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, Gwen DiAngelo, Donna Alexander

DATE: Sept/15   **PREVIOUS OUTLINE DATED:** Sept/14

APPROVED: *"Marilyn King"*   *Aug. 2015*

           CHAIR, HEALTH PROGRAMS   **DATE**

TOTAL CREDITS: 3

PREREQUISITE(S): PNG117

HOURS/WEEK: 3

I.   **COURSE DESCRIPTION:**

This course supports learners in understanding the expectations and responsibilities associated with safe and professional nursing practice. Learners are introduced to the provincial and federal laws which govern nursing care in Ontario, and critically examine approaches related to effective leadership and management. Client advocacy, moral and ethical dilemmas and political action complement this course, as students begin to explore the transition from Practical Nursing Student to Practical Nurse.

II.   **LEARNING OUTCOMES AND ELEMENTS OF THE PERFORMANCE:**

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

1.   Examine the regulatory and professional elements that govern nursing practice.

    <u>Potential Elements of the Performance</u>:
    1.1   Describe the purpose and elements of the Regulated Health Professions Act (1991) and the Nursing Act (1991).
    1.2   Utilize the Regulated Health Professions Act (1991) and the Nursing Act (1991) to understand nursing's scope of practice and the controlled acts authorized to nurses.
    1.3   Identify the legislative elements of the following nursing practice issues: informed consent, "Do Not Attempt Resuscitation" (DNAR), abuse, medication errors, near miss reports, safety reports (incident reports).
    1.4   Discuss the rationale for the Certificate of Registration in order to practice nursing in Ontario.
    1.5   Describe the impact of collective bargaining on nursing practice.
    1.6   Discuss the individual's and the nurse's rights and responsibilities.
    1.7   Discuss the concept of delegation in nursing practice.
    1.8   Identify unsafe situations in the practice environment.
    1.9   Identify sources of law and common legal proceedings associated with heath care.

2.   Examine leadership and management styles in nursing and health care.

    <u>Potential Elements of the Performance</u>:
    2.1   Identify leadership styles; including a personal leadership style.
    2.2   Discuss, apply, evaluate and refine leadership styles for various situations.
    2.3   Differentiate between the concepts of leadership and management.
    2.4   Describe the characteristics of a leader and a manager.
    2.5   Examine leadership and management roles and responsibilities in health care.
    2.6   Demonstrate a leadership style.

3.　Examine the Therapeutic Nurse-Client Relationship (Revised 2006, 2009) and its impact on a nurse's values and beliefs.

Potential Elements of the Performance:
3.1　Identify how a nurse's values and beliefs may affect the professional relationship.
3.2　Participate in a values clarification exercise.
3.3　Explore values transmission.
3.4　Compare personal values to an accepted code of ethics for nurses.
3.5　Utilize self-awareness when providing nursing care.
3.6　Explore how nurses assist clients in clarifying their values.

4.　Explore moral and ethical dilemmas from a variety of perspectives.

Potential Elements of the Performance:
4.1　Describe moral development, moral dilemmas and ethical dilemmas.
4.2　Describe the use of ethical principles and frameworks when making decisions regarding client care.
4.3　Describe the use of ethical principles when making decisions regarding client care in conjunction with the inter-professional health care team.
4.4　Describe essential nursing values and behaviours.
4.5　Participate in learning activities that assist in decision-making related to moral and ethical dilemmas in nursing.

5.　Explore the concept of power and political action as components of nursing practice.

Elements of the Performance:
5.1　Define power and empowerment.
5.2　Explore the role that power plays in nursing practice.
5.3　Explore how empowerment will benefit a client's care.
5.4　Explore the concept of change theory in relation to political action.
5.5　Explain the relevance of political action to nursing.
5.6　Examine tools used to influence policy changes at the organizational, municipal, provincial and federal levels.

6.　Explore the concept of advocacy and client rights in a variety of nursing circumstances.

Potential Elements of the Performance:
6.1　Define advocacy and client rights.
6.2　Discuss how client rights are maintained with respect to confidentiality, privacy, dignity, autonomy and ethical nursing care.
6.3　Identify situations in which the nurse must advocate for the client.
6.4　Discuss the planning and implementation phases of client advocacy.
6.5　Discuss methods to advocate, support, and respect a client's informed decision.
6.6　Discuss methods to advocate for a client who is unable to advocate for themselves.
6.7　Develop a personal definition of client advocacy.

7.   Explore conflict resolution skills.

Potential Elements of the Performance:
7.1   Identify personal negotiating styles.
7.2   Define conflict and conflict resolution in health care.
7.3   Describe effective conflict resolution styles.
7.4   Evaluate conflict resolution styles.
7.5   Describe negotiation as a means to resolve conflict.
7.6   Explore the use of mediation when endeavouring to solve conflict.

8.   Explore the transition from Practical Nursing Student to Practical Nurse.

Potential Elements of the Performance:
8.1   Define role transition.
8.2   Describe models of role transition.
8.3   Identify strategies to deal with role transition.
8.4   Discuss providing and receiving constructive feedback.
8.5   Completes a self-evaluation tool that identifies one's own areas of strength in practice and one's own areas of practice that require improvement or refinement, and identify 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.   Self-Evaluation/Reflective Practice

IV.   REQUIRED RESOURCES/TEXTS/MATERIALS:

College of Nurses of Ontario (website available on-line at www.cno.org)

Kozier,B. [et al.]. (2014). *Fundamentals of Canadian nursing.* (3rd Canadian ed.). Pearson Canada

Sault College LMS/D2L

V.   EVALUATION PROCESS/GRADING SYSTEM:

Quizzes (on-line/LMS)
- Quiz #1   10%
- Quiz #2   10%

Tests
- Midterm Test   30%
- Final Test   30%

Ethics Assignment
- Group Discussion, Submission and Presentation   10%

Conflict Resolution Assignment
- Group Discussion, Submission and Presentation   10%

Note:

1. There are no supplemental presentations, tests, or rewrites available in this course.

2. Students are to write tests on the dates assigned. All assignments are due by the designated date and time. Any assignment submitted late will not be accepted and a zero grade will be assigned. Refer to the Student Success Guide for Assignment Procedures and Test/Examination Procedures and Protocol.

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

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.	

If a faculty member determines that a student is at risk of not being successful in their academic pursuits and has exhausted all strategies available to faculty, student contact information may be confidentially provided to Student Services in an effort to offer even more assistance with options for success. Any student wishing to restrict the sharing of such information should make their wishes known to the coordinator or faculty member.

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.

Cell Phones:
Respectful and responsible use of cell phones is expected at all times.

VII.   COURSE OUTLINE ADDENDUM

The provisions contained in the addendum located in D2L and on the portal form part of this course outline.