

OCNE Level III Benchmark- Population Based Nursing Reflection

OCNE Competency #1: A competent nurse bases personal and professional actions on a set of shared core nursing values.

DIMENSION	<u>Level III: At completion of NRS 425/426</u>
ANA Code of Ethics (used as a reflection of nursing's shared core values)	<ol style="list-style-type: none"> 1. Integrates professional values with personal values 2. Works with colleagues to create a shared climate for core values.
INTEGRATION OF ETHICAL PRINCIPLES and Frameworks Noticing/recognizing ethical dilemmas	<ol style="list-style-type: none"> 1. Analyzes policies which have inherent dilemmas such as social justice vs. individual autonomy. 2. Identifies ethical principle(s) involved.
Interpretation and Responding to dilemmas	<ol style="list-style-type: none"> 1. Consistently facilitates discussion among patients, families and other stakeholders to consider courses of actions and consequences and to reach decisions. 2. Helps families work through the emotional aspects of ethical dilemmas.
Reflection on ethical dilemmas	<ol style="list-style-type: none"> 1. Reflects on own value and belief systems when examining ethical dilemmas in organizational and societal situations (e.g., ethics in allocation of scarce resources in public policy making) 2. Able to identify moral distress in colleagues and offer assistance.

OCNE Competency #2: A competent nurse uses reflection, self-analysis and self-care to develop insight.

DIMENSION	<u>Level III: At completion of NRS 425/426</u>
Reflective process	<ol style="list-style-type: none"> 1. Incorporates individual, professional and societal factors and implications in reflection on own practice. 2. Practices and advocates for specific self-monitoring strategies 3. Monitors and evaluates a plan for transformational change.
Self-Analysis of personal and professional behaviors	<ol style="list-style-type: none"> 1. Practices self-monitoring strategies for complex professional and personal situations. 2. Reflects on implications, of personal and professional behaviors towards established standards of the profession.
Self Renewal	<ol style="list-style-type: none"> 1. Advocates and supports for own and other's plans for physical, mental, social and spiritual self renewal.

Competency #3: A competent nurse engages in intentional learning

DIMENSION	<u>Level III: At completion of NRS 425/426</u>
Attitudes toward learning	Promotes and role models intentional learning to peers and healthcare team members.

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Active learning	<ol style="list-style-type: none"> 1. Analyzes and evaluates learning situation by incorporating the following: self examination, current evidence based) resources and additional educational opportunities. 2. Is self-directed in seeking learning opportunities and resources.
<p>Use of Health Care Technology</p> <p>Definition: Technology used Heath Care encompasses many current and yet to be designed technologies that can increase safety and efficiency in the management and delivery of healthcare. These technologies include but are not limited to: Electronic Medical Records (EMR) systems, Bar Code Medication Administration systems (BCMS), Medical Devices (MDs), Use of Robotics, Telehealth Technologies, Simulators used in education and/or for ongoing support to maintain and or develop competencies in health care settings, Healthcare specific citation</p>	<ol style="list-style-type: none"> 1. Uses technology to access and promote the best available evidence (also See competency # 10) used in decision making and making clinical judgments. 2. Takes active role in working with interprofessional groups in health care setting on best use and deployment of technology to support optimum patient care outcomes.

OCNE Competency #4: A competent nurse demonstrates leadership in nursing and healthcare.

DIMENSION	<u>Level III: At completion of NRS 425/426</u>
Leadership development and evaluation	<ol style="list-style-type: none"> 1. Uses personal characteristics of effective leadership to inspire team members toward achieving client/agency goals, and diminish resistance among others. 2. Regularly evaluates and augments own leadership behaviors. 3. Mentors others by demonstrating effective communication in interprofessional team settings. 4. Leads effective interdisciplinary teams and manages conflict resolution.

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Supervision	Provides coaching as well as feedback to increase personnel's abilities and sense of teamwork.
Delegation	Mentors and delegates to others in somewhat complex situations, requesting assistance from more experienced nurses as needed.
Change Management	<ol style="list-style-type: none"> 1. Utilizes outcome data to evaluate trends in practice. 2. Identifies frameworks for quality and safety initiatives. 3. Uses a change framework to implement procedural change in an organization 4. Provides leadership in the modification of client care and /or organizational issues. 5. Analyzes issues, resources, and support affecting decisions or changes with assistance from more experienced nurses as needed. 6. Identifies appropriate structural, process and outcome tools or indicators for measuring change in performance.

OCNE Competency #5: A competent nurse collaborates as part of a health care team.

DIMENSION	<u>Level III:</u> At completion of NRS 425/426
Teamwork	<ol style="list-style-type: none"> 1. Seeks opportunity to work with healthcare team members with different points of view; uses every interaction as an opportunity to build relationships; follows through on commitments. 2. Collaborates effectively with individuals, families and communities to achieve optimal health outcomes.
Use of feedback	<ol style="list-style-type: none"> 1. Gives timely and appropriate feedback to peers focused on behaviors. 2. Readily differentiates constructive from non- constructive feedback. 3. Analyzes self-evaluation and feedback received, reflects on, then verbalizes how feedback could be valuable and used in future situations.
Collegial development	<ol style="list-style-type: none"> 1. Promotes learning and shares knowledge in the work (CLINICAL)setting. 2. Participates in shared decision making 3. Showcases own and other's achievements. 4. Evaluates merits of differing opinions and participates in forming a consensus.

OCNE Competency #6: A competent nurse practice within, utilizes and contributes to the broader health-care system.

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RESOURCE UTILIZATION	
Networks	<ol style="list-style-type: none"> 1. Maintains networks with stakeholders, multidisciplinary professionals and community leaders on behalf of clients. 2. Actively participates in at least one community partnership.
System Resource Management-	<ol style="list-style-type: none"> 1. Intervenes for improved health management within agency. 2. Identifies current barriers and inconsistencies in resource utilization within a health care system. 3. Obtains data for analyzing health care resource problems.
IMPROVING HEALTH CARE SYSTEM	
Data	Uses data and information science to make decisions about the allocation and

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	distribution of system information to improve the health for a specific client or population.
Regulations	Acknowledges and evaluates the impact of laws, regulations, structure, rules, informatics and guidelines on resource utilization and impact on health care provided to client/population.
Patient Safety	Participates in system-level initiatives to mitigate patient error.
IMPROVING ACCESS TO HEALTH CARE	
Access to Care	<ol style="list-style-type: none"> 1. Recommends actions to address practice issues and policies that are barriers to health care access. 2. Works in partnership with community agencies to ensure full spectrum of services are delivered.
Referrals	<ol style="list-style-type: none"> 1. Seeks broadening knowledge of practice needs and resources at individual, family and/or community level. 2. Makes referrals to local community resources with consideration to client situation/needs.
Policy Decision-making Processes	Implements actions to review and/or improve access to health care for diverse populations.

OCNE Competency # 7: A competent nurse practices relationship-centered care.

DIMENSION	<u>Level III: At completion of NRS 425/426</u>
Readiness for Relationships	<ol style="list-style-type: none"> 1. Provides immediate inclusion of patient story/history, values. 2. Gives unconditional attention and regard for patient/client needs.
Relationship Development	<ol style="list-style-type: none"> 1. Models effective relationship development. 2. Relationship itself becomes part of the therapeutic intervention and care experience for both nurse and patient/client.
Adaptation for Uniqueness	Prioritizes and integrates patient preferences.

OCNE Competency #8: A competent nurse communicates effectively.

DIMENSION	<u>Level III: At completion of NRS 425/426</u>
Therapeutic Communication Skills	<ol style="list-style-type: none"> 1. Adapts verbal and nonverbal communication styles in complex client situations. 2. Effectively utilizes verbal and nonverbal approaches for effective therapeutic communication in complicated client situations.
Accurate Communication Within Health Care Team	<ol style="list-style-type: none"> 1. Provides accurate and complete verbal and written communications incorporating context and complexity of the situation. 2. Promotes collaborative interactions within all members of the health care team. 3. Participates in the adoption of new communication technologies.

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Providing Health Teaching And Information	<ol style="list-style-type: none"> 1. Uses population based analytic methods to identify population health education needs. 2. Adapts health behavior change interventions for client populations. 3. Designs and implements population-based health education programs to address learning needs of population in collaboration with communities being served. ???
Impact of Culture and other variations	<ol style="list-style-type: none"> 1. Able to appropriately reflect the client’s message without distortion or bias. 2. Modifies approaches to clients based on assessment of the client’s background and negotiate mutually satisfactory strategies to for care populations based on cultural variations.

OCNE Competency #9: A competent nurse makes sound clinical judgments (Modified with permission from the Lasater Clinical Judgment Rubric©. Lasater, K. (2007) Clinical judgment development: Using simulation to create a rubric. Journal of Nursing Education, 46, 496-503. January 2007.)

DIMENSION	<u>Level III: At completion of NRS 425/426</u>
EFFECTIVE NOTICING INVOLVES:	
Focused Observation	Focuses observation appropriately; regularly observes and monitors a wide variety of objective and subjective data to uncover any useful information. (NOTE – leadership at system level, prior in Pop at population level)
Recognizing Deviations from Expected Patterns	Recognizes subtle patterns and deviations from expected patterns in data and uses these to guide the assessment.
Information Seeking	Assertively seeks information to plan intervention: carefully collects useful subjective data from observing the client and from interacting with the client and family.
EFFECTIVE INTERPRETING INVOLVES:	
Prioritizing Data	Focuses on the most relevant and important data useful for explaining the client’s condition.
Making Sense of Data	<ol style="list-style-type: none"> 1. Even when facing complex, conflicting or confusing data, is able to (1) note and make sense of patterns in the client’s data, (2) compare these with known patterns (from the nursing knowledge base, research, personal experience, and intuition), and (3) develop plans for interventions that can be justified in terms of their likelihood of success. 2. Uses a variety of electronic sources of information and information systems to further the plan of care.
EFFECTIVE RESPONDING INVOLVES:	
Calm, Confident Manner	Assumes responsibility: delegates team assignments, assess the client and reassures them and their families.
Clear Communication	Communicates effectively; explains interventions; calms/reassures clients and families; may direct and involve team members, explaining and giving directions; checks for understanding. Effective in establishing rapport.

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Well-Planned Intervention/Flexibility	Interventions are tailored for the client; monitors client progress closely and is able to adjust treatment/intervention as indicated by the client response.
Being Skillful	Shows mastery of necessary nursing skills.
EFFECTIVE REFLECTING INVOLVES:	
Evaluation/Self-Analysis	Independently evaluates/analyzes personal clinical performance, noting decision points, elaborating alternatives and accurately evaluating choices against alternatives.
Commitment to Improvement	Demonstrates commitment to ongoing improvement: reflects on and critically evaluates nursing experiences; accurately identifies strengths/weaknesses and develops specific plans to eliminate weaknesses.

OCNE Competency #10: A competent nurse uses the best available evidence.

DIMENSION	<u>Level III: At completion of NRS 425/426</u>
Access information sources	<ol style="list-style-type: none"> 1. Routinely frames relevant search questions and can effectively narrow search to locate a limited number of most relevant sources. 2. Assesses search results to determine whether alternative information retrieval systems should be utilized. 3. Fluid incorporation of current knowledge from other disciplines.
Evaluation of Evidence	Evaluates research and other evidence for reliability, validity, accuracy, authority, and point of view or bias, making a judgment about overall quality of evidence.
Use of evidence in clinical judgment	<ol style="list-style-type: none"> 1. Uses epidemiological investigations to identify populations at risk. 2. Considers results of intervention studies in designing appropriate nursing care.

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