



www.unboundmedicine.com

22 West State Street
Suite 200
Media, Pennsylvania 19063

tel 610.627.9090
fax 610.627.4951

HSSOBP Simulation Design Fundamentals: From Understanding to Application

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Unbound Medicine and the Organization for Associate Degree Nursing

FACILITATED BY:

**Janeen Berndt, DNP, RN, CNE, CHSE; Sami Rahman, MEd, MSN, RN;
Marci Dial, PhD, DNP, RN, PMGT-BC, CHSE, LNC;
Diane Lynn Bradley, MS, RN, CNE, CHSE; and Christine Heid, PhD, RN, CNE, CHSE**

The OADN Simulation Committee webinar explored the fundamentals of simulation design, making the case that strong design principles remain the backbone of effective nursing education despite advancing technologies. Returning to fundamentals ensures consistency, educational integrity, and equitable learner outcomes across instructors and programs.

The Healthcare Simulation Standards of Best Practice Design Standard is a framework that guides educators in creating intentional, learner-centered experiences through thoughtful planning, measurable objectives, and evidence-based scenario development.

The needs assessment is a critical first step, grounding simulation design in actual learner needs rather than assumptions. Multiple data sources were explored for identifying gaps that simulation can meaningfully address. Scope and complexity must align with the learner developmental level to create productive challenge without tipping into cognitive overload.

The panel also discussed purposeful fidelity selection, pilot testing as a "dress rehearsal," and pre-briefing to establish psychological safety, clarify expectations, and support the fiction contract. Debriefing, framed as the heart of simulation, follows three phases: reaction, analysis, and summary, transforming experience into transferable learning. Evaluation rounded out the discussion as a frequently overlooked component, one that should account for student performance, simulation fidelity, and facilitator effectiveness alike.

The panel closed by addressing virtual simulation, advice to balance modalities against learner needs and objectives, and to verify Board requirements before substituting VR for clinical hours.

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