



Western Technical College

10543114 Nursing Management & Professional Concepts

Course Outcome Summary

Course Information

Description	This course covers nursing management and professional issues related to the role of the Registered Nurse (RN). Emphasis is placed on preparing for the RN practice.
Career Cluster	Health Science
Instructional Level	Associate Degree Courses
Total Credits	2
Total Hours	36

Pre/Corequisites

Prerequisite	10543109 Nursing Complex Health Alterations I
Prerequisite	10543111 Nursing Intermediate Clinical Practice
Prerequisite	10543112 Nursing Advanced Skills

Textbooks

Nursing Today: Transition and Trends – with Access. 10th Edition. Copyright 2021. Zerwekh, JoAnn and Ashley Zerwekh Garneau. Publisher: Elsevier Science. **ISBN-13:** 978-0-323-64208-8. Required. (This book is part of a Western bundle package.)

HESI Package (Dosage Calculation Online, Practice and Proctored Assessment Unlimited, HESI Case Studies, EAQ for NCLEX, 3 Day Review Course). Publisher: Elsevier Science. Required.

Success Abilities

1. Cultivate Passion: Expand a Growth-Mindset

2. Cultivate Passion: Increase Self-Awareness
3. Live Responsibly: Develop Resilience
4. Live Responsibly: Foster Accountability
5. Refine Professionalism: Act Ethically
6. Refine Professionalism: Improve Critical Thinking
7. Refine Professionalism: Participate Collaboratively

Program Outcomes

1. Integrate professional nursing identity reflecting integrity, responsibility, and nursing
2. Communicate comprehensive information using multiple sources in nursing practice
3. Integrate theoretical knowledge to support decision making
4. Integrate the nursing process into patient care across diverse populations
5. Function as a healthcare team member to provide safe and effective care

Course Competencies

1. Apply principles of prioritization when evaluating nursing care in complex situations

Assessment Strategies

- 1.1. in an oral, written or performance assessment
- 1.2. Attain a minimum average of 78% on written objective test

Criteria

Your performance will be successful when you:

- 1.1. base prioritization on patient acuity
- 1.2. use principles of time management to organize work
- 1.3. analyze effectiveness of time management strategies
- 1.4. use critical thinking to prioritize the nursing care for patients
- 1.5. apply a framework for prioritization (i.e. Maslow, ABC)

Learning Objectives

- 1.a. Describe principles of priority setting staff nurses use when managing care for a group of clients. (1, 4, 5)
- 1.b. Discuss strategies that increase organizational and time management skills. (2, 3)

2. Apply principles of delegation and supervision when evaluating nursing care

Assessment Strategies

- 2.1. in an oral, written or performance assessment
- 2.2. Attain a minimum average of 78% on written objective test

Criteria

Your performance will be successful when you:

- 2.1. explain principles of delegation
- 2.2. incorporate criteria for delegation
- 2.3. apply effective communication skills when delegating care
- 2.4. cite specific barriers to delegation
- 2.5. evaluate practice of other health care providers the Registered Nurse is supervising

Learning Objectives

- 2.a. Apply principles of delegation. (2)
- 2.b. Identify effective communication skills when delegating care. (3)
- 2.c. Explain the five rights of clinical delegation. (1)

- 2.d. Identify barriers to successful delegation. (4)
- 2.e. Describe principles to be considered when delegation client care activities. (5)
- 2.f. Examine the accountability the RN assumes when delegating client care. (5)

3. Collaborate with multidisciplinary team members to plan care

Assessment Strategies

- 3.1. in an oral, written or performance assessment
- 3.2. Attain a minimum average of 78% on written objective test
- 3.3. Reflection

Criteria

Your performance will be successful when you:

- 3.1. explore community resources in collaboration with others to maximize a patient's functional abilities
- 3.2. describe how nursing collaborates with the healthcare team to coordinate appropriate healthcare services for patients
- 3.3. describe collegial and professional practice within the healthcare team
- 3.4. identify members of the team and describe their contributions to optimize patient outcomes

Learning Objectives

- 3.a. Identify effective methods of communicating with other healthcare workers when identifying community resources for clients. (1, 2)
- 3.b. Describe the basic components of collegial and professional practice. (2, 3)
- 3.c. Identify different types of groups and explain group process. (3)
- 3.d. Describe multidisciplinary team roles. (4)

4. Examine the impact of economics on health care

Assessment Strategies

- 4.1. in an oral, written or performance assessment
- 4.2. Attain a minimum average of 78% on written objective test

Criteria

Your performance will be successful when you:

- 4.1. summarize the requirements of funding and reimbursement sources for patient care services
- 4.2. explore how political, social, and demographic trends have affected the patient population and delivery of health care
- 4.3. analyze the link between economics and quality
- 4.4. describe nursing strategies to provide cost effective care
- 4.5. examine economic pressures impacting case management and the management of institutional resources
- 4.6. describe the impact of evidence based practice on healthcare economics and patient care outcomes

Learning Objectives

- 4.a. Identify ways in which nurses can contain costs in providing client care. (4, 5, 6)
- 4.b. Describe the political, social and demographic trends that have impacted client care. (2)
- 4.c. Examine reimbursement sources for client care services. (1, 2, 3, 5)
- 4.d. Discuss evidence-based practice and its impact on client care outcomes. (6)
- 4.e. Explain the role case management plays in health care economics. (4, 5)

5. Compare mechanisms of achieving quality patient care through evidence based practice

Assessment Strategies

- 5.1. in an oral, written or performance assessment
- 5.2. Case Study
- 5.3. Attain a minimum average of 78% on written objective test

Criteria

Your performance will be successful when you:

- 5.1. examine the role of utilization review and continuous quality improvement
- 5.2. describe the role of research in providing evidence-based, quality patient care
- 5.3. examine the accrediting process for agencies

- 5.4. explain quality patient care based on standards of nursing practice
- 5.5. examine the role of government, nursing and other organizations in developing standards for quality nursing practice
- 5.6. analyze how informatics systems promote quality and safety in healthcare delivery
- 5.7. examine the role of the individual nurse in workplace quality improvement processes

Learning Objectives

- 5.a. Describe the process and role of utilization review in health care. (1)
- 5.b. Identify the role of research in providing quality care. (2, 5)
- 5.c. Describe the RN's role in quality and performance improvement. (4)
- 5.d. Describe the tools and processes for continuous quality improvement. (7)
- 5.e. Differentiate between research and evidence based practice. (2)
- 5.f. Identify the role of regulatory standards and agencies. (The Joint Commission, American Nurses Association, and Agency for Healthcare Research and Quality) (3, 4, 5)
- 5.g. Discuss the role informatics systems play in quality and safety.
- 5.h. Discuss how clinical information systems can ensure client safety and improve quality in the health care setting. (6)

6. Analyze ethical dilemmas in health care

Assessment Strategies

- 6.1. in an oral, written or performance assessment
- 6.2. Scenario Response
- 6.3. Attain a minimum average of 78% on written objective test

Criteria

Your performance will be successful when you:

- 6.1. compare and contrast theories of ethical decision making
- 6.2. examine resources to resolve ethical dilemmas
- 6.3. examine competent practice within the legal/ethical/regulatory framework of health care
- 6.4. defend the course of action or give a rationale for the action
- 6.5. apply the ANA code of ethics to diverse situations in healthcare
- 6.6. analyze the impact of cultural diversity in ethical decision making
- 6.7. identify advocacy as part of the nursing role when responding to ethical dilemmas

Learning Objectives

- 6.a. Compare and contrast various frameworks for ethical decision making. (1, 2)
- 6.b. Apply an ethical decision making framework to resolve an ethical dilemma. (2, 3, 4)
- 6.c. Examine the American Nurses Association Code of Ethics. (2, 3, 4, 5)
- 6.d. Identify personal values and moral principles in relation to ethical decision making. (2, 4)
- 6.e. Analyze the impact that sociocultural factors have on ethical decision making. (2, 5, 6)
- 6.f. Discuss the role of the nurse as an advocate in ethical health care issues. (7)

7. Analyze legal implications of nursing practice in healthcare

Assessment Strategies

- 7.1. in an oral, written or performance assessment
- 7.2. Attain a minimum average of 78% on written objective test
- 7.3. Reflection

Criteria

Your performance will be successful when you:

- 7.1. examine competent practice within the legal/regulatory framework of health care
- 7.2. analyze legal dilemmas of nursing practice utilizing professional and industry standards
- 7.3. examine how negligence and malpractice apply to nursing practice
- 7.4. operate within the legal framework of the nursing practice act
- 7.5. examine the role of the nurse when observing illegal and/or unsafe practices

Learning Objectives

- 7.a. Describe how the nurse practice act directs the practice of nursing. (1, 4, 5)
- 7.b. Identify sources of legal actions in health care. (2, 3, 5)
- 7.c. Explain how standards of care are used to determine negligence and malpractice. (1, 2, 3, 4)

- 7.d. Identify potential legal risks in nursing practice and how to manage your practice to minimize risk. (1, 2, 3, 5)

8. Prepare for the RN role

Assessment Strategies

- 8.1. in an oral, written or performance assessment
8.2. Attain a minimum average of 78% on written objective test
8.3. Written Product

Criteria

Your performance will be successful when you:

- 8.1. develop a current professional resume or portfolio
8.2. identify steps for preparing for the NCLEX RN examination
8.3. identify actions for obtaining nursing credential
8.4. identify strategies for successful nursing interviews
8.5. identify goals for lifelong learning and professional development

Learning Objectives

- 8.a. Describe the components of a successful resume and cover letter. (1, 4, 5)
8.b. Identify strategies for successful completion of the NCLEX. (2, 3)
8.c. Discuss the role of the National Council of State Boards of Nursing (NCSBN). (2, 3)
8.d. Describe essential steps involved in the interviewing process. (1, 4, 5)
8.e. Identify priorities and expectations as a professional nurse. (5)

9. Advocate for the nursing profession through political action and involvement in professional organizations

Assessment Strategies

- 9.1. in an oral, written or performance assessment
9.2. Attain a minimum average of 78% on written objective test

Criteria

Your performance will be successful when you:

- 9.1. evaluate implications of contemporary health care policy for health care consumers and nursing practice
9.2. explore the role of professional organizations in nursing practice
9.3. discuss legislative policy-making activities that influence nursing practice and health care
9.4. examine various positions on unions and collective bargaining
9.5. compare and contrast various workplace advocacy models (shared governance, QSEN, and Magnet status)

Learning Objectives

- 9.a. Develop a plan for becoming involved in a professional nursing organization. (1, 2)
9.b. Describe the role of collective bargaining in the work place. (4)
9.c. Explain strategies used to influence political decision making. (2, 4)
9.d. Identify various ways nurses can become involved in the political process. (1, 2, 3)
9.e. Discuss workplace advocacy models. (Shared governance, Magnet status, QSEN) (1, 5)
9.f. Explain how the political process influences health care. (3)

10. Manage a nursing team

Assessment Strategies

- 10.1. in an oral, written or performance assessment
10.2. Attain a minimum average of 78% on written objective test

Criteria

Your performance will be successful when you:

- 10.1. compare and contrast the role of a leader and a manager
10.2. examine the roles of team members
10.3. identify the steps in the management process and activities managers perform
10.4. describe the role of the RN as a leader and change agent
10.5. evaluate the effects of power, empowerment and motivation in leading and managing a nursing team

Learning Objectives

- 10.a. Discuss the role that power plays in nursing practice. (1, 2, 4, 5)
- 10.b. Discuss the qualities of an effective leader. (1, 3, 4, 5)
- 10.c. Discuss the qualities of an effective manager. (1, 3, 4, 5)
- 10.d. Identify different types of teams and the roles of team members. (2, 5)
- 10.e. Describe theories of leadership and management. (1, 3, 5)
- 10.f. Discuss the change process. (4)
- 10.g. Define power and empowerment and ways nurses can become empowered.