

Northwest Ohio Team Gap Analysis: April 24, 2015

The boxes were checked by the ADN program if the competency was taught. If there was a gap the row was highlighted in orange. The BSN programs designated if the content was taught and the course that taught the content using their RN-BSN curriculum. Practice checked the box for the competency if they expected newly licensed registered nurses (NLRN) to enter practice with that competency. If it was not checked they did not expect the NLRN to have this competency upon leaving their educational program (purple highlight). They did not differentiate BSN or ADN graduates when creating this analysis. In the column titled GAP, practice designated the competencies that they expected but noted a GAP with the many NLRNs who enter the workforce (Blue Highlight).

Competency: Patient Centered Care					
Knowledge	#1	#2	#3	#4	Practice Gap
Integrate understanding of multiple dimensions of patient-centered care:	x				
* patient/family/community preferences, values	x			X	
* coordination and integration of care	x			X	X
* information, communication, and education	x			X	X- education
* physical comfort and emotional support	x			X	
* involvement of family and friends	x			X	
* transition and continuity	x			X	X
Describe how diverse cultural, ethnic, and social backgrounds function as sources of patient, family, and community values	x			X	
Demonstrate comprehensive understanding of the concepts of pain and suffering, including physiologic models of pain and comfort	x			X	
Examine how the safety, quality, and cost-effectiveness of health care can be improved through the active involvement of patients and families	x				? Cost effectiveness
Examine common barriers to active involvement of patients in their own health care processes	x			X	
Describe strategies to empower patients or families in all aspects of the health care process	x			x	
Explore ethical and legal implications of patient-centered care	x			X	
Describe the limits and boundaries of therapeutic patient-centered care	x			X	

Discuss the principles of effective communication	x			X	
Describe basic principles of consensus building and conflict resolution	x			x	
Examine nursing roles in assuring coordination, integration, and continuity of care	x			x	X

Competency: Patient Centered Care					
Skills	#1	#2	#3	#4	Practice Gap
Elicit patient values, preferences and expressed needs as part of clinical interview, implementation of care plan, and evaluation of care	x			X	
Communicate patient values, preferences, and expressed needs to other members of health care team	x			X	
Provide patient-centered care with sensitivity and respect for the diversity of human experience	x			X	
Assess presence and extent of pain and suffering	x			X	
Assess levels of physical and emotional comfort	x			X	
Elicit expectations of patient & family for relief of pain, discomfort or suffering	x			X	
Initiate effective treatments to relieve pain and suffering in light of patient values, preferences, and expressed needs	x			X	
Remove barriers to presence of families and other designated surrogates based on patient preferences	x			X	
Assess level of patient's decisional conflict and provide access to resources	x			X	
Engage patients or designated surrogates in active partnerships that promote health, safety and well-being, and self-care management	x			X	
Recognize the boundaries of therapeutic relationships	x			X	
Facilitate informed patient consent for care	x			X	
Assess own level of communication skill in encounters with patients and families	x			X	
Participate in building consensus or resolving conflict in the context of patient care	x				
Communicate care provided and needed at each transition in care	x			x	

Competency: Patient Centered Care					
Attitudes	#1	#2	#3	#4	Practice Gap
Value seeing health care situations "through patients' eyes"	x			x	
Respect and encourage individual expression of patient values, preferences and expressed needs	x			X	
Value the patient's expertise with own health and symptoms	x			X	We unteach
Seek learning opportunities with patients who represent all aspects of human diversity	x				
Recognize personally held attitudes about working with patients from different ethnic, cultural, and social backgrounds	x			X	
Willingly support patient-centered care for individuals and groups whose values differ from own	x				
Recognize personally held values and beliefs about the management of pain or suffering	x			x	
Appreciate the role of the nurse in relief of all types and sources of pain or suffering	x			x	
Recognize that patient expectations influence outcomes in management of pain or suffering	x			X	
Value active partnership with patients or designated surrogates in planning, implementation, and evaluation of care	x			x	
Respect patient preferences for degree of active engagement in care process	x			X	
Respect patient's right to access to personal health records	x			x	
Acknowledge the tension that may exist between patient rights and the organizational responsibility for professional, ethical care	x				X
Appreciate shared decision-making with empowered patients and families, even when conflicts occur	x				
Value continuous improvement of own communication and conflict resolution skills	x				

Competency: Team Work and Collaboration					
Knowledge	#1	#2	#3	#4	Practice Gap
Describe own strengths, limitations and values in functioning as a member of a team	x			X	
Describe scopes of practice and roles of health care team members	x			X	
Describe strategies for identifying and managing overlaps in team member roles and accountabilities		480 481	4330	x	
Recognize contributions of other individuals and groups in helping patient/family achieve health goals	x			X	
Analyze differences in communication style preferences among patients and families, nurses, and other members of the health team	x				
Describe impact of own communication style on others	x			X	X
Discuss effective strategies for communicating and resolving conflict	x			x	X
Describe examples of the impact of team functioning on safety and quality of care	x			X	
Explain how authority gradients influence teamwork and patient safety		480 481	4330 4240		X
Identify system barriers and facilitators of effective team functioning	x				
Examine strategies for improving systems to support team functioning	x				
K7: Applies the principles of teaching	x			X	
K8: Uses the influences of different learning styles in the education of patients and families	x			X	

Competency: Teamwork and Collaboration					
Skills	#1	#2	#3	#4	Practice Gap
Demonstrate awareness of own strengths and limitations as a team member	x			X	
Initiate plan for self-development as a team member		461	4240 4330	X	
Act with integrity, consistency and respect for differing views	x			X	
Function competently within own scope of practice as a member of the health care team.	x			X	X
Assume role of team member or leader based on the situation	x				
Initiate requests for help when appropriate to situation	x			x	
Clarify roles and accountabilities under conditions of potential overlap in team-member functioning		480 481	4240 4330		X
Integrate the contributions of others who play a role in helping patient/family achieve health goals	X				
Communicate with team members, adapting own style of communicating to needs of the team and situation	x			x	
Use clear, concise, and effective written, electronic and verbal communication.	x			X	
Demonstrate commitment to team goals	x			x	
Solicit input from other team members to improve individual, as well as team, performance	x				
Initiate actions to resolve conflict	x			x	
Follow communication practices that minimize risks associated with handoffs among providers and across transitions in care	x				X

Assert own position/perspective in discussions about patient care	x			x	X
Choose communication styles that diminish the risks associated with authority gradients among team members		460/461 480/481	4240 4330		X
Participate in designing systems that support effective teamwork	x				X
S7a: Assesses factors that influence the patient's and family's ability to learn, including readiness to learn, preferences for learning style, and levels of health literacy	x			X	X
S8a: Assists patients and families in accessing and interpreting health information and identifying healthy lifestyle behaviors	x			X	X

Competency: Teamwork and Collaboration					
Attitudes	#1	#2	#3	#4	Practice Gap
Acknowledge own potential to contribute to effective team functioning	x			X	
Appreciate importance of intra- and inter-professional collaboration	x				
Value the perspectives and expertise of all health team members	x			x	
Respect the centrality of the patient/family as core members of any health care team	x			X	
Respect the unique attributes that members bring to a team, including variations in professional orientations and accountabilities	x				
Value teamwork and the relationships which it is based	x			X	
Value different styles of communication used by patients, families, and health care providers	x			X	
Contribute to resolution of conflict and disagreement	x			X	
Appreciates the risks associated with handoffs among providers and across transitions in care.	x			X	X
Value the influence of system solutions in achieving effective team functioning		480 481	4240 4___		X
A7a: Accepts the role and responsibility for providing health education to patients and families	x			X	

Competency: Evidence-Based Practice (EBP)					
Knowledge	#1	#2	#3	#4	Practice Gap
Demonstrate knowledge of basic scientific methods and processes	x		4310	X	
Describe EBP to include the components of research evidence, clinical expertise and patient/family values	x		4310		X- We frequently hear “that is not by job”
Differentiate clinical opinion from research and evidence summaries		300	4310		X
Describe reliable sources for locating evidence reports and clinical practice guidelines.	x		4310	X	X
Explain role of evidence in determining best clinical practice	x		4310		X
Describe how the strength and relevance of available evidence influences the choice of interventions in provision of patient-centered care		300	4310		X
Discriminate between valid and invalid reasons for modifying evidence-based clinical practice based on clinical expertise or patient/family preferences		300	4310		X

Competency: Evidence-Based Practice (EBP)					
Skills	#1	#2	#3	#4	Practice Gap
Participate effectively in appropriate data collection and other research activities	x		4310	x	X
Adhere to Institutional Review Board (IRB) guidelines		300	4310		X
Base individualized care plan on patient values, clinical expertise and evidence	x			X	X
Read original research and evidence reports related to area of practice	x		4310	x	X
Locate evidence reports related to clinical practice topics and guidelines		300 460/461 480/481	4310		X
Participate in structuring the work environment to facilitate integration of new evidence into standards of practice		480 481	4310 4___		X
Question rationale for routine approaches to care that result in less than desired outcomes or adverse events	x				X
Consult with clinical experts before deciding to deviate from evidence-based protocols	x			x	? If they don't know how to do something, they'll stop and ask.

Competency: Evidence-Based Practice (EBP)					
Attitudes	#1	#2	#3	#4	Practice Gap
Appreciate strengths and weaknesses of scientific bases for practice	x		4310		X
Value the need for ethical conduct of research and quality improvement		300	4310		X
Value the concept of EBP as integral to determining best clinical practice	x		4310	X	X
Appreciate the importance of regularly reading relevant professional journals	x				X
Value the need for continuous improvement in clinical practice based on new knowledge	x		4310		X
Acknowledge own limitations in knowledge and clinical expertise before determining when to deviate from evidence-based best practices		460 461	4310	x	X

Competency: Quality Improvement (QI) and Safety					
Knowledge	#1	#2	#3	#4	Practice Gap
Describe strategies for learning about the outcomes of care in the setting in which one is engaged in clinical practice	x				X
Recognize that nursing and other health professions students are parts of systems of care and care processes that affect outcomes for patients and families	x			x	
Give examples of the tension between professional autonomy and system functioning		480 481	4330		X
Explain the importance of variation and measurement in assessing quality of care		481 481	4330		X
Describe approaches for changing processes of care	x				X
K5a: Examine human factors and other basic safety design principles as well as commonly used unsafe practices (such as work-arounds and dangerous abbreviations)	x			x	
K5b: Describe the benefits and limitations of selected safety-enhancing technologies (such as bar codes, Computer Provider Order Entry, medications pumps, and automatic alerts/alarms.	x			x	
K5c: Discuss effective strategies to reduce reliance on memory.	x				
K6a: Delineate general categories of errors and hazards in care.	x			x	
K6b: Describe factors that create a culture of safety (such as open communication strategies and organizational error reporting systems)	x			x	
K6c: Describe processes used in understanding causes of error and allocation of responsibility and accountability (such as, root cause analysis and failure mode effects analysis)	x				
K7: Discuss potential and actual impact of national patient safety resources, initiatives, and regulation.	x			x	X

Competency: Quality Improvement (QI) and Safety					
Skills	#1	#2	#3	#4	Practice Gap
Seek information about outcomes of care for populations served in care setting	x				X
Seek information about quality improvement projects in the care setting	x				X
Use tools (such as flow charts, cause-effect diagrams) to make processes of care explicit	x				X
Participate in root cause analysis of sentinel event	x				X
Use quality measures to understand performance	x				X
Use tools (such as control charts and run charts) that are helpful for understanding variation		460 461	4310		X
Identify gaps between local and best practice	x				X
Design a small test of change in daily work (using an experiential learning method such as Plan-Do-Study-Act)		460 461	4310		X
Practice aligning the aims, measures and changes involved in improving care		480 481	4310 4___		X
Use measures to evaluate the effect of change		480 481	4330		X
S5a: Demonstrate effective use of technology and standardized practices that support safety and quality	x			x	
S5b: Demonstrate effective use of strategies to reduce risk of harm to self or others	x			X	
S5c: Use appropriate strategies to reduce reliance on memory (such as forcing functions, checklists)	x			X	

S6a: Communicate observations or concerns related to hazards and errors to patients, families and the health care team.	x			x	
S6b: Use organizational error reporting systems for near miss and error reporting	x			X	
S6c: Participate appropriately in analyzing errors and designing system improvements.		460/461 480/481	4330 4340		X
S6d: Engage in root cause analysis rather than blaming when errors or near misses occur		460/461 480/481	4330		X
S7a: Use national patient safety resources for own professional development and to focus attention on safety in care settings	x		4340	X	X

Competency: Quality Improvement (QI) and Safety					
Attitudes	#1	#2	#3	#4	Practice Gap
Appreciate that continuous quality improvement is an essential part of the daily work of all health professionals	x			X	X
Value own and others' contributions to outcomes of care in local care settings	x				
Appreciate how unwanted variation affects care		460/461 480/481	43__ 4330		X
Value measurement and its role in good patient care	x				X
Value local change (in individual practice or team practice on a unit) and its role in creating joy in work		460/461 480/481	4330	x	X
Appreciate the value of what individuals and teams can do to improve care	x				
A5a: Value the contributions of standardization/reliability to safety.	x				
A5b: Appreciate the cognitive and physical limits of human performance	x			X	
A6a: Value own role in preventing errors	x			X	
A6b: Value vigilance and monitoring (even of own performance of care activities) by patients, families, and other members of the health care team	x			X	
A7a: Value relationship between national safety campaigns and implementation in local practices and practice settings	x				X

Competency: Informatics					
Knowledge	#1	#2	#3	#4	Practice Gap
Explain why information and technology skills are essential for safe patient care	x			x	
Identify essential information that must be available in a common database to support patient care	x				
Contrast benefits and limitations of different communication technologies and their impact on safety and quality	x				
Describe examples of how technology and information management are related to the quality and safety of patient care	x			x	
Recognize the time, effort, and skill required for computers, databases, and other technologies to become reliable and effective tools for patient care		475 476 300	4130 4340	x	
Skills					
Seek education about how information is managed in care settings before providing care		All	4130 4340	x	
Apply technology and information management tools to support safe processes of care	x			x	
Navigate the electronic health record	x			X	
Document and plan patient care in an electronic health record	x			X	
Employ communication technologies to coordinate care for patients	x			X	
Respond appropriately to clinical decision-making supports and alerts	x			X	
Use information management tools to monitor outcomes of care processes	x				
Use high quality electronic sources of healthcare information	x			X	

Attitudes					
Appreciate the necessity for all health professionals to seek lifelong, continuous learning of information technology skills	x				
Value technologies that support clinical decision-making, error prevention, and care coordination	x				
Protect confidentiality of protected health information in electronic health records	x			x	
Value nurses' involvement in design, selection, implementation, and evaluation of information technologies to support patient care		461 480 481	4130 4340		X- They appreciate technology but do not believe they get a say in how it will be used.

Competency: Leadership and Professionalism					
Knowledge	#1	#2	#3	#4	Practice Gap
K1: Identifies leadership skills essential to the practice of nursing	x				
K2: Understands critical thinking and problem-solving processes	x			X	?- they understand the process but struggle with the application
K3a: Understands human behavior, mental processes, and individual and group performance	x				?- sometimes struggle to assess
K3b: Identifies the roles and skills of the health care team	x			X	
K4: Explains the importance, necessity, and process of change		480 481	4330		X
K5: Understands the principles of accountability and delegation	x			X	X
K6: Describes legal and regulatory factors that apply to nursing practice	x			X	X
K7: Understands the professional standards of practice, the evaluation of that practice, and the responsibility and accountability for the outcome of practice	x			X	X
K9a: Describes factors essential to the promotion of professional development	x				X
K9b: Describes the role of a professional organization shaping the practice of nursing		460 461	4130 4330		X
K10: Understands the importance of reflection to advancing practice and improving outcomes of care	x				X -Advancing practice doesn't cross their mind at the beginning- they are more concerned with getting themselves started.
K11a: Understands the concept of autonomy and self-regulation in nursing practice		460 461	4130 4240		X
K11b: Understands the culture of nursing and the health care system	x				
K12: Understands role and responsibilities as patient advocate	x			X	
K13: Understands ethical principles, values, concepts, and decision	x			X	

making that apply to nursing and patient care					
K14a: Understands responsibilities inherent in being a member of the nursing profession	x				
K14b: Recognizes the relationship between personal health, self-renewal and the ability to deliver sustained quality care	x				
K14c: Recognizes the relationship between civic and social responsibility and volunteerism with the advancement of one's own practice and the profession of nursing		475 476	4330		X

Competency: Leadership and Professionalism					
Skills	#1	#2	#3	#4	Practice Gap
S1a: Integrates leadership skills of systems thinking, communication, and facilitating change in meeting patients' needs	x				
S2a: Uses systematic approaches in problem solving	x				
S2b: Demonstrates purposeful, informed, outcome-oriented thinking	x				
S3a: Demonstrates ability to effectively participate in Interprofessional teams	x			x	X
S3b: Promotes a productive culture by valuing individuals and their contributions	x				
S3c: Models effective communication and promotes cooperative behaviors	x			X	
S3d: Shows tolerance for different viewpoints	x			X	
S4a: Implements change to improve patient care		480 481	4330		X
S4b: Anticipates consequences, plans ahead, and changes approaches to get best results		480 481	4330		X
S4c: Participates in the change process to improve patient care, the work environment, and patient and staff satisfaction		480 481	4330		X
S5a: Demonstrates accountability for own nursing practice.	x			X	
S5b: Exercises critical thinking within standards of practice	x			x	X
S5c: Assigns, directs, and supervises ancillary personnel and support staff in carrying out particular roles/functions aimed at achieving patient care goals		480 481	4330 4130	X	X- Sometimes think they are not delegating. That is someone else's job
S6a: Uses recognized professional standards of practice	x			X	
S6b: Implements plan of care within legal, ethical, and regulatory framework of nursing practice	x			X	X
S6c: Complies with safety and regulatory standards and includes mandated reporting regulations	x			x	X

S6d: Recognizes and acts upon breaches of law relating to nursing practice and professional codes of conduct	x				X
S6e: Understands limits to one's scope of practice and adheres to licensure law and regulations	x			X	
S7a: Demonstrates professional comportment	x				
S7b: Provides and receives constructive feedback to/from peers	x				
S9a: Participates in life-long learning	x				

Competency: Leadership and Professionalism					
Skill	#1	#2	#3	#4	Practice Gap
S10a: Seeks appropriate mentors	x			x	
S10b: Clarifies biases, inclinations, strengths, and self-limitations	x				
S10c: Adapts to stressful situations	x				X
S10d: Acts as an effective role model and resource for students and support staff		ADN All	4130		X
S10e: Demonstrates ability to stand up for beliefs and does not avoid challenges	x				X- "freak out with physicians"
S10f: Demonstrates ability for reflection in action, reflection for action, and reflection on action		All BSN			X
S11a: Seeks ways to advocate for nursing's role, professional autonomy, accountability, and self-regulation		460 461	4330 4130 4240		X
S11b: Promotes and maintains a positive image of nursing	x			X	
S12a: Serves as a patient advocate	x			X	
S13a: Applies and incorporates ANA professional nursing code of ethics and professional guidelines into daily clinical practice	x			X	X- don't know what they are
S13b: Utilizes an ethical decision-making framework in clinical situations	x			X	
S13c: Identifies and responds to ethical concerns, issues, and dilemmas that affect nursing practice	x				
S13d: Enlists system resources and participates in efforts to resolve ethical issues in daily practice		460/461 Bioethics	4330		X
S13e: Recognizes moral distress and seeks resources for resolution		Gen Eds	4330 4130		
S14a: Understands the history and philosophy of the nursing profession	x				
S14b: Incorporates professional nursing standards and accountability into practice	x				
S14c: Advocates for professional standards of practice using organizational and political processes		460/461 475/476	4330		X

S14c: Articulates to the public the values of the profession as they relate to patient welfare		475 476	4330		
S14d: Advocates for the role of the professional nurse as a member of the interdisciplinary health care team		460 461	4330 4240		
S14e: Develops personal goals for professional development	x			x	
S14f: Assumes social and civic responsibility through participation in community volunteer activities		475 476	4130 4330		X
S14g: Assumes professional responsibility through participation in professional nursing organizations		475 476	4130 4330		X

Competency: Leadership and Professionalism					
Attitude	#1	#2	#3	#4	Practice Gap
A1a: Recognizes the role of nurse as leader	x			X	
A2a: Values critical thinking processes in the management of clinical situations	x			X	
A2b: Values efficiency, effectiveness, and innovation in the practice environment.	x				
A3a: Recognizes the centrality of an interprofessional team approach to patient care	x				
A3b: Values the perspectives and expertise of each member of the health care team	x			X	
A4a: Recognizes one's own reaction to change and strives to remain open to new ideas and approaches	x			X	
A4b: Values new ideas and interventions to improve patient care	x				
A5a: Accepts accountability and responsibility for one's own professional judgment and actions	x			X	
A5b: Recognizes the value of delegation	x			X	
A5c: Shows commitment to provision of high quality, safe, and effective patient care	x				
A5d: Accepts accountability for nursing care given by self and delegated to others	x			X	X
A6a: Values professional standards of practice	x			x	
A6b: Values and upholds legal and regulatory principles and standards	x			x	
A7a: Recognizes personal capabilities, knowledge base, and areas for development	x			X	
A7b: Values collegiality, openness to critique, and peer review	x				
A9a: Committed to life-long learning	x			X	
A10a: Values the mentoring relationship for professional development	x				
A10b: Values and is committed to being a reflective practitioner		All programs	?		X- value but struggle to apply
A10c: Recognizes that personal attitudes, beliefs and experiences influence	x				

one's leadership style					
A10d: Recognizes the limits of one's own role and competence and, where necessary, consults with other health professionals with the appropriate competencies	x			X	
A10e: Values fairness and open mindedness	x			X	
A10f: Values an environment encouraging creative thinking and innovations	x				
A10g: Values courage as a leadership skill	x				
A11a: Recognizes the responsibility to function within acceptable behavioral norms appropriate to the discipline of nursing and the health care organization	x			x	
A12a: Values role and responsibilities as a patient advocate	x			X	
A13a: Values the application of ethical principles in daily practice	x			x	
A13b: Values acting in accordance with codes of ethics and accepted standards of practice	x				
A13c: Clarifies personal and professional values and recognizes their impact on decision making and professional behavior		All	4130 4330		
A14a: Recognizes need for personal and professional behaviors that promote the profession of nursing	x				
A14b: Values and upholds altruistic and humanistic principles		All			

Competency: System-Based Practice					
Knowledge	#1	#2	#3	#4	Practice Gap
K1: Understands the difference between microsystems and macrosystems in health care		475/476 480/481	4330		X
K2a: Understands the impact of macrosystem changes on planning, organizing, and delivering patient care at the work unit level		475/476 480/481	4330		X
K2b: Understands interrelationships among nursing, the nursing work unit, and organizational goals		All	4330		X
K3a: Understands the concept of patient care delivery models	x				X
K3b: Understands role and responsibilities as a member of the health care team in planning and using work unit resources to achieve quality patient outcomes	x			x	
K3c: Understands the relationship between the outcomes of one's own nursing care and work unit resources		461 480 481	4330 4130		
K4: Understands role and responsibilities as patient advocate, assisting patient in navigating through the health care system		475 476	4330 4130	x	
K5a: Understands that legal, political, regulatory and economic factors influence the delivery of patient care		475 476	4330 4130		X
K5b: Is aware that different models of health care financing and regulation can influence patient access to care	x				
K6: Is aware of global aspects of health care	x				X

Competency: System-Based Practice					
Skills	#1	#2	#3	#4	Practice Gap
S1a: Identifies inefficiencies and failures on the work unit, such as those involving supplies, medications, equipment and information.	x			X	X
S1b: Plans, organizes, and delivers patient care in the context of the work unit	x			B	
S2a: Considers the influences of the macrosystem, work unit, and patient/family when making patient care decisions		460/461 475/476 480/481	4330 4130		X
S2b: Seeks to solve problems encountered at the point of care	x				
S2c: Makes management aware of clinical and work unit problems encountered in daily practice		480 481	4330 4130	X	
S2d: Identifies inefficiencies and failures on the work unit, such as those involving supplies, medications, equipment, and information	x			X	X
S2e: Participates in solving work unit inefficiencies and operational failures that impact patient care, such as those involving supplies, medications, equipment, and information		475/476 480/481	4330 4130		X
S3a: Considers resources available on the work unit when contributing to the plan of care for a patient or group of patients	x				X
S3b: Collaborates with members of the health care team to prioritize resources, including one's own work time and activities delegated to others, for the purposes of achieving quality patient outcomes		475/476 480/481	4330 4130 4240		X
S3c: Evaluates outcomes of one's own nursing care In collaboration with others	x			X	
S3d: Uses evidence to facilitate work unit change to achieve desired patient outcomes		460 475 480	4330 4310		X
S4a: Serves as a patient advocate	x			X	
S4b: Assists patients and families in dealing with work unit complexities		475	4130	x	X
S4c: Uses education and referral to assist the patient and family through transitions across the continuum of care	x				
S5a: Provides care based on current legal, political, regulatory, and economic requirements		460 475 480	4330 4130		X

S5b: Articulates issues at the work unit level that impact care delivery and facilitate resolution		460 475 480	4330 4130		X
S5c: Brings issues of concern at the work unit level to the attention of others who can facilitate resolution.	x				
S6a: Engages in self-reflection on one's role and responsibilities related to global health issues		475	4330 4130		X

Competency: System-Based Practice					
Attitudes	#1	#2	#3	#4	Practice Gap
A1a: Appreciates the role of new staff nurses in the operations of an effective microsystem		460	4330 4130		X- more concentrated on self
A1b: Appreciates how the elements of the microsystem impact on one's practice		460 475 480	4330 4130		X
A2a: Appreciates the complexity of the work unit environment	x				X
A2b: Recognizes the complexity of individual and group practice on a work unit		480	4330 4130		X
A2c: Appreciates the impact of one's decisions on the work unit	x				X
A2d: Recognizes the importance of work unit systems in providing supplies, medications, equipment, and information in a timely and accurate fashion	x				X
A2e: Appreciates role in identifying work unit inefficiencies and operational failures		480	4330 4130	x	X
A3a: Acknowledges the tension that may exist between a goal-driven and a resource-driven patient care delivery model		475 480	4330 4130		X
A3b: Values the contributions of each member of the health care team to the work unit	x				
A3c: Values the management of one's own time as a critical work unit resource in delivering patient care	x				
A3d: Values the partnerships required to coordinate health care activities that can affect work unit performance	x				
A4a: Values role and responsibilities as patient advocate	x			X	
A4b: Values partnerships in providing high quality patient care	x				
A4c: Values effective communication and information sharing across disciplines and throughout transitions in care	x			X	
A4d: Appreciates role and responsibilities in using education and referral to assist the patient and family through transitions across the continuum of care.	x				
A5a: Appreciates that legal, political, regulatory and economic factors influence the delivery of patient care		475	4330 4130		X

A5b: Values the need to remain informed of how legal, political, regulatory, and economic factors impact professional nursing practice					X
A6a: Appreciates the potential of the global environment to influence patient health		475	4330 4130		X
A6b: Appreciates the potential of the global environment to nursing practice		475	4330 4130		X