SAULT COLLEGE OF APPLIED ARTS AND TECHNOLOGY

SAULT STE. MARIE, ONTARIO

SAULT
COLLEGE

COURSE OUTLINE

COURSE TITLE: Professional Growth 2

CODE NO. : PNG237 **SEMESTER:** 3

PROGRAM: Practical Nursing Program

AUTHOR: Northern Partners in Practical Nursing Education,
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DATE: Sept/12 **PREVIOUS OUTLINE DATED:** Sept/11

APPROVED: "Marilyn King" Aug/12

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CHAIR, HEALTH PROGRAMS **DATE**

TOTAL CREDITS: 3

PREREQUISITE(S): PNG117

HOURS/WEEK: 3

I.   COURSE DESCRIPTION:

This course will prepare the learner for entry into the workplace through the exploration of leadership, conflict resolution and advocacy. Leadership and management roles within health care will be examined. The process of transition from student to nurse will be explored.

II.   LEARNING OUTCOMES AND ELEMENTS OF THE PERFORMANCE:

Upon successful completion of this course, the student will demonstrate the ability to:

1.   Examine the regulation of nursing practice.
        Potential Elements of the Performance:
        • Explore the evolution of legislation impacting on nursing.
        • Identify the primary sources of law and types of legal actions
        • Describe the purpose, essential elements and impact of the Regulated Health Professions Act and the Nurses Act
        • Explore the essential legal aspects of selected nursing practice issues (e.g. malpractice, informed consent, DNR orders, abuse, documentation of care, incident reports)
        • Describe the impact of collective bargaining on nursing practice.
        • Define and describe the rationales for licensure and registration.
        • Describe clients rights
        • Describe nurses/caregiver rights

2.   Examine various leadership and management styles.
        Potential Elements of the Performance:
        • differentiate between leadership and management
        • describe characteristics of a leader
        • describe the characteristics of a manager
        • list leadership roles/skills, management roles/skills
        • demonstrate understanding of leadership and management roles within health care agencies
        • discuss the delegation of nursing activities among all health care team members

3.   Explore opportunities to implement various leadership styles.
        Potential Elements of the Performance:
        • utilize classroom and clinical activities to discuss appropriate use of leadership styles

4. Explore personal values and potential biases.
    Potential Elements of the Performance:
    - Examine the evolution of professional nursing codes of ethics
    - Participate in values clarification exercises
    - Compare personal values about nursing to accepted nursing codes of ethics (e.g. CNA or ICN).
    - Explore values transmission
    - Explore how nurses can assist clients to clarify their values.
    - Develop skills with reflection/reflective practice as a professional development tool

5. Explore moral and ethical dilemmas from a variety of perspectives.
    Potential Elements of the Performance:
    - Describe moral development
    - Differentiate between moral and ethical dilemmas
    - Describe essential nursing values and behaviours.
    - Describe methods of processing an ethical dilemma
    - Participate in learning activities to clarify decision-making when confronted with a moral or ethical dilemma related to nursing practice.

6. Demonstrate knowledge of conflict resolution
    Potential Elements of the Performance:
    - Define conflict and conflict resolution
    - Identify your personal negotiating style
    - Describe effective negotiating skills in resolving conflict
    - Explain the use of mediation in resolving conflict

7. Identify challenges associated with client advocacy.
    Potential Elements of the Performance:
    - Define advocacy
    - Identify situations in which advocacy by the nurse is required
    - Describe advocacy strategies
    - Develop and describe a personal operating definition of advocacy for use in practice

8. Develop a political action strategy to influence change.
    Potential Elements of the Performance:
    - Define power and empowerment
    - Explore the role that power plays in nursing practice
    - Explain eh relevance of political action to nursing
    - Describe various strategies used to influence political decision-making
    - Identify skills essential to effective political action

9. Explore the process of transition from student to nurse.
    Potential Elements of the Performance:
    - Discuss the concept of transition
    - Identify factors affecting transition
    - Explore reality shock
    - Identify methods to support a successful role transition process
    - Examine personal role transition
    - Completes a tool that identifies one's own strengths, areas of one's own practice that need improvement, and strategies/opportunities to learn new skills as a novice nurse

III.   **TOPICS:**

1.   Regulation of Nursing Practice

2.   Leadership and Management

3.   Delegation

4.   Values and Beliefs

5.   Moral and Ethical Issues

6.   Conflict Resolution

7.   Advocacy

8.   Political Action

9.   Collective Bargaining

10.   Role Transition

11.   Reflective Practice

IV.   **REQUIRED RESOURCES/TEXTS/MATERIALS:**

College of Nurses of Ontario. *Compendium of standards of practice for nurses in Ontario.* Toronto, ON: Author. (available on-line at www.cno.org)

Kozier,B. [et al.]. (2010). *Fundamentals of Canadian nursing.* (2nd Canadian ed.). Pearson Canada

Sault College LMS

V.   **EVALUATION PROCESS/GRADING SYSTEM:**

Test #1	30%
Ethics Assignment	20%
Test #2	25%
Test #3	25%

1. There are no rewrites for assignments and no supplemental tests.

2. The pass mark for this course is 60%.

NOTE: Students must complete/submit all of the components of the evaluation process to be eligible for a final grade in this course. Refer to the Student Success Guide for Assignment Procedures and Test/Examination Procedures and Protocol.

The following semester grades will be assigned to students in post-secondary courses:

Grade	Definition	Grade Point Equivalent
A+	90 – 100%	4.00
A	80 – 89%	
B	70 - 79%	3.00
C	60 - 69%	2.00
D	50 – 59%	1.00
F (Fail)	49% and below	0.00
CR (Credit)	Credit for diploma requirements has been awarded.	
S	Satisfactory achievement in field /clinical placement or non-graded subject area.	
U	Unsatisfactory achievement in field/clinical placement or non-graded subject area.	
X	A temporary grade limited to situations with extenuating circumstances giving a student additional time to complete the requirements for a course.	
NR	Grade not reported to Registrar's office.	
W	Student has withdrawn from the course without academic penalty.	

NOTE: *Mid Term grades are provided in theory classes and clinical/field placement experiences. Students are notified that the midterm grade is an interim grade and is subject to change.*

VI.   SPECIAL NOTES:

Attendance:
Sault College is committed to student success. There is a direct correlation between academic performance and class attendance; therefore, for the benefit of all its constituents, all students are encouraged to attend all of their scheduled learning and evaluation sessions. This implies arriving on time and remaining for the duration of the scheduled session.

LMS/Blackboard Site:
This course's LMS/Blackboard site, its features, and its contents are for the exclusive use of Practical Nursing students registered in this section of this course. The information contained herein is privileged and confidential. Any unauthorized use, dissemination, or copying is strictly prohibited.

Cell Phones:
Cell phones must be turned off during class time and on test days.

VII.   COURSE OUTLINE ADDENDUM

The provisions contained in the addendum located on the portal form part of this course outline