COURSE OUTLINE: PNG237 - PROF GROWTH II

Prepared: Barbara Thompson
Approved: Bob Chapman, Chair, Health

Course Code: Title	PNG237: PROFESSIONAL GROWTH II
Program Number: Name	3024: PRACTICAL NURSING
Department:	PRACTICAL NURSING
Semesters/Terms:	21F, 21F
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.
Total Credits:	3
Hours/Week:	3
Total Hours:	45
Prerequisites:	PNG117
Corequisites:	PNG236
This course is a pre-requisite for:	PNG253
Vocational Learning Outcomes (VLO's) addressed in this course: Please refer to program web page for a complete listing of program outcomes where applicable.	**3024 - PRACTICAL NURSING** VLO 1 Communicate therapeutically with clients and members of the health care team. VLO 6 Act equitably and justly with clients and members of the health care team. VLO 7 Adapt to a variety of health care settings, using different leadership skills and styles as appropriate to each setting. VLO 8 Contribute to creating a healthy and safe work environment in a variety of health care settings. VLO 9 Practise in a self-regulated, professional and ethical manner, complying with relevant legislation and with the standards of both the regulatory body and the practice setting to provide safe and competent client care.
Essential Employability Skills (EES) addressed in this course:	EES 1 Communicate clearly, concisely and correctly in the written, spoken, and visual form that fulfills the purpose and meets the needs of the audience. EES 2 Respond to written, spoken, or visual messages in a manner that ensures effective communication. EES 4 Apply a systematic approach to solve problems. EES 5 Use a variety of thinking skills to anticipate and solve problems. EES 6 Locate, select, organize, and document information using appropriate technology and information systems.

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	EES 7	Analyze, evaluate, and apply relevant information from a variety of sources.
	EES 8	Show respect for the diverse opinions, values, belief systems, and contributions of others.
	EES 9	Interact with others in groups or teams that contribute to effective working relationships and the achievement of goals.
	EES 10	Manage the use of time and other resources to complete projects.
	EES 11	Take responsibility for ones own actions, decisions, and consequences.

| **Course Evaluation:** | Passing Grade: 60%, C

A minimum program GPA of 2.0 or higher where program specific standards exist is required for graduation. |
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| **Books and Required Resources:** | Fundamentals of Canadian Nursing by Kozier, B., Erb, G., Berman, A., Snyder, S., Buck, M., Yiu, L., & Stamler, L.L.
Publisher: Pearson Education Canada Edition: 4th ed
ISBN: 9780134192703

Practice Guidelines by CNO

Fundamentals of Canadian Nursing by Kozier
Publisher: Pearson Education Canda Edition: 4th
ISBN: 9780134587585 |

Course Outcomes and Learning Objectives:	Course Outcome 1	Learning Objectives for Course Outcome 1
	1. Examine the regulatory and professional elements that govern nursing practice.	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 scope of practice and the controlled acts authorized to nurses. 1.3 Identify the legislative elements of the following nursing practice issues: informed consent (to support the client`s informed decision making), 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 and how this applies to the principles of client safety. 1.9 Identify sources of law and common legal proceedings associated with heath care. 1.10 Adheres to the duty to provide care. 1.11 Discuss the continuous quality improvement principles and activities in nursing practice. 1.12 Discuss how to identify and how to respond to

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inappropriate behaviour and incidents of professional misconduct.
1.13 discuss how to recognize, respond, and report own and others` near misses, errors, and adverse events.
1.14 discuss the relevant mandatory reporting legislation with regards to practice.
1.15 Discuss the importance of adhering to the duty to report.
1.16 Discuss how to create and maintain a quality practice environment that is healthy, respectful and psychologically safe.

Course Outcome 2	Learning Objectives for Course Outcome 2
2. Examine leadership and management styles in nursing and health care.	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.
Course Outcome 3	Learning Objectives for Course Outcome 3
3. Examine the Therapeutic Nurse-Client Relationship (Revised 2006, 2009) and its impact on a nurse`s values and beliefs.	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.
Course Outcome 4	Learning Objectives for Course Outcome 4
4. Explore moral and ethical dilemmas from a variety of perspectives.	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 frameworks and reasoning to identify and respond to situations involving, moral, and ethical conflict, dilemma and distress. 4.4 Describe essential nursing values and behaviours including how to establish and maintain professional boundaries. 4.5 Participate in learning activities that assist in decision-making related to moral and ethical conflict dilemmas or distress in nursing.
Course Outcome 5	Learning Objectives for Course Outcome 5
5. Explore the concept of power and political action as components of nursing practice.	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

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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.	
Course Outcome 6	**Learning Objectives for Course Outcome 6**
6. Explore the concept of advocacy and client rights in a variety of nursing circumstances.	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. 6.8 Respond to the clients` right to healthcare information in adherence within relevant privacy legislation. 6.9 Discuss how to preserve the dignity of clients in all personal and professional contexts.
Course Outcome 7	**Learning Objectives for Course Outcome 7**
7. Explore conflict resolution skills.	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. 7.7 Explore the use of conflict resolution strategies to promote healthcare relationships and optimal client outcomes.
Course Outcome 8	**Learning Objectives for Course Outcome 8**
8. Explore the transition from Practical Nursing Student to Practical Nurse.	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. 8.6 Engages in quality improvement and risk management to promote a quality practice environment.

Evaluation Process and Grading System:

Evaluation Type	Evaluation Weight
Conflict Resolution Assignment	5%
Ethics Assignment	5%

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	Final Test	40%
	Midterm Test	40%
	Quiz #1	5%
	Quiz #2	5%

Date:	May 20, 2021
Addendum:	Please refer to the course outline addendum on the Learning Management System for further information.

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