

MOVEMENT OF STUDENT TOWARD SUCCESS IN THE 2nd YEAR:
FALL/WINTER/SPRING GUIDELINE

OCNE Competency #1: A competent nurse's personal and professional actions are based on a set of shared core nursing values

| DIMENSION | <u>AAS Completion</u> At completion of NRS 224. (Same as Level II unless otherwise indicated) | <u>Level II</u> End of winter term of second year of OCNE curriculum |
|---|---|---|
| ANA Code of Ethics (used as a reflection of nursing's shared core values) | Consciously incorporates each provision of the ANA Code of Ethics in practice | Incorporates the provisions of the ANA Code of Ethics into practice with minimal prompting |
| INTEGRATION OF ETHICAL PRINCIPLES And Frameworks Noticing/recognizing ethical dilemmas inherent in clinical situations | Works with team members to assure that patient's rights are protected by institutional policies and practices. Identifies dilemmas in which individual rights are in conflict with the greater good | Identifies when clinical practices and protocols may be at odds with individual patients rights Can articulate dilemmas, with pertinent facts. |
| Interpretation and Responding to dilemmas | Facilitates discussion among patients, families and other stakeholders to consider courses of actions and consequences and to reach decisions. Help families work through the emotional aspects of ethical dilemmas | Identifies stakeholders in ethical dilemmas Can apply ethical principles to identify choices, possible consequences. |
| Reflection on ethical dilemmas | | Engages in reflection about choices, considering ethical frameworks, and the implications for future situations. |

OCNE Competency #2: A competent nurse develops insight through reflection, self-analysis and self-care.

| DIMENSION | <u>AAS Completion</u> At completion of NRS 224. (Same as Level II unless otherwise indicated) | <u>Level II</u> End of winter term of second year of OCNE curriculum |
|--|--|--|
| Reflective process | Uses multiple resources including best available evidence and multiple resources in establishing insightful, reflective evaluation and plan for change. Inter-relates personal and professional behaviors with relevance identified to both self and the profession. | Demonstrates recognition of the importance and relevance of reflection. Identifies areas for improving personal and professional behaviors. |
| Self-Analysis of personal and professional behaviors | Practices self-monitoring strategies for uncomplicated professional and personal situations. | Questions personal and professional established patterns of behavior and thought. Acknowledges possible implications for self and practice with occasional prompting. |
| Self Renewal | | Participates in a personal plan for self renewal in the physical, mental, social, and spiritual dimensions. Consistently prioritizes based on personal and professional values and principles. |

OCNE Competency #3: A competent nurse engages in self-directed learning

| DIMENSION | AAS Completion At completion of NRS 224. (Same as Level II unless otherwise indicated) | Level II End of winter term of second year of OCNE curriculum |
|---------------------------|---|---|
| Attitudes toward learning | Views all situations as learning to be embraced | Seeks new learning experiences beyond the limits of assignments. Recognizes that information continually evolves. Readily identifies and takes responsibility for own learning needs. Eager to share new learning with peers. |
| Active learning | Expands repertoire of learning styles. Routinely reads literature related to patient population or practice area. | Actively engages in learning, evaluates and integrates new learning into practice. Articulates learning needs, style, and processes. Seeks information out of interest, beyond the limits of assignments. Curious, identifies perplexing questions and seeks answers. |
| Use of Technology | Uses standard technology resources efficiently and effectively in practice. | Uses standard technology resources in practice with minimal assistance |

OCNE Competency #4: A competent nurse demonstrates leadership in nursing and healthcare

| DIMENSION | AAS Completion At completion of NRS 224. (Same as Level II unless otherwise indicated) | Level II End of winter term of second year of OCNE curriculum |
|---------------------------------------|---|---|
| Leadership development and evaluation | Engages in self-directed professional development to improve leadership characteristics and skills. Effectively facilitates meetings and manages conflict. | Understands consequence of making leadership decisions with limited information. Actively participates in team meetings. |
| Supervision | Provides some positive and constructive feedback to others. Evaluates performance, explains decisions, solicits suggestions and supports progress. | Identifies need for feedback to be given on specific aspects of performance but is unable to provide without assistance. Recognizes difference between positive and constructive feedback |
| Delegation | Mentors those who they are delegating to with supervision/ assistance. Delegates to others, ensuring that the task is within their scope of practice, that they are competent to perform the task, and that they receive clear communication and feedback in regard to their performance. | Explains the purpose and desired outcome of the task and the time frame in which the task is to be completed. |
| Change Management | Identifies a vision of quality patient care and influences others to share the vision. Provides leadership in the modification of individual client care OR (contributes ideas for changes in individual client care.) and /or organizational issues toward identified outcomes. Delegates to, and evaluates others, ensuring that the task is within their scope of practice, that they are competent to perform the task and that they receive clear communication and feedback regarding their performance. | Recognizes need for change in client care and/or modifications in organizational issues |

OCNE Competency #5: A competent nurse collaborates as part of a health care team

| DIMENSION | <u>AAS Completion</u> At completion of NRS 224. (Same as Level II unless otherwise indicated) | <u>Level II</u> End of winter term of second year of OCNE curriculum |
|-----------------------|--|--|
| Teamwork | Initiates collaboration and seeks consultation with other team members. Proactively builds team relationships; offers assistance without being asked; is affirming and problem-solution oriented. | Readily consults within the health care team; sees self as a participant in collaborative interactions. Works well with team members who have varying points of view; enters into team relationships and readily accepts and fulfills assignments and commitments. Actively contributes to team work ; offers help and assists team with problem solving and decision making; and shares information necessary to make informed decision. |
| Use of feedback | Regularly and realistically self evaluates own performance: compares self-evaluation with feedback received, verbalizes intent to use the constructive feedback in future situations | Variably gives feedback in a timely and appropriate manner. |
| Collegial development | Recognizes need to manage physical health variables and emotional stressors and sets priorities and time boundaries; asks for assistance and feedback from team members | Consistently supports peers in their efforts toward wellness |

OCNE Competency #6: A competent nurse practice within, utilizes and contributes to the broader health-care system.

| DIMENSION | <u>AAS Completion</u> At completion of NRS 224. (Same as Level II unless otherwise indicated) | <u>Level II</u> End of winter term of second year of OCNE curriculum |
|----------------------------------|---|---|
| Networks | Makes contacts among community agencies that provide services for clients | Recognizes current and needed networks within the immediate clinical area. |
| System Resource Management | Lists benefits and costs affecting resource options to meet needs of client or community health care situation. | Is aware of the practice needs at the system level. Increasing awareness of practice needs and resources at individual, family, and/or community level |
| Data | | Obtains data to identify areas for improving health care access for client/population. |
| Regulations | | Identifies impact of laws, regulations, structures, rules, and guidelines on resource availability for health care for individuals, families and the community. |
| Access to Care | Participates in recommending actions to address barriers to health care for clients. Participates in making recommendations for improving health care access for client/population. | Assists clients to reduce barriers to accessing optimal health care. Identifies practice issues and policies that impact access to health care. |
| Referrals | Periodically makes referrals to local community resources Makes contacts among community agencies to learn what services are available. | Seeks to learn more about referral agencies within the community. |
| Policy Decision-making Processes | | Identifies political and policy making processes and actions to improve health care and solve access problems. |

OCNE Competency # 7: A competent nurse practices relationship-centered care.

| DIMENSION | AAS Completion At completion of NRS 224. (Same as Level II unless otherwise indicated) | Level II End of winter term of second year of OCNE curriculum |
|-----------------------------|---|--|
| Readiness for Relationships | Consistently sets and respects appropriate boundaries | Integration and adaptation of personal style with expected professional relationship style Intentionally moves out of personal comfort zones to accommodate patient needs |
| Relationship Development | Demonstrates value of relationship by expending time and energy Acknowledges and accepts client/family attitudes | Adapts care to individual client/ family needs |
| Adaptation for Uniqueness | Values, promotes and advocates for inclusion of client/ family uniqueness in all aspects of care. | Uses understanding of cultural, economic, environmental and social differences to assess uniqueness of individual client. Incorporates understanding of client's/family's perspective into plan of care. Collaborates with client in care planning |

OCNE Competency #8:A competent nurse communicates effectively.

| DIMENSION | AAS Completion At completion of NRS 224. (Same as Level II unless otherwise indicated) | Level II End of winter term of second year of OCNE curriculum |
|--|--|--|
| Therapeutic Communication Skills | Effectively refocuses communication toward goals. Effectively utilizes verbal and nonverbal approaches for effective therapeutic communication in non-complicated client situations. | Establishes goals for therapeutic interactions. Readily elicits client's and family's communication. Caring apparent through tone and nonverbal |
| Accurate Communication Within Health Care Team | Provides accurate and complete verbal and written communications in regards to typical clinical situations. | Seeks verbal collaboration with other health care team members. Discriminates relevant/irrelevant details. |
| Providing Health Teaching And Information | Designs and implements health education programs to address learning needs of populations. | Adapts health behavior change interventions for the individual client. Assesses client's learning needs, learning styles, and variables impacting the teaching-learning process. Uses appropriate materials. Spontaneously incorporates health care knowledge and education into routine. Creates individualized health teaching materials. |
| Impact of Culture And other variations | Modify approaches to clients based on assessment of the client's background and negotiate mutually satisfactory strategies for care with individuals and families. Integrates multiple overt variables into the interaction in uncomplicated client situations; notices subtle variables | Knowledgeable of own communication skills and deficits. Recognizes own cultural biases and inexperience. Recognize need for variation in care due to cultural differences |

OCNE Competency #9:A competent nurse makes sound clinical judgments.

| DIMENSION | AAS Completion At completion of NRS 224. (Same as Level II unless otherwise indicated) | Level II End of winter term of second year of OCNE curriculum |
|---------------------|---|---|
| Focused Observation | Useful information is noticed, sees the most subtle signs. | Regularly observes/monitors a variety of data, including both subjective and objective; most useful information is noticed, seeks coaching with the most subtle signs |

| | | |
|---|---|--|
| Recognizing Deviations from Expected Patterns | | Recognizes most obvious patterns and deviations in data and uses these to continually assess |
| Information Seeking | Actively seeks subjective information about the client's situation from the client and family to support planning interventions; pursues important leads | Actively seeks subjective information about the client's situation from the client and family to support planning interventions; occasionally requires coaching to pursue important leads |
| Prioritizing Data | Generally focuses on the most important data and seeks further relevant information. | Generally focuses on the most important data and seeks further relevant information, may confuse significance of less pertinent data |
| Making Sense of Data | Interprets the client's data patterns and compares with known patterns to develop an intervention plan and accompanying rationale; | In most situations, interprets the client's data patterns and compares with known patterns to develop an intervention plan and accompanying rationale. Asks for coaching in complicated cases. |
| Calm, Confident Manner | | Generally displays leadership and confidence, and is able to control/calm most situations; may show stress in particularly difficult or complex situations |
| Clear Communication | Communicates effectively; explains interventions; calms/reassures clients and families; may direct and involve team members, explaining and giving directions; checks for understanding. Effective in establishing rapport. | Generally communicates well; explains carefully to clients, gives clear directions to team; may need coaching in establishing rapport |
| Well-Planned Intervention/Flexibility | Develops interactions based on relevant patient data; monitors progress regularly, adjusts interventions as needed. | Develops interventions based on relevant patient data; monitors progress regularly. Developing comfort with adjusting interventions as needed. Consistently well organized. |
| Being Skillful | Displays proficiency in the use of most nursing skills | Displays proficiency in the use of most nursing skills; could improve speed, efficiency, or accuracy |
| Evaluation/Self-Analysis | Independently evaluates/ analyzes personal clinical performance, noting decision points, identifies alternatives and evaluating choices against alternatives | Evaluates/analyzes personal clinical performance with minimal prompting, primarily major events/decisions; key decision points are identified and alternatives are considered |
| Commitment to Improvement | Demonstrates a desire to improve nursing performance: reflects on and evaluates experiences; identifies strengths/weaknesses | Demonstrates a desire to improve nursing performance: reflects on and evaluates experiences; identifies strengths/weaknesses; usually systematic in evaluating weaknesses |

OCNE Competency #10: A competent nurse uses the best available evidence

| DIMENSION | AAS Completion At completion of NRS 224. (Same as Level II unless otherwise indicated) | Level II End of winter term of second year of OCNE curriculum |
|----------------------------|--|--|
| Access information sources | Constructs specific search strategy using appropriate terms and commands for the information retrieval system. Seeks and integrates current knowledge from other disciplines | Uses assistance effectively to frame questions and to construct and implement effective search strategies. |
| Evaluation of Evidence | Explain findings of studies to clients or colleagues. | Evaluates the arguments supporting opinions. Evaluate the overall strength of evidence supporting a practice. Read and summarize original research (qualitative, quantitative, Clinical trials). |

| DIMENSION | <u>AAS Completion</u> At completion of NRS 224. (Same as Level II unless otherwise indicated) | <u>Level II</u> End of winter term of second year of OCNE curriculum |
|--------------------------------------|--|---|
| Use of evidence in clinical judgment | Re-evaluates policies, procedures or standard of practice when evidence supports a change. Utilizes research evidence to refine own nursing practice | Selects and/or writes plans of care that incorporate evidence from integrative reviews and clinical practice guidelines. Seeks research evidence to refine own nursing practice. |