COURSE INFORMATION FORM

DISCIPLINE
Professional Nursing

COURSE TITLE
Leadership/Management/Trends

CR.HR  2.0  LECT HR  2.0  LAB HR  _______  CLIN/INTERN HR.  _______  CLOCK HR.  _______

CATALOG DESCRIPTION
This fourth semester course will focus on leadership and management principles necessary for the professional nurse to function in an effective manner in the leader/manager role. Concepts and theories of nursing care delivery models, leadership and management, delegation of patient care, communication, time management, conflict resolution, legal responsibilities, ethical issues, decision making, issues, trends in nursing, and graduate role integration and professional development will be explored. Concepts and principles of emergency management and disaster planning, and the physical and psychological effects of bioterrorism are also examined.

PREREQUISITES
ENGL 101 Composition and Reading I
SOCI 160 Sociology
RNUR 234 Child-Centered Nursing
RNUR 238 Adult Nursing II
SPDR 100 Fundamentals of Speech OR SPDR 102 Fundamentals of Human Communication (may be taken concurrently)
One course below:
HIST 120/121 American History I/II OR
POLS 135/136/137Introduction to Political Science/Introduction to American National Politics/Introduction to State and Local Politics  (Constitutional requirement may be taken concurrently)

EXPECTED STUDENT OUTCOMES IN THE COURSE (ESO)
Upon completion of this course, the student will be able to:

1. Explain the purpose and importance of the Missouri Nurse Practice Act.
2. Analyze the impact of current health care trends and issues on the nursing profession.
3. Compare and contrast nursing care delivery system models.
4. Critique various leadership and management styles.
5. Evaluate leadership and management techniques and responsibilities in relation to the organization, prioritization, and delegation of client care.
6. Apply knowledge of delegation concepts in assigning appropriate tasks to assistive personnel using the five rights of delegation.
7. Utilize communication techniques which promote effective leadership in nursing care delivery, conflict resolution, and the change process.
8. Implement effective time management and priority setting in professional nursing practice.
9. Discuss the principles of disaster planning and emergency management.
10. Analyze the impact of bioterrorism, mass casualties and other disasters on the nursing role.
11. Examine the role of professional nursing organizations and their empowerment of the nursing profession.
12. Analyze ethical and legal issues in professional nursing practice.
13. Evaluate factors that influence graduate nurse role integration and professional development.
GENERAL EDUCATION OUTCOMES (ESO)
Specify which general education outcomes, if any, are substantially addressed by the course. Numbers in parentheses identify the Expected Student Outcomes linked to the specific General Education Outcome.

Outcomes (ESO)

2. Critical Thinking
   B. Define, analyze, and evaluate information, materials and data
      4. Integrate information and see relevant relationships that broaden and deepen understanding (7,12)

3. Life-Long Learning
   C. Attributes of an Awareness of the Convergence of Knowledge
      3. Synthesize information to facilitate application (1,2,3,4,5)

PROGRAM-LEVEL OUTCOMES

CAREER AND TECHNICAL EDUCATION PROGRAM OUTCOMES
Specify which Career and Technical program outcomes, if any, are substantially addressed by the course by completing the “Career and Technical Education template” to show the relationship between course and program outcomes to assessment measures.

Upon completion of all Level II courses in the Associate Degree Nursing Program, the student will:

1. Analyze concepts and principles of growth and development when providing age-appropriate nursing care.
2. Integrate cultural and ethnic data when planning nursing care.
3. Prioritize client-centered care according to identified basic needs.
4. Analyze the impact of internal and external environmental factors on the provision of care throughout the wellness-illness continuum.
5. Demonstrate responsibility and accountability for continued development as a professional person.
6. Evaluate the effectiveness of the nursing process in the delivery of health care to clients/families throughout the life cycle.
7. Integrate principles from an expanding body of knowledge to assist individuals in promotion, maintenance and restoration of optimal health and independence whenever possible or a peaceful death.
8. Demonstrate therapeutic communication techniques to establish and maintain relationships with clients/families and the multidisciplinary health care team.
9. Integrate ethical and legal standards into the practice of nursing.

CLASS-LEVEL ASSESSMENT MEASURES
Student accomplishment of expected student outcomes will be assessed using the following measures. (Identify which measures are used to assess which outcomes.)

1. Lecture and Discussion (1-13)
2. Computer Assisted Learning Assignment (9-10)
3. Completion of Self-study Modules (5-7)
4. Written Papers (11, 13)
5. Delegation Lab Experience (5-7)
7. Objective Examinations (1-13)
Individual instructors may order this outline as fits the needs of their individual courses. In addition, they may place more emphasis on some areas than on others. What is assured is that this particular list is covered in the course. Other topics may be added to a course as the instructor sees fit, and as time and interest allow. An *asterisk can be used to mark an item as optional.

I. Professional Licensure
   A. Missouri State Nurse Practice Act
      1. Obtaining Professional Licensure
      2. Excepted practice period for graduate nurses
      3. MOSBN composition
      4. Disciplinary Actions involving the MOSBN

II. Issues and Trends in Health Care
   A. Cultural Influences
   B. Economic Influences
   C. Demographic Influences
   D. Technological Influences
   E. Implications for professional nursing practice

III. Professional Career Development
   A. Evaluate the Effectiveness of Various Job Seeking Strategies.
      1. Obtaining a Professional Nursing Job
      2. Assessing the job market
      3. Preparing a professional portfolio
      4. Resume/Cover Letter Writing
      5. Interviewing with prospective employers

IV. Nursing Care Delivery: Management/Leadership of Client Care
   A. Management Styles
      1. Autocratic Leadership Style
      2. Democratic Leadership Style
      3. Laissez-Faire Leadership
      4. Keys to Effective Leadership and Management
   B. Traditional Models versus Contemporary Models
   C. Case Management
      1. Continuity of Care
      2. Referrals
      3. Consultations
      4. Collaboration with interdisciplinary Team
      5. Discharge Planning

V. Nursing Care Delivery: Organization and Delegation of Client Care
   A. The Concepts of Delegation and Decision Making
      1. The Nursing Process and Delegation
      2. The Need for Delegation
      3. Prioritization and Organization of Client Care
      4. Criteria for Safe Delegation
      5. The Five Right of Delegation
   B. Supervision of Client Care
      1. Time Management
2. Conflict Resolution
3. Staff Development and Performance Improvement
C. The Change Process
VI. Disaster Planning and Emergency Management
A. Definitions
B. The Joint Commission Emergency Preparedness Management Standards
C. Community-wide Preparedness
D. Nursing Interventions
   1. Triage of Mass Casualties
   2. Classification of Disasters
E. Nurses Role in Terrorism
VII. Legal and Ethical Issues and Responsibilities - 3
A. Nursing Practice and the Law
   1. General Principles
   2. Laws Relevant to Nursing
B. The Role of Professional Standards of Practice
C. Protection against liability
   1. Malpractice insurance
   2. Adherence to facility policies and procedures
   3. Safe, Competent practice
D. Common Actions Leading to Malpractice Lawsuits
E. End of Life Decisions and the Law
   1. Client Advocacy
   2. Advance Directives
   3. Informed Consent
F. Mandatory Overtime
G. Ethical Considerations for the Professional Nurse
   1. Historical Development of Bioethics
   2. The Formation of Ethics
   3. Ethical Principles in Health Care
   4. Practical Ethics in Nursing Practice
   5. The Nurses Role in Ethical Decision Making
VIII. Nursing as a Profession and the Empowerment of Nurses
A. The Public Image of Nursing
B. Historical Struggle of Nursing to Become Recognized as a Profession.
C. Contributions of Nurse Leaders
D. Evaluating the Empowerment of Nurses
   1. Professional Organizations
   2. Continuing Education
   3. Viewing Collective Bargaining as a Means of Empowerment
E. Differentiation in Nursing Practice/ The Entry into Practice Issue
IX. Role Integration of New Graduates
A. NCLEX-RN Preparation
B. The Nature of the Healthcare Workplace
C. Resource Management
   1. Workplace Safety and injury prevention
   2. Emotional Safety
   3. Professional Responsibilities
   4. Mandatory Reporting
D. Work Related Stress and Burnout/ Stress Management
E. Enhancing the Quality of Work life