Department:

Nursing: LPN to RN Completion Program

Course Description:

This course focuses on the principles of management used in professional nursing. The course covers client and staff safety as well as legal and ethical issues pertaining to management. Also covered are topics in delegation, client, time, and resource management, evaluation, client and community teaching, and communication skills with a multidisciplinary health care team. This course addresses program outcomes 4, 5, and 6.

Course Student Learning Outcomes:

Upon completion of this course, the student will demonstrate advanced beginner competence by the following:

1. Describe ways to incorporate principles of resource management in the delivery of client centered care with a multi-disciplinary team.
2. Explain the importance of collaboration with other health care disciplines and support services to achieve desired client outcomes.
3. Identify Quality and Safety Education for Nurses (QSEN) competencies and National Patient Safety Guidelines that support the safety of the client and health care personnel.
4. Describe an actual personal experience acting as an advocate for a client using the client bill of rights.
5. Use effective written and verbal communication skills as a nurse manager.
6. Explain how each of the following actions could directly influence performance improvement in client outcomes: staff education, conflict resolution, delegation, evidence-based practice.
7. Design and implement a capstone project for a target audience using evidence-based research.

Course Content:

A. Focus on the Client
   1. Client advocacy
   2. Legal Practice
   3. Informed consent
   4. Advanced directives
   5. Client rights
   6. Ethical issues
   7. Confidentiality

B. Focus on Nursing Staff
   1. Basic management concepts
2. Styles of leadership
3. Delegation and supervision
4. Roles and responsibilities of team members
5. Triage and setting priorities
6. Time management
7. Continuity of care unit to unit and facility to facility
8. Case management, including resources, equipment, and discharge
9. Clinical pathways
10. Communication to health care team
11. Referral and collaboration
12. Stress management for new employees

C. Focus on a Quality Care
1. Home safety
2. Quality improvement process and projects
3. Safety goals to include QSEN
4. Incident reports
5. Staff education
6. Resource management

D. Focus on legal issues
1. Relevant legal issues
2. Dealing with problem coworkers or employees
3. Conflict in the work place

Learning Assessments:

Course competencies will be assessed by the use of assignments and projects, skill performance, quizzes, proctored exams, participation, contribution to online discussion, and a comprehensive final exam. Assessment Technologies Institute (ATI) Comprehensive Testing is used in this course and may be used as the capstone final. The First Day Handout will provide specific details on assignments, exams, grading scale, course schedule, and class policies.

Instructional Materials:

ATI Comprehensive Testing and Review Package for RNs

Guidelines for Requesting Accommodations Based on Documented Disability or Medical Condition

It is the intention of Highland Community College to work toward full compliance with the Americans with Disabilities Act, to make instructional programs accessible to all people, and to provide reasonable accommodations according to the law.

Students should understand that it is their responsibility to self-identify their need(s) for accommodation and that they must provide current, comprehensive diagnosis of a specific disability or medical condition from a qualified professional in order to
receive services. Documentation must include specific recommendations for accommodation(s). Documentation should be provided in a timely manner prior to or early in the semester so that the requested accommodation can be considered and, if warranted, arranged.

In order to begin the process all students must complete the “Disabilities Self-Identification Form” at this link: https://highlandcc.edu/pages/disability-services.

This form can also be accessed at the Highland Community College homepage under Students Services/Student Resources/Disability Service or by contacting the Disabilities Coordinator.