Nursing Professional Development
Scope and Standards of Practice

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Objectives

• Discuss the critical aspects of the 2010 Nursing Professional Development Scope and standards
• Identify strategies to apply the scope and standards into NPD practice environment
Future Trends
Nursing Professional Development Specialist Practice Model
At this point The Nursing Professional Development Specialist Practice model

- Is foreign to me
- Is confusing but some of it makes sense
- Makes sense, but I struggle with application
- Is applicable to my setting and practice
Practice and Learning Environment
System Inputs

- Learner
- NPD Specialist
System Throughputs

- Evidence-Based Practice
  - Research
  - Expertise
  - Values
- Practice-Based Evidence
  - Practice to science
  - No empirical evidence
System Throughputs

• Orientation
  > Educational process
    — New
    — Role change
  > Philosophy
  > Goals
  > P&P
  > Role expectations

- Orientation
- Competency Program
- Inservice
- Continuing Education
- Career Development & Role Transition
- Research & Scholarship
- Academic Partnerships
System Throughputs

- Competency Program
  > Dynamic process
  > Assessment
  > Evaluation
System Throughputs

- **Inservice Education**
  - Work setting
  - Acquire, maintain, increase ability
  - R/T job functions
System Throughputs

• Continuing Education
  > Systematic
  > Professional learning experiences
  > Enrich contribution to quality health care
  > Pursuit professional goals

• Types
  > Provider directed
  > Learner directed
  > Learner paced
System Throughputs

• Career Development
  > Activities to identify and meet
    — Career goals
    — Career tasks
    — Career challenges
System Throughputs

• Research
  > Systematic inquiry

• Scholarship
  > Application of scientific process
  > Rigorous examination
  > Peer review
  > Public dissemination
    — Posters
    — Presentations

• Dependent upon
  > Practice environment
  > Education level NPD specialist
System Throughputs

- **Academic Partnerships**
  - Mutually beneficial relationships between nursing schools and health care facilities
- **Role of NPD specialist**
  - Teach
  - Coordinate
  - Advise
  - Coordinate and collaborate with schools
System Outputs

- Overall outcome
  - Protection of public
  - Provision of quality care
- Change
- Learning
- Professional role competence and growth
System Feedback

- Feedback
  - Continuous life-long learning
  - Growth
- Influence
  - Process of affecting change, behaviors and decisions of others
- Shapes both inputs and throughputs
Nursing Professional Development Specialist Practice Model

**Evidence-Based Practice & Practice-Based Evidence**

- **Inputs**
  - Learner
  - NPD Specialist

- **Throughputs**
  - Competency Program
  - Orientation
  - Academic Partnerships
  - Research & Scholarship
  - Career Development & Role Transition
  - Inservice
  - Continuing Education

- **Outputs**
  - Professional Role Competence & Growth
  - Change
  - Learning
  - Provision of quality care
  - Protection of the public

**Practice & Learning Environment**
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Scope of Practice for Nursing Professional Development
# Environmental Influence

## PRACTICE Environment
- Hospitals
- LTC Facilities
- Academic institutions
- Public Health
- Outpatient settings
- Community clinic settings
- Other

## LEARNING Environment
- Virtual environments
- Independent self directed learning
- One’s practice
- Classroom
- Academic setting
- Conference, seminar, workshop
Scope of Responsibility

- **Career Development** - career coaching, role transition, succession planning, clinical advancement models

- **Education** – Continuing education, competency, coordinate student affiliations, in-service activities, orientation

- **Leadership** – consultant, change agent (influencer of positive change), collaborator
Scope of Responsibility cont.

- **Program Management** — Change agent, data analysis, EBP/PBE oversight, preceptor, project management, research initiatives, program consultant, excellence initiatives

- **Compliance Initiatives** — government regulations, facility accreditation, nursing professional standards, others
Characteristics of NPD Specialists

- Educator/Facilitator
- Researcher/Consultant
- Change Agent/Team Member
- Educator/Academic Liaison
- Leader/Communicator
- Collaborator/Advisor/Mentor
Advocacy and Ethics

- Adhering to principles - critical
- Increasingly diverse patient populations
- Social & legal issues
  - Technology integration
  - Financial climate
- Respect other professions’ Code of Ethics
- Confidentiality
- Workforce
  - Culturally diverse
  - Multigenerational
Educational Preparation

- **NPD Specialist** –
  - Licensed registered nurse
  - Graduate degree – If in a related discipline, then baccalaureate degree must be in nursing

- **Executive Leader of Nursing Professional Development**
  - Licensed registered nurse
  - Ideally prepared at doctoral level in nursing or education
  - Minimally master’s degree in nursing or related field.
Factors That Support Highly Functional NPD Practice

- Knowledge of current and future trends
- Awareness of barriers to change
- Effective communication (hierarchical and informal)
- Collaborative relationships
- Clear role expectations/core competencies
- Variety of teaching learning strategies
- Measurement of powerful outputs and outcomes
Expectation

• Nurses working in Nursing Professional Development are expected to:
  > Demonstrate ongoing development of NPD knowledge
    —Continuing education
    —Academic progression
    —Professional development activities ie. certification
  > Demonstrate the application of NPD standards of practice and professional performance, regardless of academic preparation
Certifications

- NPD (ANCC) expected
- Others can complement or enhance roles of NPD specialty
  - Nursing Education (NLN’s – CNE)
  - Informatics
  - CNS
  - Advanced Diabetes Management
  - Others
Standards of Practice and Professional Performance for Nursing Professional Development

Standards of Practice: Standards 1 – 6
Standards of Professional Performance: Standards 7 – 16
Standards of *Practice* for Nursing Professional Development

- **Standard 1. Assessment**
  - Collects data and information related to educational needs and other pertinent situations.

- **Standard 2. Identification of issues and problems (was Diagnosis)**
  - Analyzes data to determine the needs of individuals, organizations, and communities.

- **Standard 3. Outcomes Identification**
  - Identifies desired outcomes.

- **Standard 4. Planning**
  - Establishes a plan that prescribes strategies, alternatives, and resources to achieve expected outcomes.
Practice Standards

• **Standard 5. Implementation**
  > Implements the identified plan.

• **Standard 5-A. Coordination of activities (new standard)**
  > Coordinates educational initiatives and activities.

• **Standard 5-B. Learning and Practice Environment (new standard)**
  > Employs strategies to promote a positive learning and practice environments.

• **Standard 5-C. Consultation (new standard)**
  > Provides consultation to influence the identified plans, enhance the abilities of others and effect change.

• **Standard 6. Evaluation**
  > Evaluates progress toward attainment of outcomes.
Standards of *Professional Performance* for Nursing Professional Development

- **Standard 7. Quality of Nursing Professional Development Practice**
  - Systematically enhances the quality and effectiveness of nursing professional development practice.

- **Standard 8. Education**
  - Maintains current knowledge and competency in nursing and professional development practice.
Performance Standards

• **Standard 9. Professional Practice Evaluation** (had been Performance Appraisal Standard II)
  > Evaluates his/her own practice in relation to professional practice standards and guidelines, relevant statues, rules and regulations.

• **Standard 10. Collegiality**
  > Establishes collegial partnerships contributing to the professional development of peers, students, colleagues and others.

• **Standard 11. Collaboration**
  > Collaborates with inter-professional teams, leaders, stakeholders and others to facilitate nursing practice and positive outcomes for consumers
Performance Standards

• **Standard 12. Ethics**
  > Integrates ethics in all areas of practice.

• **Standard 13. Advocacy (new standard)**
  > Advocates for the protections and rights of individuals, families, communities, populations, healthcare providers, nursing and other professions, and institutions and organizations.

• **Standard 14. Research**
  > Integrates research findings into practice.

• **Standard 15. Resource Utilization** (management was deleted)
  > Considers factors related to safety, effectiveness and cost related to professional development activities and expected outcomes.

• **Standard 16. Leadership**
  > Provides leadership in the professional practice setting and the profession.
Nursing Professional Development
Professional Practice Standards:
(goes after standards)

• Relate to the entire nursing profession
• Are minimal requirements for all nurses working in the specialty
• Are expert level requirements
• Relate only to nurses certified in NPD.
Now What?
What is needed to apply Scope and Standards?

- Structure
- Processes
- Outcomes
Assess/Apply/Integrate

<table>
<thead>
<tr>
<th>Standard or Concept</th>
<th>Measurement Criteria</th>
<th>Current Integration Evidence</th>
<th>Comments &amp; Recommendations</th>
</tr>
</thead>
<tbody>
<tr>
<td>PRACTICE STANDARD 3. Outcomes Identification</td>
<td>Develops outcomes that reflect professional role competence, learning and change</td>
<td>X</td>
<td>Most outcomes are not clearly identified in Non-CE programs; Recommendations: Have staff meeting to address Create task force to refine current educational offering template for ongoing programs to include outcomes Add statement related to the three outcomes to our philosophy</td>
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</tbody>
</table>
So what are you going to do now?

- Nothing
- Will evaluate my practice against the practice and performance standards
- Will begin to take steps to use scope and standards in my department
- Will begin to evaluate the integration of the scope and standards in my department
Objectives

• Discuss the critical aspects of the New Nursing Professional Development Scope and standards
• Identify strategies to apply the scope and standards into NPD practice environment
References
