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## Implementing cooperative learning in the nursing staff development program at an urban hospital in Jamaica

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**Statement of the Problem:** Substantial research on the use of cooperative learning strategy shows positive outcomes including efficient communication and team building skills. These are critical to enhance quality patient care and to work efficiently in today's complex medical environment. Yet, little is known about it by the nurse educators in Jamaica. Hence, the purpose of the study is to describe the experiences of the nurse educator preceptors in a cooperative learning workshop setting.

**Methodology:** This is a qualitative case study that utilized Joyce and Showers' Research-Based Training Model (Joyce & Showers, 2002) specifically, its workshop design component to provide a framework for delivering staff development training. Data was collected from six educators and their orientees. The data collecting instruments included participant observations, interviews, and documents. Analysis of the data was done inductively.

**Findings:** Themes that emerged were academic benefits, personal benefits, social benefits, and perceived requirements. Perceived requirements were areas that the participants felt were necessary to successfully implement cooperative learning in the workplace. The overall findings and the data collected provided a base on which a supportive model was developed for the implementation of cooperative learning.

**Conclusion & Significance:** The experiences of the participants confirmed the practice of cooperative learning contributes positively to a productive learning environment. Recommendations are made for the model to be implemented.