



Practical/Vocational Program Outcome: Human Flourishing

Human flourishing is defined as an effort to achieve self-actualization and fulfillment within the context of a larger community of individuals, each with the right to pursue his or her own such efforts. It encompasses the uniqueness, dignity, diversity, freedom, happiness, and holistic well-being of the individual within the larger family, community, and population. Achieving human flourishing is a life-long existential journey of hopes, achievements, regrets, losses, illness, suffering, and coping. The nurse helps the individual to reclaim or develop new pathways toward human flourishing.

Outcome

Promote the dignity, integrity, self-determination, and personal growth of diverse patients, their families, and oneself to provide individualized, culturally appropriate, relationship-centered nursing care.

End-of-Program Competencies

The practical nursing program prepares the graduate to:

1. Engage in holistic practice that respects the dignity, diversity, and self-determination of patients and their families, without conditions or limitations (quality).
2. Identify strategies that create a safe environment while appreciating the cognitive and physical limits of human performance (safety).
3. Function in a collaborative role to provide care in multiple settings with an emphasis on community-based chronic care management and palliative/end-of-life care (team/collaboration).
4. Provide culturally appropriate, individualized care to patients and their families, especially those underserved and vulnerable populations experiencing life changes and transitions of care (relationship-centered care).
5. Deliver quality, safe care recognizing system constraints, while supporting the patient's pursuit of human flourishing (systems-based care).
6. Engage in reflective practices to promote one's journey toward self-fulfillment (personal and professional development).

Course Learner Outcomes Based on the Six Integrating Concepts

Quality Competency

Engage in holistic practice that respects the dignity, diversity, and self-determination of patients and their families, without conditions or limitations.

Suggested Course Learner Outcomes

1. Verbalize and confirm that holistic care is fundamental to patient satisfaction and individualized care.
2. Accept responsibility for knowing national nursing quality indicators which influence patient/family personal growth and fulfillment.

Safety Competency

Identify strategies that create a safe environment while appreciating the cognitive and physical limits of human performance.

Suggested Course Learner Outcomes:

1. Applies national safety standards in the context of patient self-determination
2. Recognizes that both individuals and systems are responsible for patient safety

Team/Collaboration Competency

Function in a collaborative role to provide care in multiple settings with an emphasis on community-based chronic care management and palliative/end of life care.

Suggested Course learner Outcomes:

1. Communicates patient/family plan-of-care preferences to the health care team
2. Practices civility when communicating with patients, families, and the health care team in the context of controversial issues
3. Collaborates with health care team to decrease patient/family distress caused by financial and health care risks during transitions in care

Relationship-Centered Care Competency

Provide culturally appropriate, individualized care to patients and their families, especially those in underserved and vulnerable populations experiencing life changes and transitions of care.

Suggested Course Learner Outcomes:

1. Respects patient's right to autonomy and self-care decision making
2. Understands the relationship of pain and palliative care to quality of life

System Based Care Competency

Deliver quality, safe care recognizing system constraints, while supporting the patient's pursuit of human flourishing.

Suggested Course Learner Outcomes:

1. Recognize the patient's right to minimal exposure to risk through systems thinking.
2. Participate in culture change that empowers patients, families and health care workers to achieve a meaningful work and life experiences
3. Recognize financial and health care client risks during transitions in care.

Personal/Professional Development Competency

Engage in reflective practices to promote one's journey toward self-fulfillment.

Suggested Course Learner Outcomes:

1. Recognizes threats to the integrity of relationships and the potential for conflict and abuse.
2. Examines personal beliefs, values, and biases with regard to respect for human dignity, equality, and justice.

Suggested Learning Activities to Meet Human Flourishing Program Outcome

Provide opportunities for the student to:

1. Reflect on care situations where patients are challenged to maintain their dignity and self-worth.
2. Observe/participate in care plan meetings discussing patients' needs and preferences that conflict with national safety standards.
3. Identify changes to cognitive and physical limits that create unsafe care environments.
4. Problem-solve strategies to improve safety in patients experiencing cognitive and physical changes.
5. Practice communication techniques to advocate for patient preferences to members of the health care team.
6. Develop and refine skills to support patients and families experiencing stress, family crisis, and transitions and to manage family/staff conflict situations.
7. Identify financial and health care risks associated with transitions of care.
8. Provide experiences with end-of-life care focusing on communication techniques and the nursing care role.

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

Promote the dignity, integrity, self-determination, and personal growth of diverse patients, their families and oneself to provide individualized, culturally appropriate, relationship-centered nursing care.

Does the graduate:

1. Speak up for the patient and family by communicating their wishes to members of the interprofessional team?
2. Consult team members for suggestions to improve health care outcomes for patient safety, recovery, and transitions (i.e., RN, social work, case management)?
3. Speak patiently with patient and family while completing tasks?
4. Actively take steps to seek out information for needs identified by the patient and family?
5. Look beyond what is convenient for the nurse but go the extra mile to meet the patient's needs (off-unit privileges to get fresh air, a meal downstairs with family, etc.)?
6. Ask the patient and family about their preferences and care expectations and incorporate findings into the plan of care?
7. Discuss patient and family concerns with the interprofessional team if the patient and family acknowledge discomfort with the plan of care?
8. Seek out appropriate members of the team for essential information (RN, SW, CM, PT/OT)?
9. Keep the patient informed (e.g., new medications, what to expect during tests) as a routine practice?
10. Address language barriers and use interpretive services and chaplaincy or social work, when appropriate?
11. Communicate appropriately to RN and next shift regarding continued educational needs of patient and family?
12. Address concerns with teammates in a professional manner to resolve conflict prior to escalating issue to RN/manager?