

Practical/Vocational Nursing Program Outcome: Professional Identity

Professional identity is defined as including both personal and professional development. It involves the internalization of core values and perspectives recognized as integral to the art and science of nursing. These core values become self-evident as the nurse learns, gains experience, reflects, and grows in the profession. Internalization of ethical codes of conduct is imperative. The nurse embraces these fundamental values in every aspect of practice while working to improve patient outcomes and promote the ideals of the nursing profession. Integral to this outcome is the nurse's commitment to advocacy for improved health care access and service delivery for vulnerable populations and to the growth and sustainability of the nursing profession.

Outcome

Articulate a unique role as a member of the health care team, committed to evidence-based practice, caring, advocacy, and safe quality care, to provide optimal health care for diverse patients and their families.

End-of-Program, Role-Specific Competencies

The practical nursing program prepares the graduate to:

1. Assume responsibility and accountability for the quality of nursing care provided to patients and their families in a variety of health care settings (quality).
2. Function to the full scope of safe nursing practice, inclusive of management/leadership opportunities, as dictated by specific state practical nursing regulation (safety).
3. Collaborate with other members of the interprofessional team to identify and access community resources with a focus on patients, families, and community health resources (team/collaboration).
4. Function, according to scope of practice requirements, as an ethical licensed practical/vocational nurse collaborating and communicating successfully with patients, families, and members of the interprofessional team (relationship-centered care).
5. Accept responsibility for the LPN/LVN's collaborative role within a community-based health care system, consistent with ethical and professional standards (system-based care).
6. Advocate for the LPN/LVN's unique role contributing to equal access to safe, high quality, affordable health care, with a special emphasis on management of long-term, chronic care for underserved and other vulnerable populations (personal and professional development).

Course Learner Outcomes that Support Achievement of Role-Specific Competencies

Quality Competency

Assume responsibility and accountability for the quality of nursing care provided to patients and their families in a variety of health care settings. (Quality)

Suggested Course Learner Outcomes

1. Recognizes personal capabilities and knowledge base when making decisions about safe care delivery.
2. Reflects on actions, developing greater awareness of behaviors, skills and attitudes to provide safe, cost effective, quality care.
3. Systematically reflects on LPN/LVN practice to make suggestions that advance the role of the practical/vocational nurse.

Safety Competency

Function to the full scope of safe nursing practice, inclusive of management/leadership opportunities, as dictated by specific state practical nursing regulation.

Suggested Course Outcomes:

1. Identifies the scope of practice and professional standards that govern LPN/LVN practice.
2. Applies regulatory and legal factors to the practice of nursing.
3. Values the maintenance of knowledge behaviors and attitudes that align with the standards of care for safe practice.
4. Accepts accountability for actions

Team/Collaboration Competency

Collaborate with other members of the interprofessional team to identify and access community resources with a focus on patients, families, and community health resources.

Suggested Course Learner Outcomes:

1. Collaborates with members of the health care team to provide a safe quality health care environment.
2. Values the contribution of the LPN as a collaborative member of the health care team.
3. Acknowledges the contributions of all members of the health care team.
4. Incorporates management/leadership strategies in providing team-based care.

Relationship-Centered Care Competency

Function, according to scope of practice requirements, as an ethical licensed practical/vocational nurse, collaborating and communicating successfully with patients, families, and members of the interprofessional team.

Suggested Course Learner Outcomes:

1. Advocates for activities that improve the health care of patients and families in a wide variety of settings.
2. Values the LPN/LVN role in encouraging patient self-advocacy.
3. Uses verbal and non-verbal communication principles to improve patient and staff interaction.
4. Recognizes the LPN's role in using the vast resources that exist in diverse health care settings to improve health care access and service delivery.
5. Respects diverse cultural perspectives.

System-Based Care Competency

Accept responsibility for the LPN/LVN's collaborative role within a community-based health care system, consistent with ethical and professional standards.

Suggested Course Learner Outcomes:

1. Uses evidence to make practice decisions when faced with new work force trends.
2. Demonstrates tolerance for unpredictability and complexity of health care delivery and its effect on care delivery.
3. Maintains a current portfolio demonstrating competencies with emerging clinical technologies.
4. Practices collaboratively as a member of the interprofessional health care team to support the unique contributions of the LPN to a robust nursing workforce.

Personal/Professional Development Competency

Advocate for the LPN/LVN's unique role in contributing to equal access to safe, high quality, affordable health care, with a special emphasis on management of long-term, chronic care for underserved and other vulnerable populations.

Suggested Course Learner Outcomes:

1. Practices collaboratively as a member of the interprofessional health care team to support the unique contributions of the LPN to a robust nursing workforce.
2. Recognizes the difference between the professional code of ethics and personal code of ethics.
3. Uses self-reflection to assess personal level of competence, adequacy of knowledge base, and areas needing improvement to grow professionally.
4. Commits to the growth and development of the LPN/LVN role, consistent with ethical and professional standards.
5. Participates in professional development to strengthen knowledge base and nursing practices focused on safe, quality, cost-effective care.
6. Expresses value in the role of the LPN/LVN.

Suggested Learning Activities to Meet Professional Identity Program Outcome

Provide opportunities for the student to:

1. Participate in clinical management/leadership experiences.
2. Engage in collaborative communication experiences with other members of the health care team (who, what, when, why).
3. Experience emerging workforce trends for LPNs in your community.
4. Advocate for the unique role of the LPN/LVN in managing predictable chronic conditions in long-term care and community settings.
5. Participate in ethical decision-making while providing care to patients and families in a wide variety of settings.

6. Provide opportunities for students to discuss decision making regarding ethical decisions with peers and other members of the interprofessional team.
7. Recognize and solve challenges in practicing to the full scope of licensed practical nursing practice.
8. Articulate the role of the LPN in the context of the nursing community and health care system.
9. Promote patient self-efficacy, especially in management of chronic care.
10. Reflect on and evaluate the essential principles of professional practice and how they align with one's own personal beliefs and values.

Suggested Evaluation Strategies to Assess Graduate Achievement of Practical/Vocational Nursing Program Outcome

Articulate one's unique role as a member of the health care team, committed to evidence-based practice, caring, advocacy, and safe quality care, to provide optimal health care for diverse patients and their families.

Does the graduate:

1. Consult team members for suggestions to improve health care outcomes for patient safety, recovery, and transitions (i.e., RN, social work, case management)?
2. Seek out appropriate members of the team for essential information (RN, SW, CM, PT/OT)?
3. Follow through on tasks delegated to them by team members?
4. Offer help to coworkers as appropriate?
5. Recognize areas of improvement needed in one's own practice?
6. Project professional image through dress and demeanor?
7. Ask questions and seek feedback about how to improve skills and performance?
8. Respond appropriately to feedback to improve performance by assimilating guidance into practice?
9. Seek help when necessary?
10. Verbalize the unique role of the practical/vocational nurse, with a special emphasis on management of long-term, chronic care for underserved and other vulnerable populations?

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