Nursing 425CP

Nursing Leadership/Practicum

Course Description (2021-2023 Catalog):

Ethical and effective nurse leadership and management principles, career planning, and conflict resolution. The role of the nurse in promoting effective health policy is also addressed. Utilizing leadership and nursing theory, students will complete 75 experiential learning hours to design and develop a nursing leadership project.

Course Credit Hours:

4 semester credit hours; 16-week course

Course Placement:

Senior year, Upper Division, BSN - Mastery

Requirements for Practicum Course Component:

Student must complete all requirements in the Castle Branch system in order to be compliant and participate in the required practicum course activities and hours.

Course Learning Objectives:

1. Assess the roles, responsibilities, and ethical obligations of nursing leaders and the value of various leadership styles in different situations. (PO #1, 2, 3, 4)
2. Evaluate leadership functions in nursing such as conflict management, planned change, creating a motivating climate, communication, professional development, and interprofessional collaboration. (PO #1, 2, 3, 4, 5)
3. Justify the significance of informatics to improve the quality of healthcare processes. (PO #1, 2, 3, 5)
4. Construct practicum activities based upon the over-arching principles of nursing ethics and leadership theories learned throughout the BSN Completion Program. (PSLOs 1, 3, 5)

5. Demonstrate professional collaboration with clients, nurses, and other professionals through practicum assignments such as in the Leadership Project, DCE, and discussions. (PSLO 4)

6. Create a professional nursing portfolio in electronic format. (PSLOs 1, 5)

7. Synthesize information gleaned from leader interviews to determine implications for expert nursing leadership practice. (PSLOs 1, 4)

8. Develop a Nursing Leadership Project which a) addresses an identified need for health services; b) integrates evidence from current literature; c) considers the client's diversity in providing health care; and d) exhibits interprofessional collaboration. (PSLOs 1, 2, 3, 4, 5)

Instructional Methods:

Reading: Textbooks and articles
Literature reviews
Group Discussions
Interviews
Assignments
DCE Activities
Videos
Instructor Guidance
Templates for various assignments/activities
PowerPoint Presentation
Final Project

Evaluation Methods

Activity/Assignment - Theory	Percentage of Overall Grade (points possible)	
Discussions/Responses	24% (240 points)	
Leadership Styles Paper	10% (100 points)	
Informatics Power Point	5% (50 points)	
Professional Portfolio	5% (50 points)	

Activity/Assignment - Practicum	Percentage of Overall Grade (points possible)	Approximate Practicum hours
Practicum Paperwork	2% (20 points)	2 hours
Video/Reflection	2% (20 points)	2 hours
Interviews (2 sets)	10% (100 points)	14 hours
Project work and Proposal	5% (50 points)	25 hours
Project Check-in (2)	2% (20 points)	2 hours
Project Presentation	20% (200 points)	10 hours
Shadow Health DCE	12% (120 points)	18.5 hours
Exit Evaluation	1% (10 points)	0.5 hour
Log Sheets	2% (20 points)	1 hour
Total	**100% (1000 points)**	**75 minimum practicum hours***

*Hours estimated include approximate times you can expect to spend completing each designated practicum activity/assignment. However, each student's actual hours will vary based on actual time spent for each practicum activity/assignment. You should log the actual time spent on your activity log. You should include all time spent for each activity – preparing, researching, interviewing, working on your project, meeting with people, writing, etc.

Required Texts:

Marquis, B. L. & Huston, C. J. (2021). *Leadership roles and management functions in nursing: Theory and application* (10th ed.). Wolters Kluwer.

American Psychological Association. (2020). *Concise guide to APA style: The official APA style guide for students* (7th ed.). American Psychological Association.

Required Simulation Program:

Shadow Health. (2019). *Digital clinical experience* (Version 2019_08) [Software]. ISBN: 978-0-98-978887-8) http://www.shadowhealth.com

Topical Outline:

MODULE 1	Decision Making, Management, & Leadership
MODULE 2	Strategic and Operational Planning; Planned Change; Quality Control in Creating a Culture of Patient Safety
MODULE 3	Ethical Issues, Legal Issues, and Advocacy; Interprofessional Collaboration AACN Essentials; QSEN; Evidence-Based Practice DCE - Prioritization and Introduction to Leadership
MODULE 4	Creating a Motivating Climate; Communication DCE - Delegation
MODULE 5	Delegation; Conflict, Workplace Violence, and Negotiation DCE - Conflict Management
MODULE 6	Educating and Socializing Staff in a Learning Organization DCE - Ethics
MODULE 7	Time Management; Leadership Styles DCE - Change Management and Patient Advocacy

MODULE 8	Fiscal Planning & Health-Care Reimbursement; Informatics DCE - Discharge and Conclusion
MODULE 9	Career Planning and Development in Nursing; Interprofessional Collaboration
MODULE 10	Organizational Structure; Leadership Styles
MODULE 11	Organizational, Political and Personal Power; Conflict Resolution
MODULE 12	Organizing Patient Care; Conflict Resolution
MODULE 13	Performance Appraisal; Problem Employees: Rule Breakers, Marginal Employees, and the Chemically or Psychologically Impaired
MODULE 14	Collective Bargaining, Unionization, and Employment Laws; Leadership Project
MODULE 15	Leadership Project Presentation; Labor Laws and Unions
MODULE 16	Reflection