvard Center for Medical Simulation

11:20-11:30 p.m.

Brain Break

11:30-12:30 p.m.

Foundations of CBE Assessment: Measuring What Matters

This session explores the essential principles of authentic assessment in competency-based education, emphasizing strategies that truly support learner competence. Participants will engage with key concepts, including psychological safety in assessment, feedback literacy, and the roles of formative versus summative assessment in simulation. The session highlights how these elements foster a collaborative teacher–learner partnership, ultimately preparing graduates for real-world practice.

Speaker: Kate J Morse, PhD, CHSE-A, FAAN, Assistant Dean, Simulation and Innovation, Clinical Professor of Nursing, Drexel University

12:30-1:15 p.m.

Lunch

1:15-2:15 p.m.

The Art of Facilitation: Pre-Brief, Debrief, & Beyond

Simulation-based education plays a pivotal role in student success—pre-brief and debrief frame each experience. This session will guide faculty in elevating their simulation practices by refining and strengthening pre-briefing and debriefing approaches to maximize learning and performance.

Speaker: Carol F. Durham, EdD, MSN, RN, ANEF, FAAN, FSSH, Professor Emeritus, University of North Carolina at Chapel Hill, School of Nursing

2:15-2:25 p.m.

Brain Break

2:25-3:25 p.m.

Coaching Conversations – Don’t Leave Learning on the Table.

To meet the call to action represented by the Essentials, the faculty role is shifting to that of a Coach. This session will explore new ways to engage learners in feedback conversations that advance their development.

Speaker: Mary Fey, PhD, Associate Director, Applied Learning for Performance and Safety, Harvard Center for Medical Simulation

3:25-3:45 p.m.

Wrap-up, Feedback, & Next Steps

This session will invite participants to identify three action items (individual or collaborative).