

INNOVATION IN DISCUSSION BOARD CREATION, IMPLEMENTATION, AND EVALUATION

By Dr. Machel Skinner

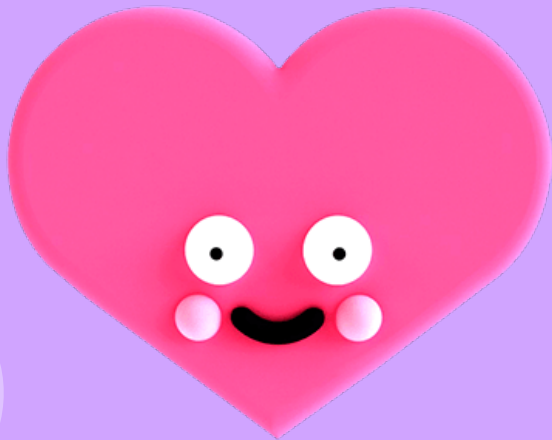


WHAT WILL WE DISCUSS?

1. Explore **evidence-based** discussion board design and implementation methods for faculty and student success.
2. Examine the **Skinner's DEARC Discussion Board Strategy ©** and its utility in motivating student and faculty engagement.
3. Determine how **AI** can be utilized in discussion board design and evaluation.
4. Assess how quality discussion board design can **mitigate AI pitfalls**.
5. **Create a discussion board** utilizing the Skinner's DEARC Discussion Board Strategy © and AI tools.



WHO USES DISCUSSION BOARDS?



**DO YOU WANT TO IMPROVE YOUR
DISCUSSION BOARDS?**



WHY DO WE USE DISCUSSION BOARDS?

- Community and engagement
- Constructivist and Social Learning Theory
- Critical-thinking, problem-solving, and reasoning
- Communication skills enhancement
- Active participation

(Crane, 2024; Hamadi et al., 2023; Herrman, 2020; Nilson & Goodson, 2021; Olivera et al., 2021)



WHAT MAKES THE BEST DISCUSSION BOARDS?

Structure/design

Instructor engagement and
facilitation



(Crane, 2024; Hamadi et al., 2023; Herrman, 2020;
Nilson & Goodson, 2021; Olivera et al., 2021)

STRUCTURE AND DESIGN

Clear goals and expectations

Instructions, due
dates, and rubric

Value of discussion
and resources

High-quality prompts

Prompts for
conversation,
concepts, and
context

Initial post and
replies

Reflection and flexibility

Decrease rigidity

Sharing
experiences and
examples



Discussion - *Role Models of Transformational Leadership and Identifying a Culture of Practice Excellence*

You have learned about different aspects of Transformational Leadership and its influence on promoting a culture of practice excellence. Think about your past experiences with leadership and your role in the practice culture. Let's start a conversation about your experiences by answering the following prompts and discussing with your peers.

Instructions:

Initial Post (150 words minimum):

- Give an example of a person or unit that exemplified Transformational Leadership and practice excellence.
 - Explain the situation and discuss how they role-modeled Transformational Leadership and promoted practice excellence.
 - What knowledge, skills, and competencies did you see in them that you admire and would seek to emulate?
 - What was the outcome?
- Use your textbook and 1 peer-reviewed journal articles to support your discussion. Include APA formatted citations and references.

Replies (reply to 1 peer--150 words minimum):

- Describe a leader or unit that did NOT role-model Transformational Leadership and the promotion of practice excellence. How did this affect the situation?
- Review your peer's example of the use of Transformational Leadership and promotion of practice excellence.
 - Identify the knowledge, skills, and competencies they discussed that reflected Transformational Leadership and practice excellence.
- Discuss how this set of knowledge, skills, and competencies would have improved **your** situation's outcome.
- If you use resources to support your answer, please include APA citations and references.

Submission Instructions:

Please post your initial response by 23:59 CST **Wednesday of Week 6**, and comment on the post of one peer by 23:59 CST **Sunday**.

WHY AM I SO INTERESTED IN DISCUSSION BOARDS?

Student experience and
perceptions



SKINNER'S DEARC DISCUSSION BOARD STRATEGY ©

Discuss	D: Discuss this week's topics using the provided prompts as guidance	Wednesday
Examples	E: Include examples in your discussion to explain your thoughts	
Ask	A: Ask your peers 2 questions at the end of your initial post based on your discussion/thoughts to stimulate conversation.	Friday - Saturday
Reply	R: Reply to 1 peer's questions with thoughtful responses. If you use references, be sure to cite and reference per APA guidelines.	
Check back	C: Check back on Sunday for answers to your own questions, write a conversational comment about the responses you received.	Sunday

Our chapter readings provide us some new skills to try out and ask us to focus on what we really want. The themes are: Choosing our Topic, Starting from the Heart, and Master my Stories.

Instructions: Questions and prompts are given to guide the discussion. Please address all questions and prompts in **paragraph format** versus just listing answers under each question/prompt. If you use references, be sure to cite and reference per APA guidelines.

Read **Chapters 3, Chapter 4, and Chapter 5** of Grenny, J., Patterson, K., McMillan, R., Switzler, A., & Gregory, E. (2021). *Crucial conversations: Tools for talking when stakes are high* (3rd ed.). McGraw-Hill.

Write your Initial Post using the Skinner's DEARC Discussion Board Strategy(c):

- **D: Discuss** this week's topics using the provided **prompts** as guidance
- **E:** Include **examples** in your discussion to explain your thoughts
- **A: Ask** your peers **2 questions** at the **end of** your initial post based on your discussion/thoughts to stimulate conversation.

Write Reply:

- **R: Reply** to **1 peer's** questions with thoughtful responses **Friday-Saturday**. If you use references, be sure to cite and reference per APA guidelines.
- **C: Check** back on Sunday for answers to your own questions, write a **conversational comment** about the responses you received.

****Please note, the instructor may participate in weekly discussions, so feel free to answer and comment on the instructor's postings to help meet your 1 reply requirement.**

Discussion Prompts:

1. Describe a conversational experience when you suddenly found yourself in the wrong conversation because you chose the wrong topic.
2. Why is Starting with the Heart so important in crucial conversations?
3. Discuss a situation that you created a story featuring: Victim, Villain, or Helpless Stories?
4. Discuss how the Retrace Your Path and Tell the Rest of the Story methods could have helped you master your story in the situation you discussed in #3.
5. Discuss how you plan to improve your performance in crucial conversations by using the skills presented in Chapter 3, 4, and 5 (choose some skills that fit you best, you do not need to address all of them).

Replies: Reply to 1 peer per DEARC strategy.

Submission Instructions:

Please **post your initial post** by **23:59 CST Wednesday of Week 2**, and **reply to one (1) peer** by **Friday - Saturday**, Check back on **Sunday** for answers to your own questions, and **write a conversational comment** about the responses you received by **Sunday at 23:59 CST**.

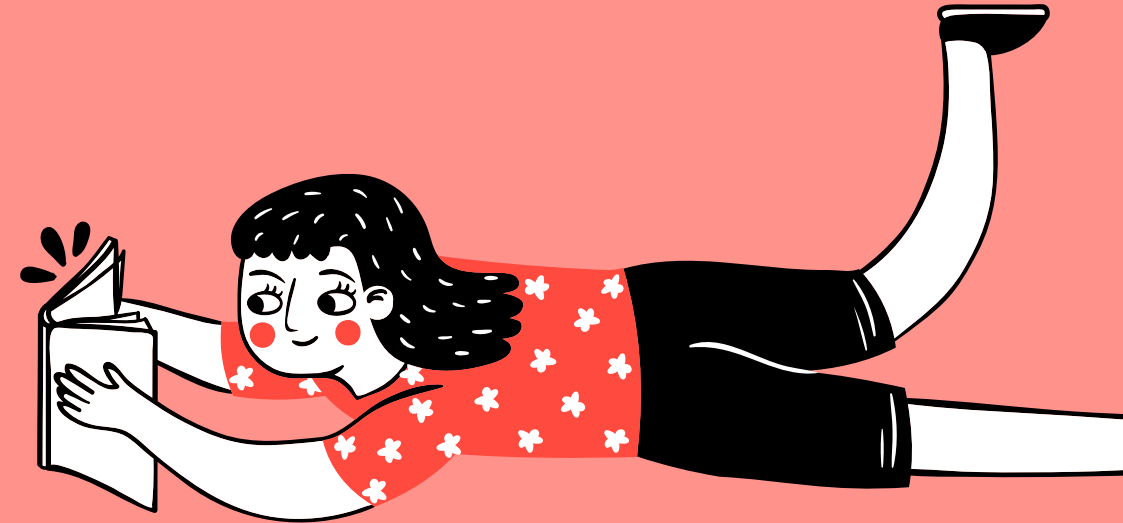
FACULTY ENGAGEMENT OPPORTUNITIES

- Writing initial introductory post for class and posing additional questions
- Creating a summative post
- Answering/replying to students' questions
 - Strategically
- Communicating with students who replied to instructor posts
- Providing individual feedback



Skinner, 2023

AI & DISCUSSION BOARDS...



AI... DISCUSSION BOARD DESIGN

- Hi! Can you design a discussion board for graduate level nursing students to meet the following outcome:
To enhance healthy work environments and collegial relationships for improved system outcomes



"What strategies have you found most effective in fostering interprofessional collaboration in diverse healthcare settings?"



"Discuss a challenge you've faced in managing workplace stress. What solutions did you implement, and what lessons were learned?"



"How can nurse leaders integrate evidence-based practices to support a positive work environment and prevent burnout?"



"Describe a successful initiative that improved team dynamics in your clinical or academic setting. What factors contributed to its success?"

PITFALLS WITH AI....DESIGN

Prompt 1:

"What strategies have you found most effective in fostering interprofessional collaboration in diverse healthcare settings?"

Response:

One effective strategy I have found is implementing structured communication tools like SBAR (Situation, Background, Assessment, Recommendation). This framework ensures clarity and mutual understanding across professions. Additionally, creating opportunities for interprofessional education (IPE) has been invaluable. For example, hosting team simulations where nurses, physicians, and allied health professionals work together on patient scenarios helps build trust and appreciation for each other's roles. Regular multidisciplinary huddles to discuss patient care plans also improve collaboration by fostering open dialogue and shared decision-making. Cultural competency training is another key, as it ensures all team members are sensitive to diverse backgrounds, which often translates into smoother professional relationships.

MAKE IT YOUR OWN...AND REFLECTIVE

What **Crucial Conversation** strategies have you found most effective in fostering interprofessional collaboration at **your** organization?

Explain and give an example how these strategies have helped you achieve a specific team goal.



AI...DISCUSSION BOARD EVALUATION

- Rubric creation
- Analysis
- Generate score and faculty feedback

Learning Outcome: To enhance healthy work environments and collegial relationships for improved system outcomes.

Category	Score	Description
Content Quality	5	The post is well-written, thoroughly addresses the prompt, and includes specific examples or evidence that align with fostering healthy work environments and collegial relationships for system improvements.
	4	The post is clear, relevant to the topic, and provides examples that somewhat align with the learning outcome, though some details are lacking.
	3	The post addresses the prompt but lacks depth, specificity, or a clear connection to enhancing work environments or collegial relationships.
	2	The post is superficial, incomplete, or minimally connects to the learning outcome.
	1	The post is off-topic, unclear, or does not address the learning outcome.
Critical Thinking and Analysis	5	The post demonstrates a high level of critical thinking, insightfully analyzes the topic, and provides thoughtful connections to improving system outcomes through collaboration and healthy workplace practices.
	4	The post reflects critical thinking and analysis, with some effort to connect ideas to the learning <u>outcome</u> , but could benefit from deeper exploration of concepts.
	3	The post demonstrates basic understanding and analysis but lacks significant insight or connections to fostering systemic improvements.
	2	The post shows limited critical thinking or analysis and provides little connection to the learning outcome.
	1	The post lacks critical analysis and fails to address how to enhance work environments or collegial relationships.
Engagement and Collegiality	5	Responds thoughtfully to peers, fosters meaningful dialogue, and models professional and respectful behavior, clearly contributing to a collaborative and supportive learning environment.
	4	Responds to peers with relevance and respect, demonstrating some effort to foster collegiality and collaboration, though more depth is needed.
	3	Provides a basic reply to peers but lacks depth or effort to contribute meaningfully to a collegial environment or the learning outcome.
	2	Rarely engages with peers or replies in a perfunctory manner, with minimal effort to support a collaborative environment.
	1	Does not engage with peers or exhibits unprofessional or disrespectful behavior, undermining a healthy work environment.

PITFALLS WITH AI....EVALUATION

Lack of :

- **Human subjectivity**
- **Contextual understanding**
- **Understanding of complex philosophies or ethics**

Time and logistics

THANK YOU AND QUESTIONS

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- QI of a Discussion Board
- Outcome
- Consider how you want conversation to flow
- Design 2 high-quality prompts
- Consider what you want students to discuss in their replies.....design 1 reply prompt or reply idea to give students
- Plug into Skinner's DEARC Discussion Board Strategy © to try it out

Stumped???

Use ChatGPT to:

- Design your discussion board
- Edit prompts
- Generate responses
- Develop a rubric

Let's Practice!!



REFERENCES

Crane, J. T. (2024). Best practices for online discussion boards. *SSRN*. January 2024.

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**AI (Elicit, OpenAI, Gemini, Microsoft Office) was utilized to plan, research, and design this presentation