

OREGON CONSORTIUM FOR NURSING EDUCATION (OCNE)

Curriculum Competencies

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The competencies defined by faculty in OCNE partner programs are based on a view of nursing as a theory-guided, evidenced-based discipline. The competencies recognize that effective nursing requires a special kind of person with particular values, attitudes, habits and skills. Accordingly there are two categories of competencies, professional competencies, and nursing care competencies. Professional competencies--define the values, attitudes and practices that competent nurses embody and may share with members of other professions; nursing care competencies--define relationship capabilities that nurses need to work with clients and colleagues, the knowledge and skills of practicing the discipline and competencies that encompass understanding of the broader health care system. In all cases, the client is defined as the recipient of care, is considered active participant in care, and includes the individual, family or community. Nursing care competencies recognize that a competent nurse provides safe care across the lifespan directed toward the goals of helping client (individuals, families or communities) promote health, recover from acute illness and/or manage a chronic illness and support a peaceful and comfortable death.

Professional Competencies:

- 1. A competent nurse's personal and professional actions are based on a set of shared core nursing values** through the understanding that...
 - 1.1 Nursing is a humanitarian profession based on a set of core nursing values, including: social justice (from the ANA statement), caring, advocacy, protection from harm, respect for self and others, collegiality, and ethical behavior, and that a competent nurse embodies these values.
 - 1.2 There are ethical dilemmas embedded in clinical practice; an obligation of nurses is to notice, interpret respond and reflect on these dilemmas using ethical principles and frameworks as a guideline.

- 2. A competent nurse develops insight through reflection, self-analysis, and self-care** through the understanding that...
 - 2.1 Ongoing reflection, critical examination and evaluation of one's professional and personal life improves nursing practice.
 - 2.2 Reflection and self-analysis encourage self-awareness and self-care.
 - 2.3 Pursuing and advocating healthy behaviors enhance nurses' ability to care for client.

- 3. A competent nurse is an intentional learner** with the understanding that...
 - 3.1 Engaging in intentional learning develops self-awareness of the goals, processes, and potential actions of student learning and the effects on client care.
 - 3.2 Purposely seeking new, relevant knowledge and skills guides best practice development.
 - 3.3 Integrative thinking establishes "connections between seemingly disparate information and sources of information" that will be applicable to new situations.
 - 3.4 There is an array of communication and information technologies available to enhance continuous, intentional learning.

- 4. A competent nurse demonstrates leadership in nursing and health care** through the understanding that...
 - 4.1 An effective nurse is able to take a leadership role to meet client needs, improve the health care system and facilitate community problem solving.
 - 4.2 A competent nurse effectively uses management principles, strategies and tools.
 - 4.3 An effective nurse is skilled in working with assistive nursing personnel including the delegation of responsibilities and supervision.

- 5. A competent nurse collaborates as part of a health care team** through the understanding that...
 - 5.1 The client is an essential member of the healthcare team.
 - 5.2 Successful health care depends on a team effort, and collaboration with others in a collegial team is essential for success in serving clients.
 - 5.3 Learning and growth depend on receiving and using constructive feedback; effective team members must be both open to feedback and able to give useful feedback in a constructive manner.
 - 5.4 Supporting the holistic development of colleagues creates an environment that positively impacts client care.

- 6. A competent nurse practices within, utilizes, and contributes to the broader health care system** through the understanding that...
 - 6.1 Professional nursing has a legally defined scope of practice and a professionally defined standard of practice.
 - 6.2 The components of the system (e.g., resources, constraints, regulations) must be considered when coordinating care and developing interdisciplinary planning.
 - 6.3 The effective nurse contributes to improvements of the health care system through the collection and analysis of data and involvement in policy decision-making processes and political activities.
 - 6.4 The effective nurse engages in developing system-level initiatives to improve patient safety and to mitigate error.
 - 6.5 An effective nurse contributes to improving access to health care.
 - 6.6 Each nurse has the responsibility for effective and efficient management and utilization of health care resources.
 - 6.7 Nurses establish and maintain networks, often using technology to improve health care delivery outcomes.

- 7. A competent nurse practices relationship-centered care** through the understanding that...
 - 7.1 Effective care is centered around a relationship with the client that is based on: empathy and caring, a deep understanding of the care experience, developing mutual trust and respect for the autonomy of client.
 - 7.2 The effectiveness of nursing interventions and treatment plans depends, in part, on the attitudes, beliefs and values of clients and these are influenced both by how professionals interact with clients and by the intervention itself.
 - 7.3 Clients reflect the culture and history of their community and their broader population, and that these must be considered in developing nursing interventions.

- 8. A competent nurse communicates effectively** through the understanding that...
- 8.1 Effective use of therapeutic communication, to establish a caring relationship, to create a positive environment, to inform clients, and to advocate is an essential part of all interventions.
 - 8.2 Accurate and complete communication must occur with both clients and other providers and is essential to ensure patient safety and provide for comprehensive continuity of care.
 - 8.3 Successful communication requires attention to elements of cultural influences, variations in the use of language and a participatory approach.
 - 8.4 Effective health teaching requires attunement to the clients' perspective, their previous understanding, and their ease of access to health information or degree of health literacy.
 - 8.5 Good communication requires selection and use of appropriate communication modalities and technologies.
- 9. A competent nurse makes sound clinical judgments** through the understanding that...
- 9.1 Noticing, interpreting and responding require use of best available evidence, a deep understanding of the client experience and community influences, recognition of contextual factors as well as one's own biases that may influence judgments, and sound clinical reasoning.
 - 9.2 Effective nursing judgment is not a single event, but concurrent and recurrent processes that include assessment (data collection, analysis and diagnosis), community and client participation in planning, implementation, treatment, ongoing evaluation, and reflection.
 - 9.3 Nurses use a variety of frameworks, classification systems and information management systems to organize data and knowledge for clinical judgment. The choice of framework for assessment and intervention takes into account the client's age and cultural perspective, the individual and family capacity for involvement in care, the influence of community and the primary focus of care.
 - 9.4 Clinical judgment involves the accurate performance of skills (cognitive, affective and psychomotor) in the delivery of care while maintaining patient and personal safety.
- 10. A competent nurse, in making practice decisions, locates, evaluates and uses the best available evidence,** coupled with a deep understanding of client experience and preferences, through the understanding that...
- 10.1 There are many sources of knowledge, including research evidence, standards of care, community perspectives, practical wisdom gained from experience, which are legitimate sources of evidence for decision-making.
 - 10.2 Knowledge from the biological, social, medical, public health, and nursing sciences is constantly evolving; nurses use information technology to access current and reliable information in order to update their knowledge continuously.
 - 10.3 Nurses need to know how to learn new interventions independently, because the definition of "best practice" of interventions is continuously modified, and new interventions are constantly being developed.