

UNIVERSITY *of*
INDIANAPOLIS®

New Graduate Attributes Desired by Nursing Leaders

Indiana Organization for Nursing Leadership
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THE TEAM



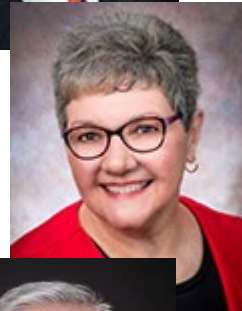
Dr. Cindy Bowers



Mr. Derek Trimmer



Dr. Norma Hall-Thoms



Dr. Mary Browning



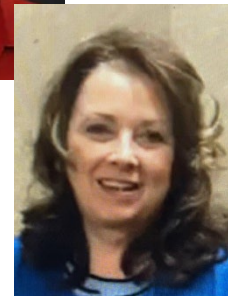
Dr. Diane Smith



Dr. Mikel Hand



Dr. Deborah Lyons



Ms. Joni Perkins

MANY THANKS

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HISTORY

The American Association of Colleges of Nursing (AACN) revised the Essentials for nursing education in April 2021, which introduced several changes to nursing education:

- Competency-based education
- Increased focus on social justice
- New domains
- New assessment models
- Clarity for stakeholders
- Improved preparation for nurses
- Improved expectations for healthcare organizations

THE ESSENTIALS

Domain 1: Knowledge for Nursing Practice

- 1.1 Demonstrate an understanding of the discipline of nursing's distinct perspective and where shared perspectives exist with other disciplines.
- 1.2 Apply theory and research-based knowledge from nursing, the arts, humanities, and other sciences.
- 1.3 Demonstrate clinical judgment founded on a broad knowledge base.

THE ESSENTIALS

Domain 2: Person-Centered Care

- 2.1 Engage with the individual in establishing a caring relationship.
- 2.2 Communicate effectively with individuals.
- 2.3 Integrate assessment skills in practice.
- 2.4 Diagnose actual or potential health problems and needs.
- 2.5 Develop a plan of care.
- 2.6 Demonstrate accountability for care delivery.
- 2.7 Evaluate outcomes of care.
- 2.8 Promote self-care management.
- 2.9 Provide care coordination.

THE ESSENTIALS

Domain 3: Population Health

- 3.1 Manage population health.
- 3.2 Engage in effective partnerships.
- 3.3 Consider the socioeconomic impact of the delivery of health care.
- 3.4 Advance equitable population health policy.
- 3.5 Demonstrate advocacy strategies.
- 3.6 Advance preparedness to protect population health during disasters and public health emergencies.

THE ESSENTIALS

Domain 4: Scholarship for the Nursing Discipline

- 4.1 Advance the scholarship of nursing.
- 4.2 Integrate best evidence into nursing practice.
- 4.3 Promote the ethical conduct of scholarly activities.

THE ESSENTIALS

Domain 5: Quality and Safety

- 5.1 Apply quality improvement principles in care delivery.
- 5.2 Contribute to a culture of patient safety.
- 5.3 Contribute to a culture of provider and work environment safety.

THE ESSENTIALS

Domain 6: Interprofessional Partnerships

- 6.1 Communicate in a manner that facilitates a partnership approach to quality care delivery.
- 6.2 Perform effectively in different team roles, using principles and values of team dynamics.
- 6.3 Use knowledge of nursing and other professions to address healthcare needs.
- 6.4 Work with other professions to maintain a climate of mutual learning, respect, and shared values.

THE ESSENTIALS

Domain 7: Systems-Based Practice

- 7.1 Apply knowledge of systems to work effectively across the continuum of care.
- 7.2 Incorporate consideration of cost-effectiveness of care.
- 7.3 Optimize system effectiveness through application of innovation and evidence-based practice.

THE ESSENTIALS

Domain 8: Informatics and Healthcare Technologies

- 8.1 Describe the various information and communication technology tools used in the care of patients, communities, and populations.

Use information and communication technology:

- 8.2 to gather data, create information, and generate knowledge.
- 8.3 and informatics processes to deliver safe nursing care to diverse populations in a variety of settings.
- 8.4 to support documentation of care and communication among providers, patients, and all system levels.
- 8.5 in accordance with ethical, legal, professional, and regulatory standards, and workplace policies in the delivery of care.

THE ESSENTIALS

Domain 9: Professionalism

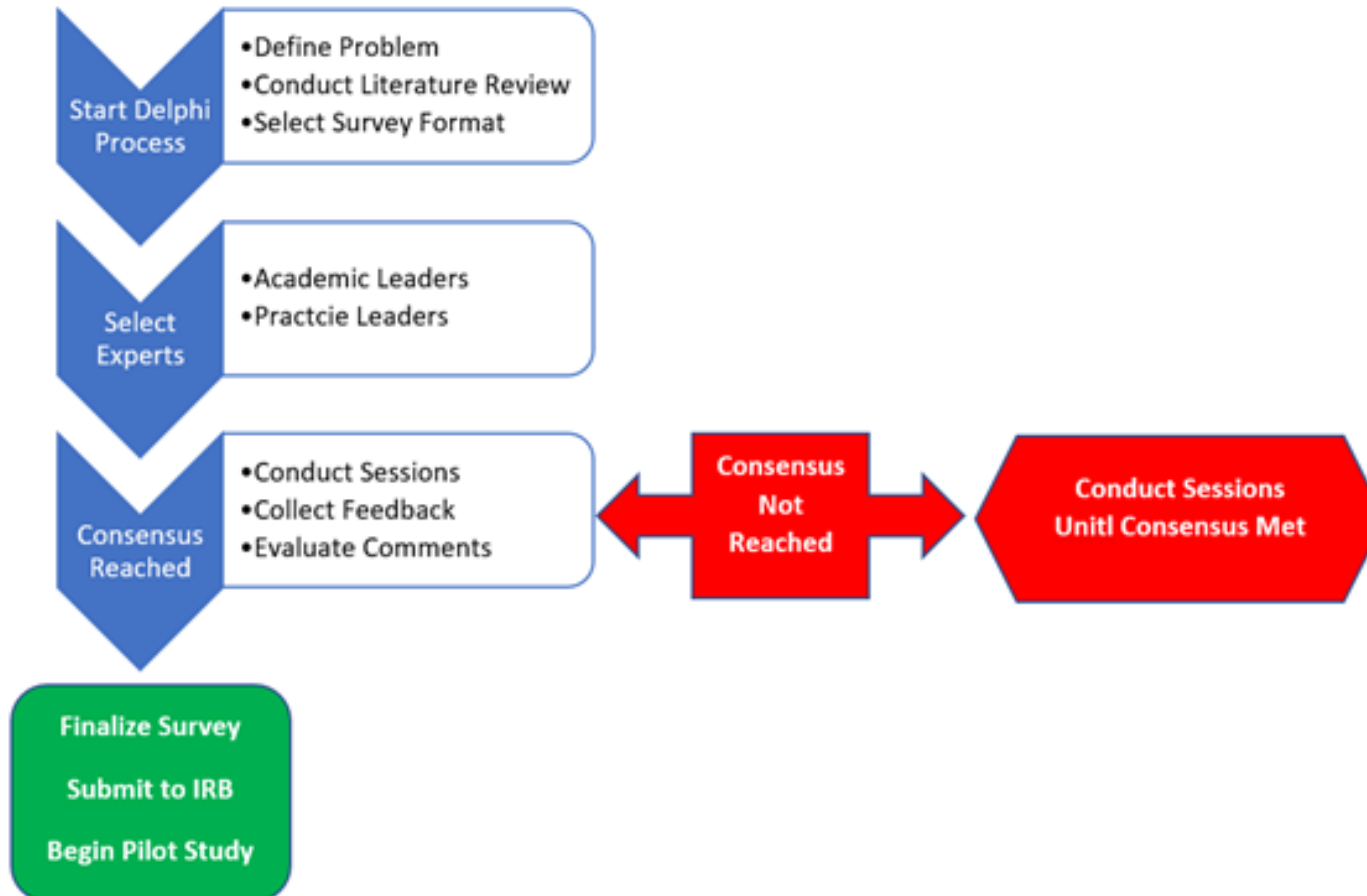
- 9.1 Demonstrate an ethical comportment in one's practice reflective of nursing's mission to society.
- 9.2 Employ participatory approach to nursing care.
- 9.3 Demonstrate accountability to the individual, society, and the profession.
- 9.4 Comply with relevant laws, policies, and regulations.
- 9.5 Demonstrate the professional identity of nursing.
- 9.6 Integrate diversity, equity, and inclusion as core to one's professional identity.

THE ESSENTIALS

Domain 10: Personal, Professional, and Leadership Development

- 10.1 Demonstrate a commitment to personal health and well-being.
- 10.2 Demonstrate a spirit of inquiry that fosters flexibility and professional maturity.
- 10.3 Develop capacity for leadership.

COLLABORATION



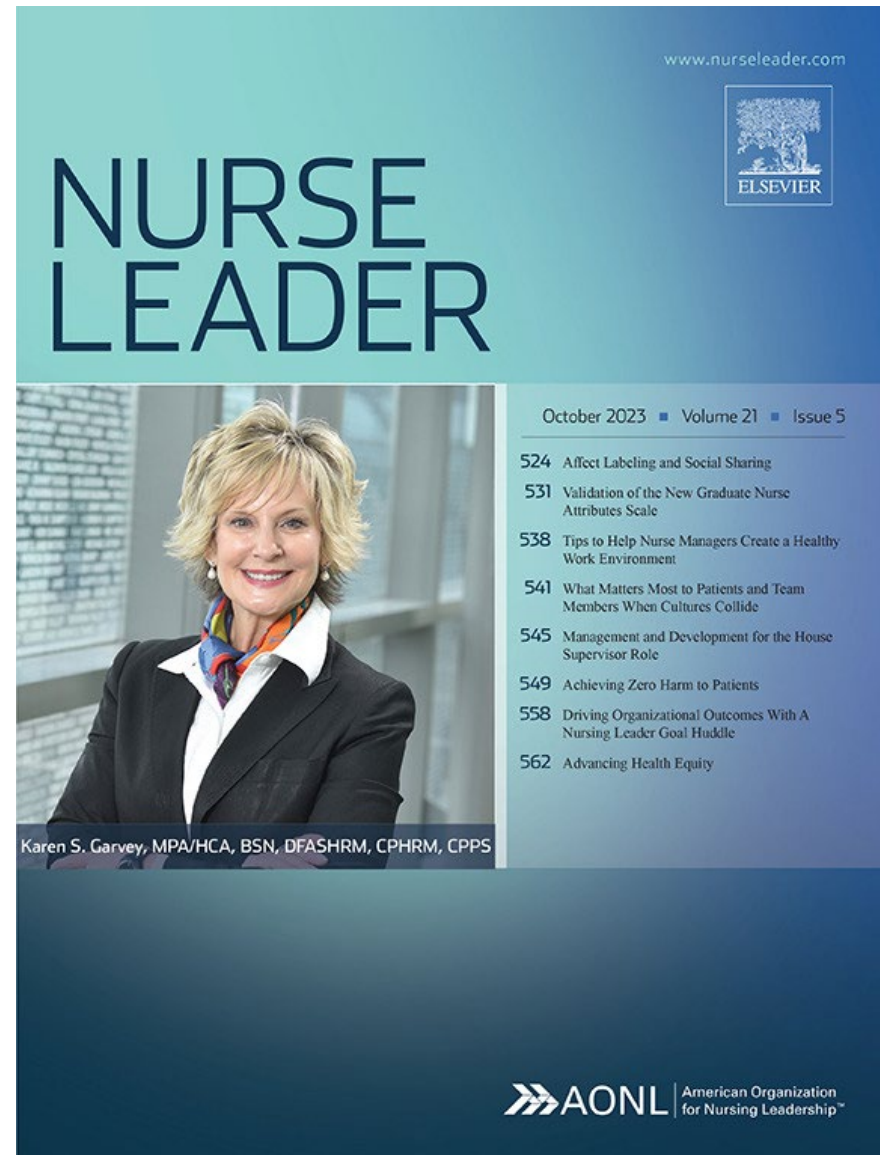
THE ESSENTIALS TOOL

1	Domain: Knowledge for Nursing Practice. Demonstrate clinical judgment founded on a broad knowledge base. Elaboration: Demonstrate clinical reasoning.
2	Domain: Person-Centered Care. Integrate assessment skills in practice. Elaboration: Distinguish between normal and abnormal health findings; Communicate findings of a comprehensive assessment; Point of Care nursing skills ie. medication administration, dressing changes, IV care, catheter care, etc.
3	Domain: Population Health. Demonstrate advocacy strategies. Elaboration: Advocate for patients.
4	Domain: Scholarship for Nursing Practice. Integrate best evidence into nursing practice. Elaboration: Evaluate clinical practice to generate questions to improve nursing care.
5	Domain: Quality and Safety. Contribute to a culture of patient safety. Elaboration: Assume accountability for reporting unsafe conditions, near misses, and errors to reduce harm.
6	Domain: Interprofessional Partnerships. Perform effectively in different team roles, using principles and values of team dynamics. Elaboration: Engage in the work of the team as appropriate to one's scope of practice and competency.
7	Domain: Systems-Based Practice. Incorporate consideration of cost-effectiveness of care. Elaboration: Incorporate considerations of efficiency, value, and cost in providing care.
8	Domain: Information and Healthcare Technologies. Use information and communication technologies and informatics processes to deliver safe nursing care to diverse populations in a variety of settings. Elaboration: Demonstrate appropriate use of information and communication technologies.
9	Domain: Professionalism. Demonstrate accountability to the individual, society, and the profession. Elaboration: Take responsibility for one's roles, decisions, obligations, actions, and care outcomes.
10	Domain: Personal, Professional, and Leadership Development. Demonstrate a spirit of inquiry that fosters flexibility and professional maturity. Elaboration: Integrate comprehensive feedback to improve performance; Expand personal knowledge to inform clinical judgment.

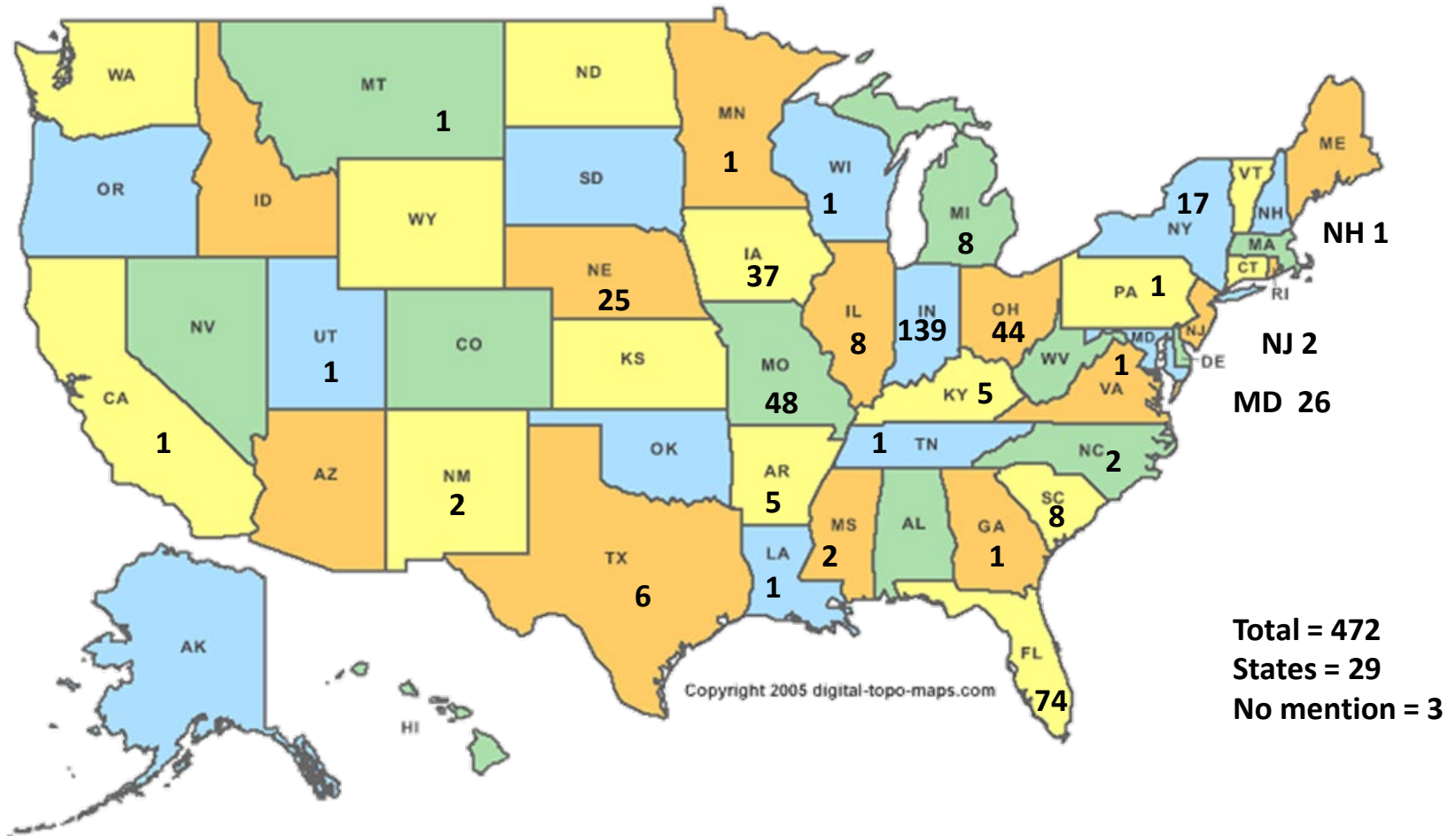
COLLABORATION



VALIDATION STUDY



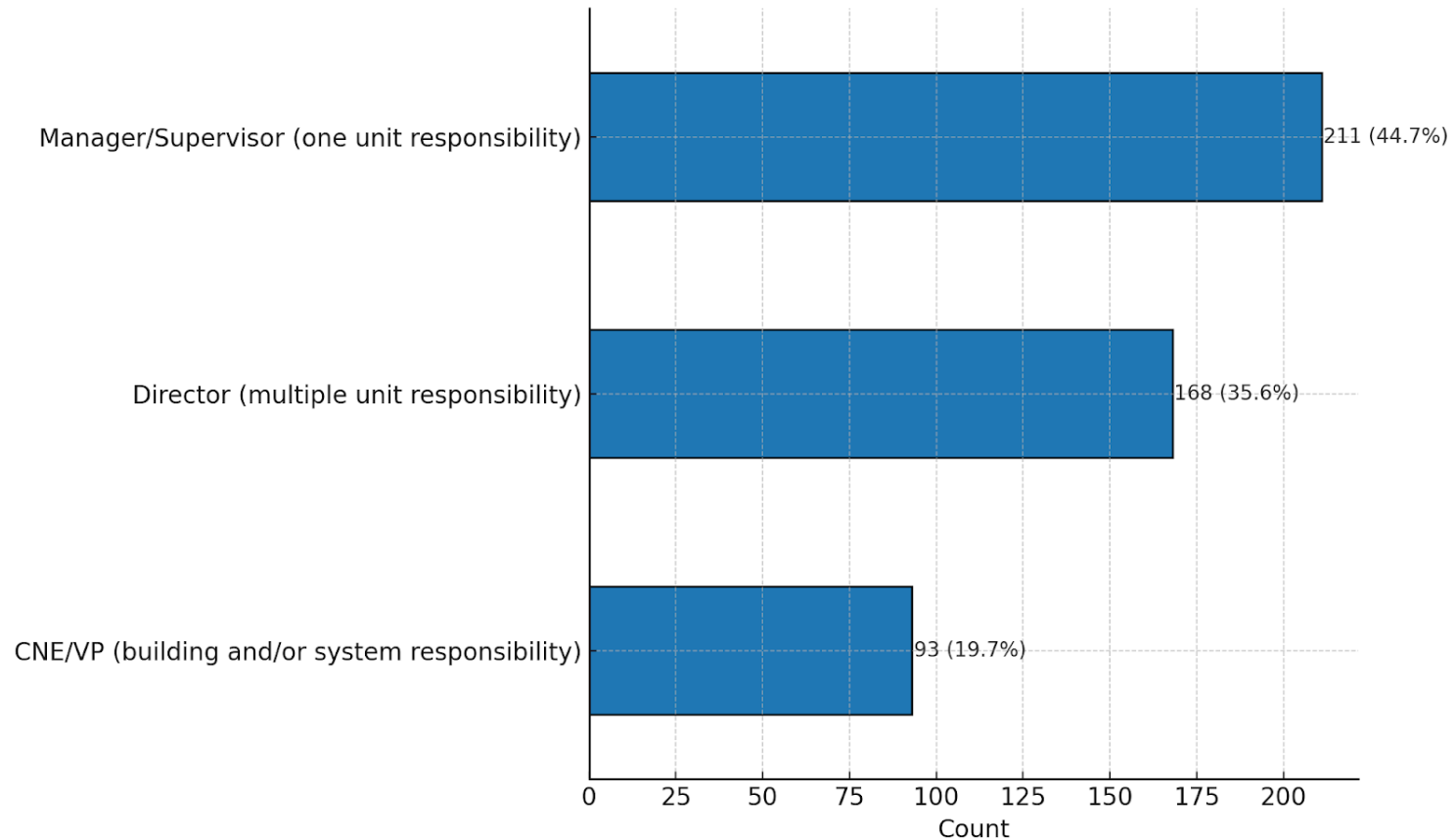
NATIONAL STUDY



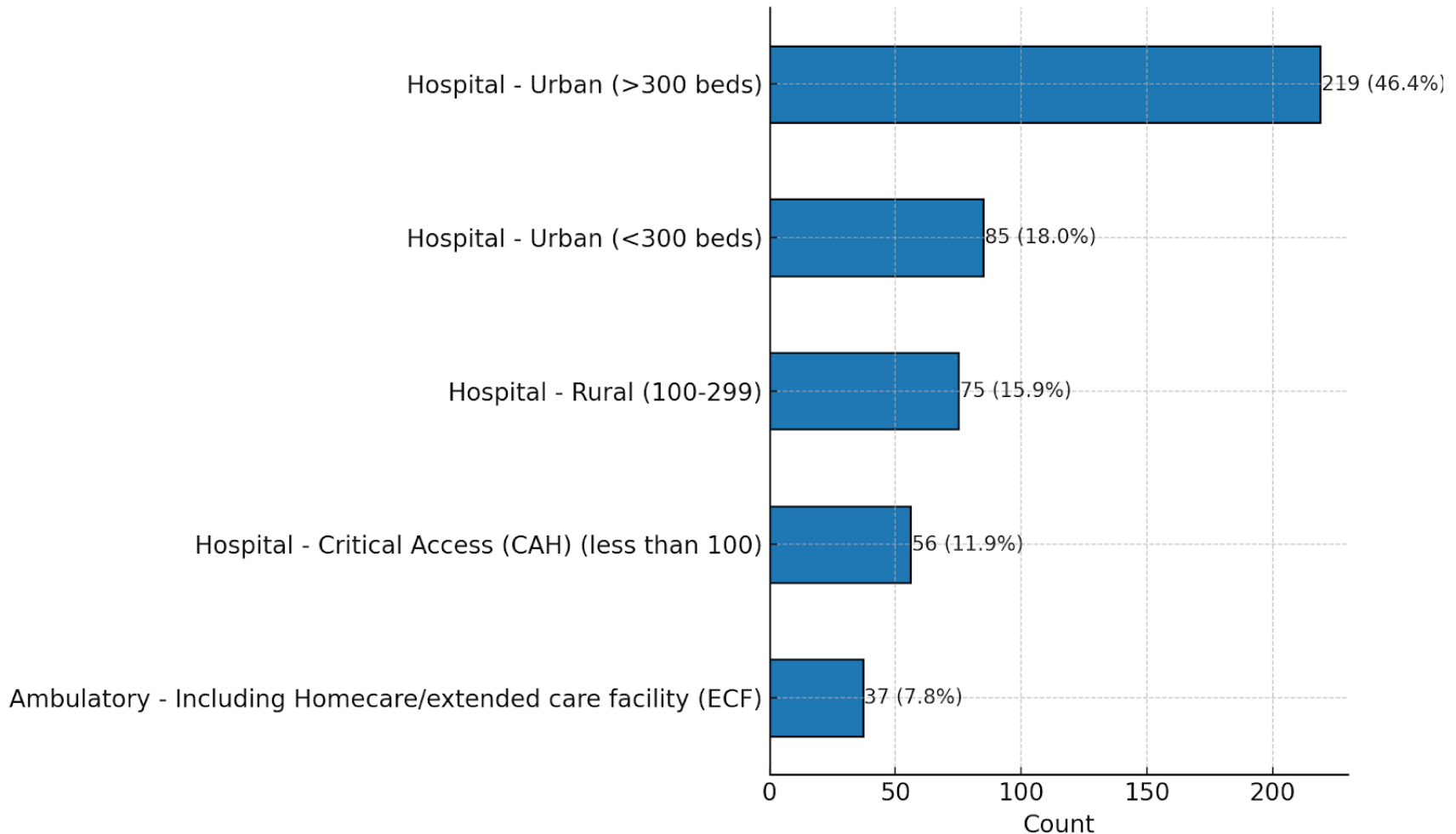
DEMOGRAPHICS



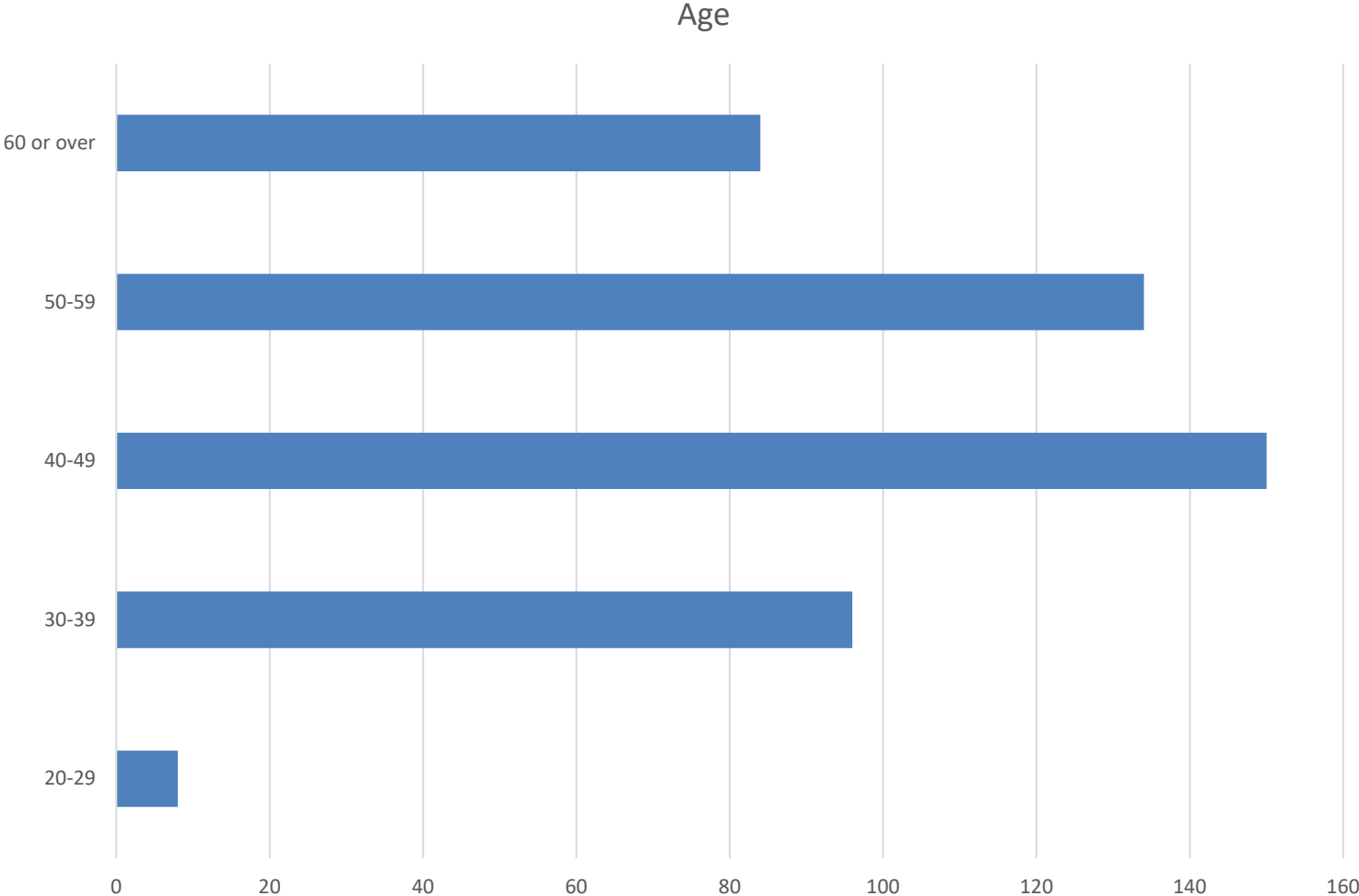
What is your current leadership level?



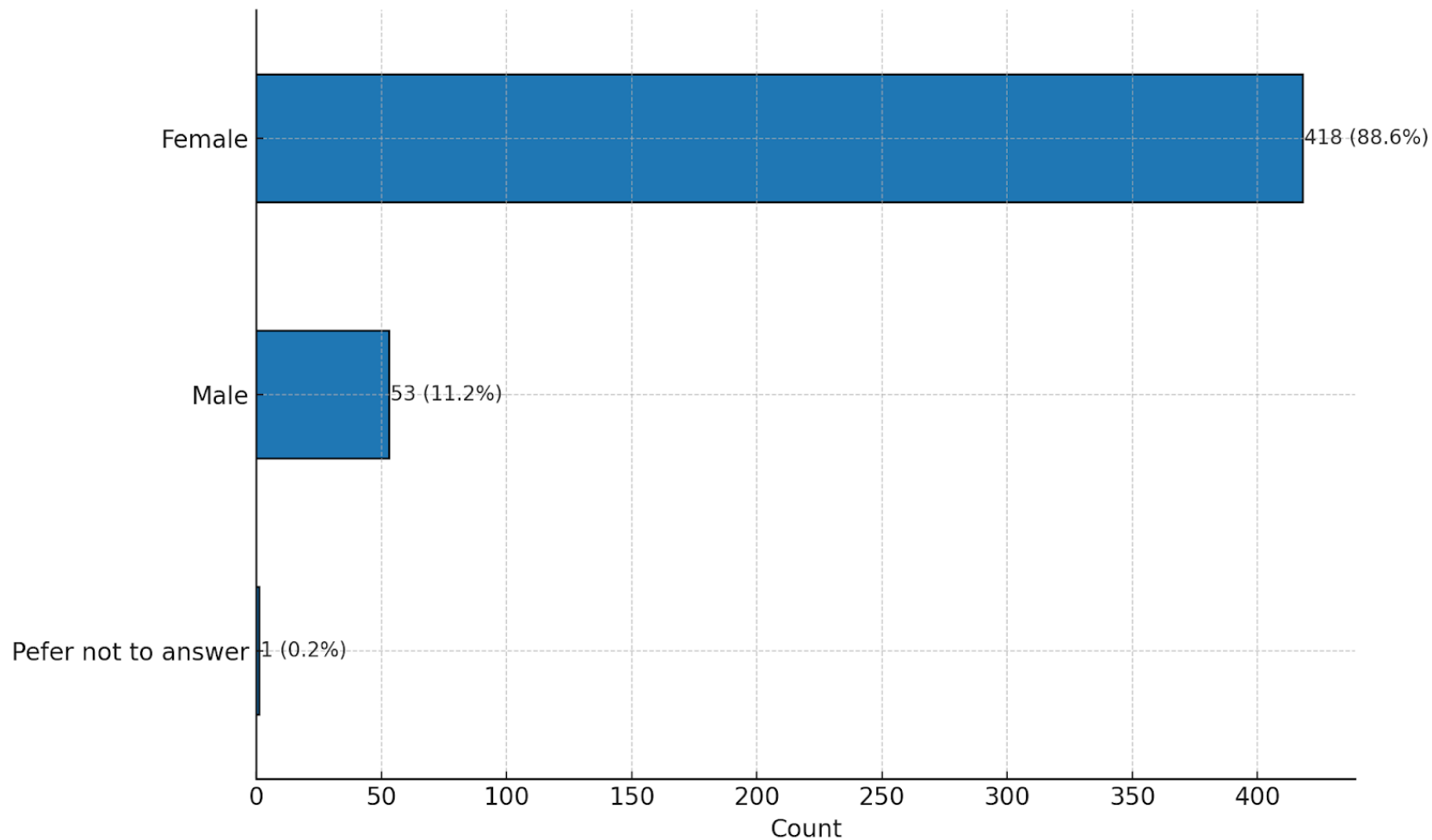
What is your current practice setting?



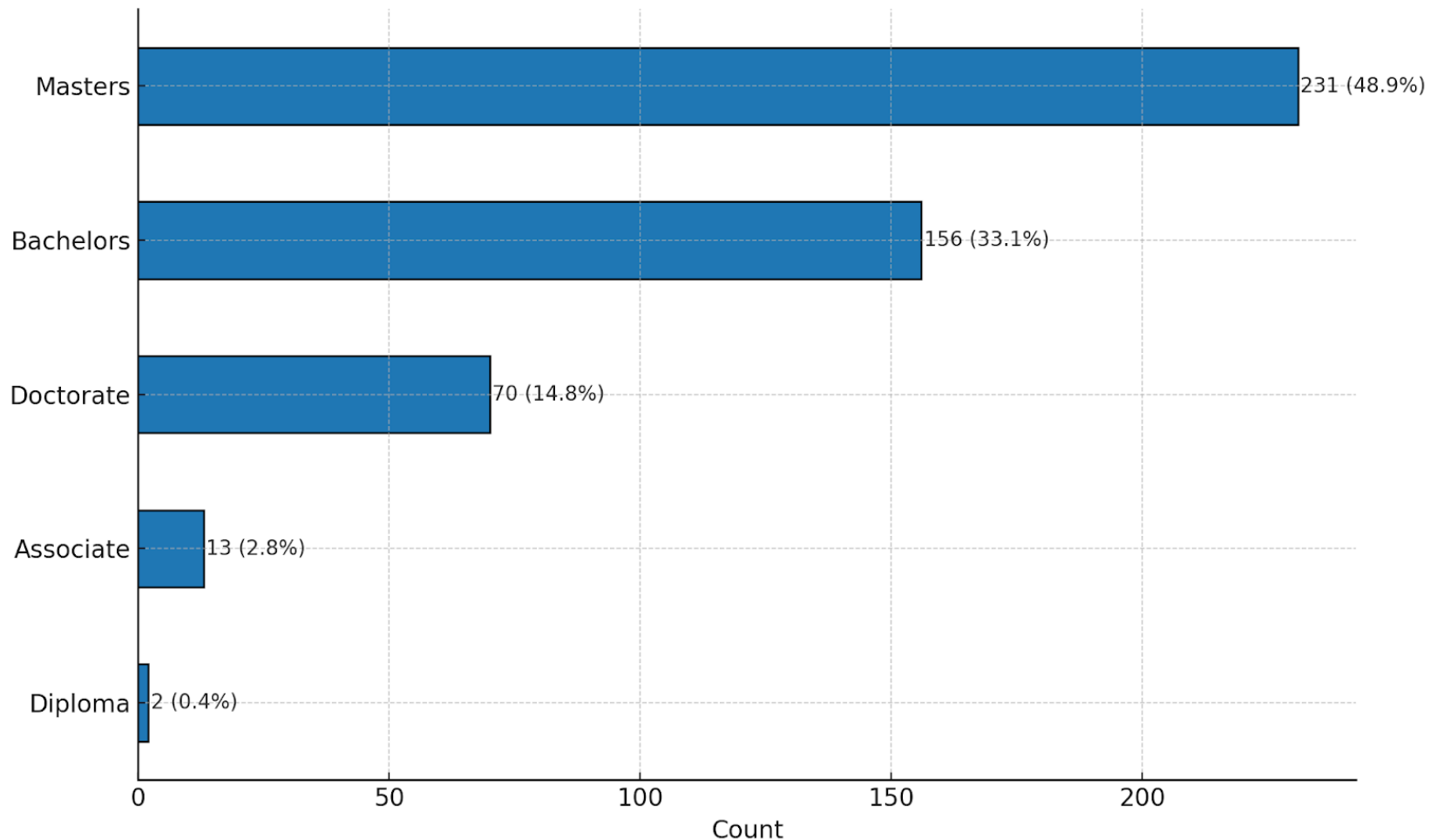
What is your age?



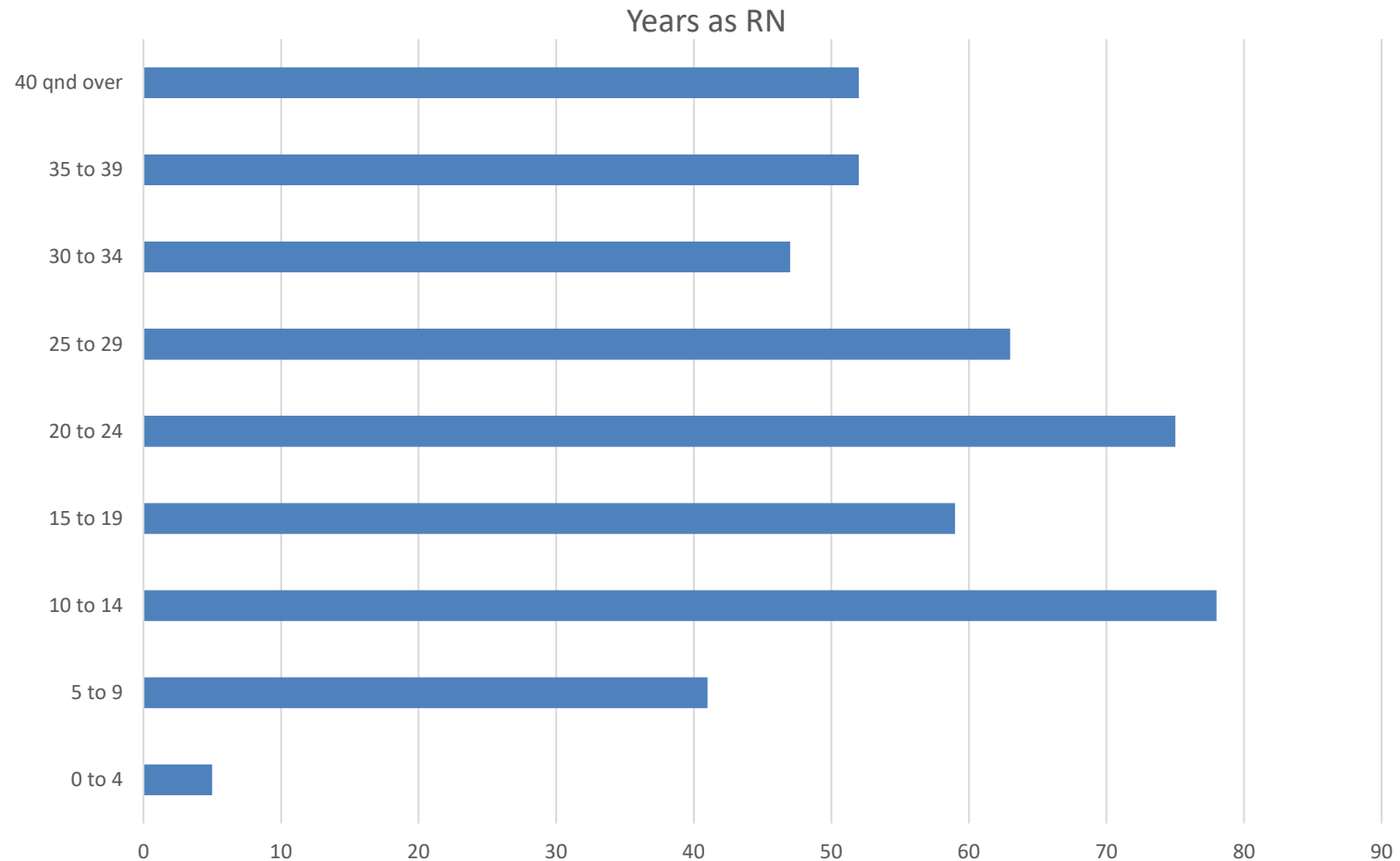
What is your gender?



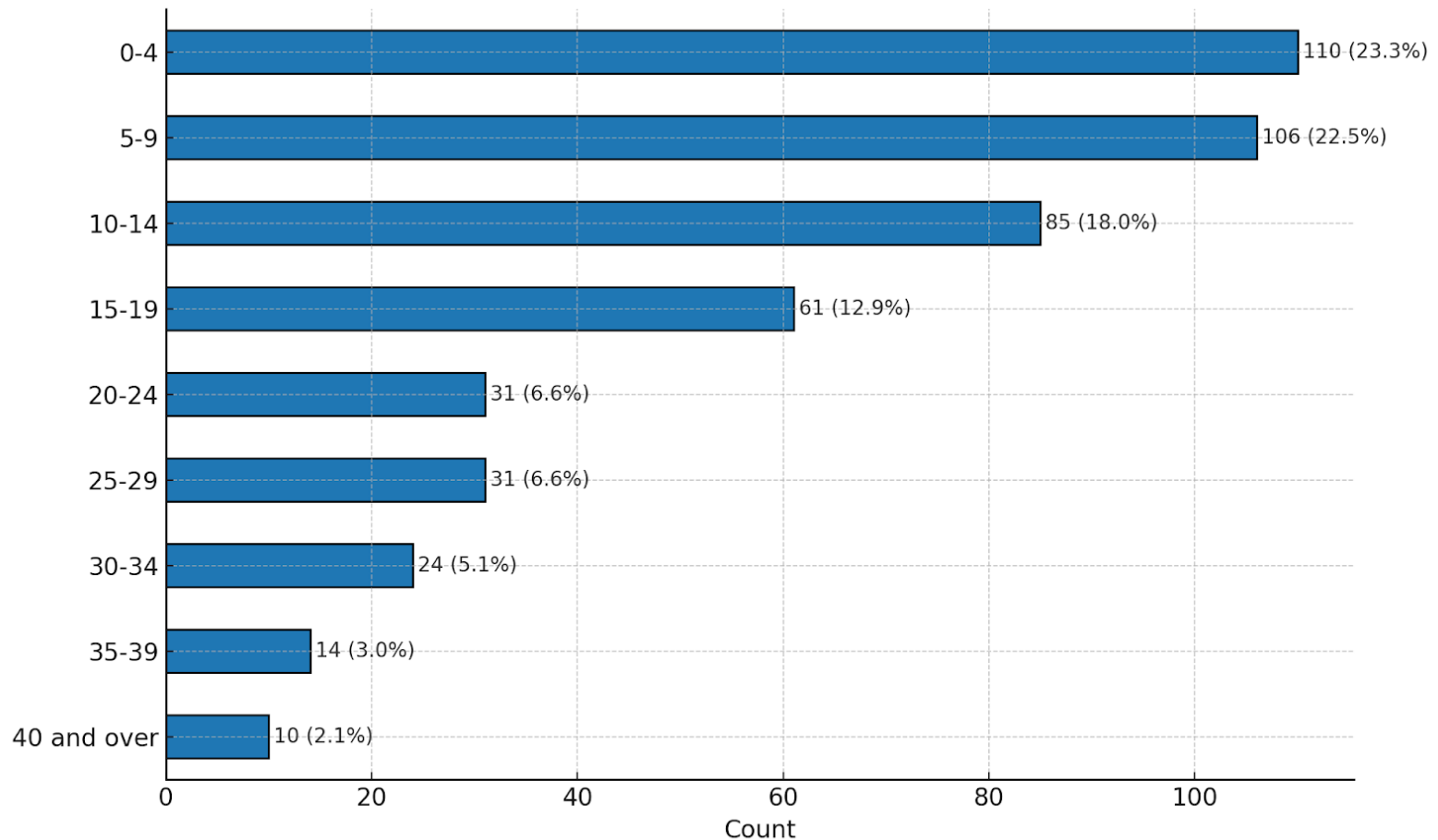
What is your highest degree in nursing (e.g. does not include non-nursing degree) ?



How many years have you been an RN?

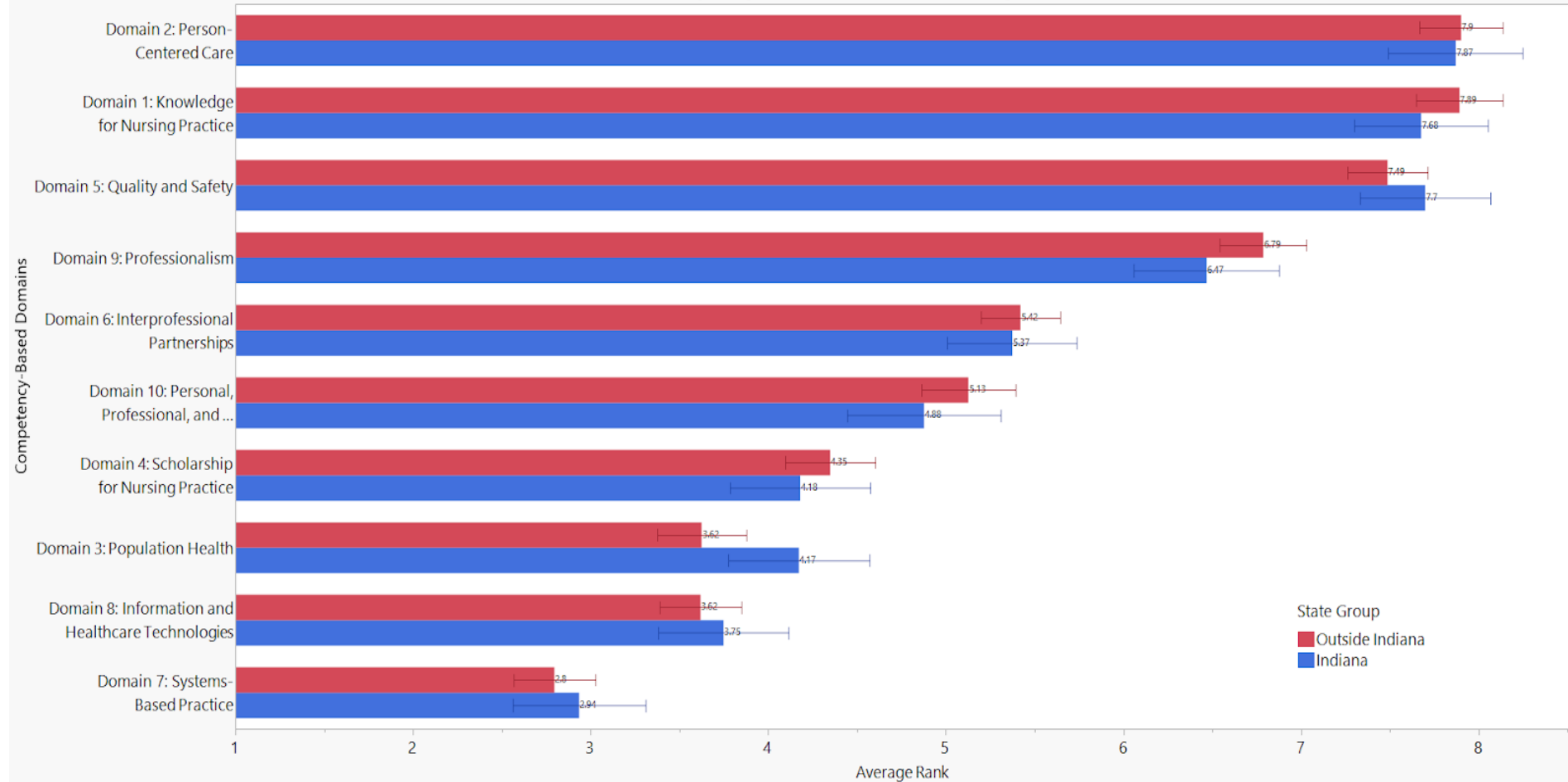


How many years have you had a leadership role with responsibility for staff caring for patients?



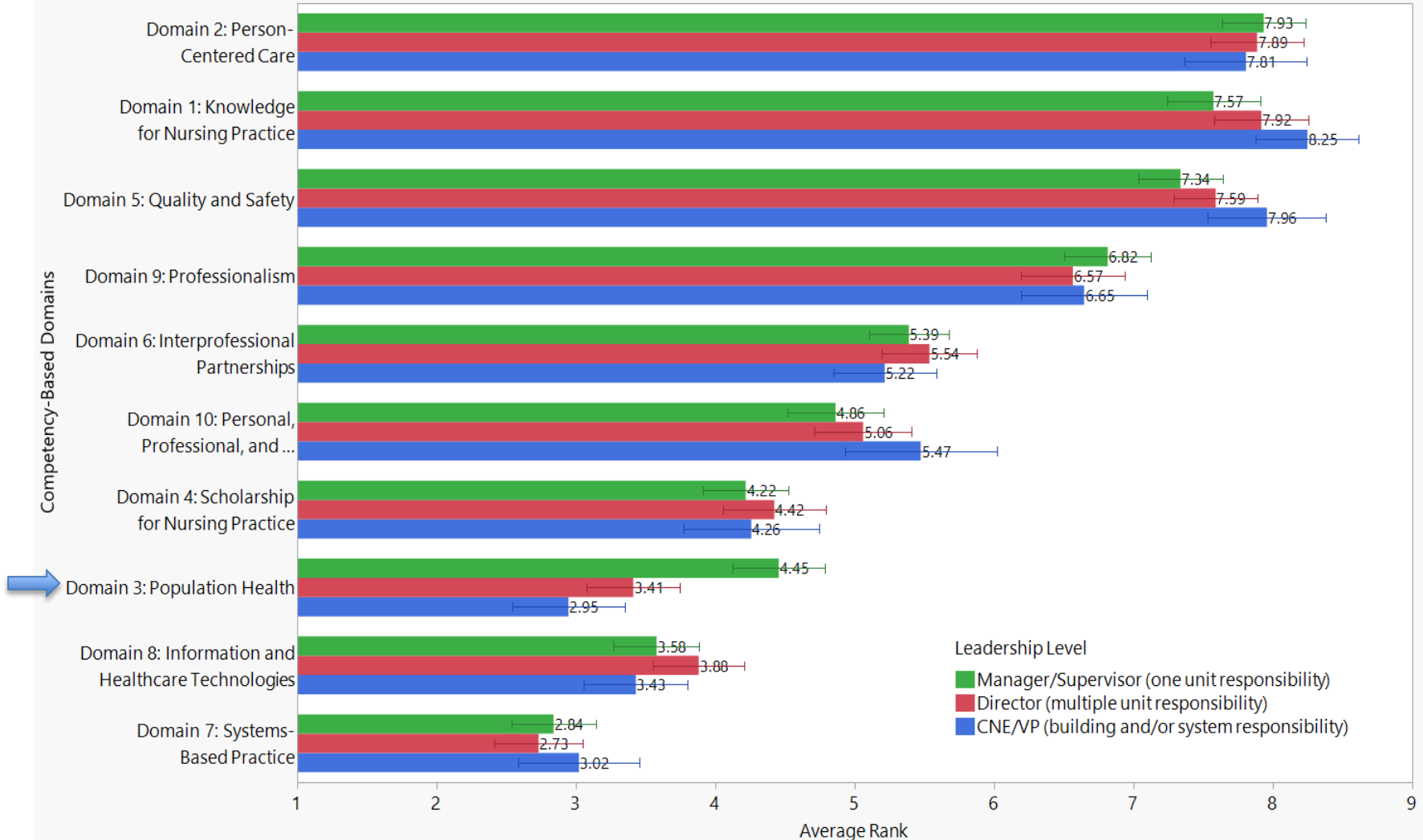
RESULTS

Rank Order of Competency-Based Domains Across State Groups



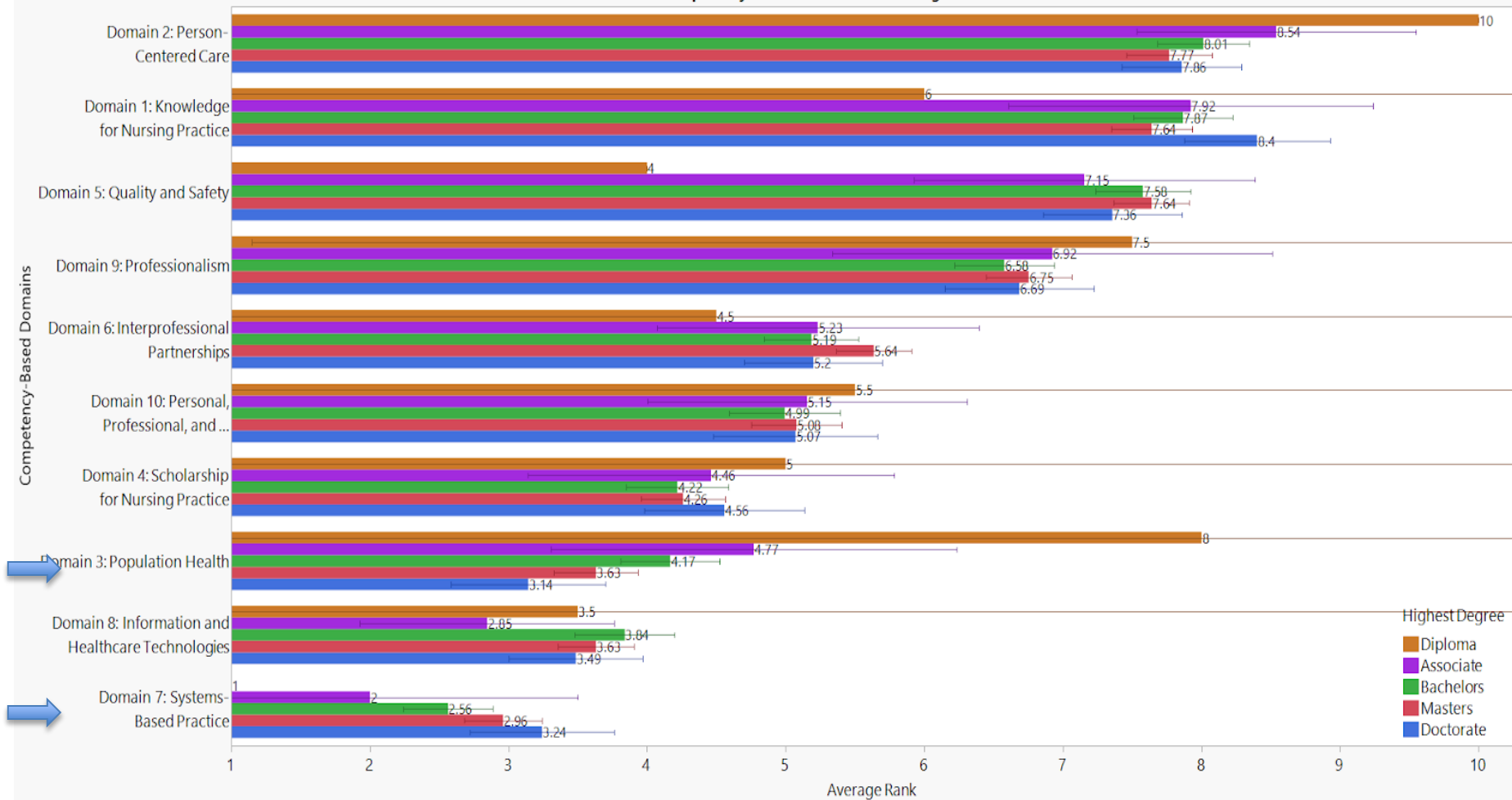
RESULTS

Rank Order of Competency-Based Domains Across Leadership Levels

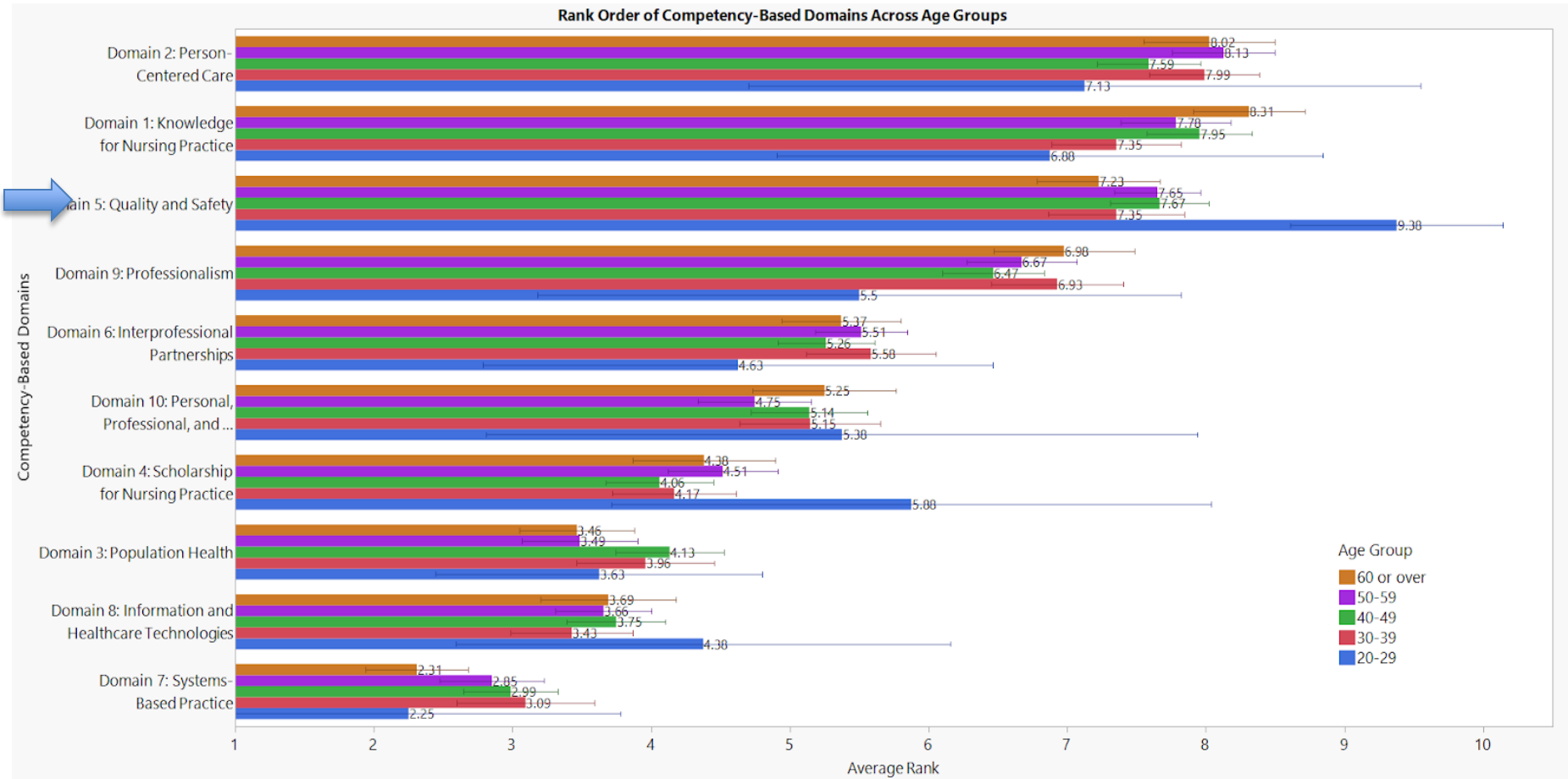


RESULTS

Rank Order of Competency-Based Domains Across Degrees

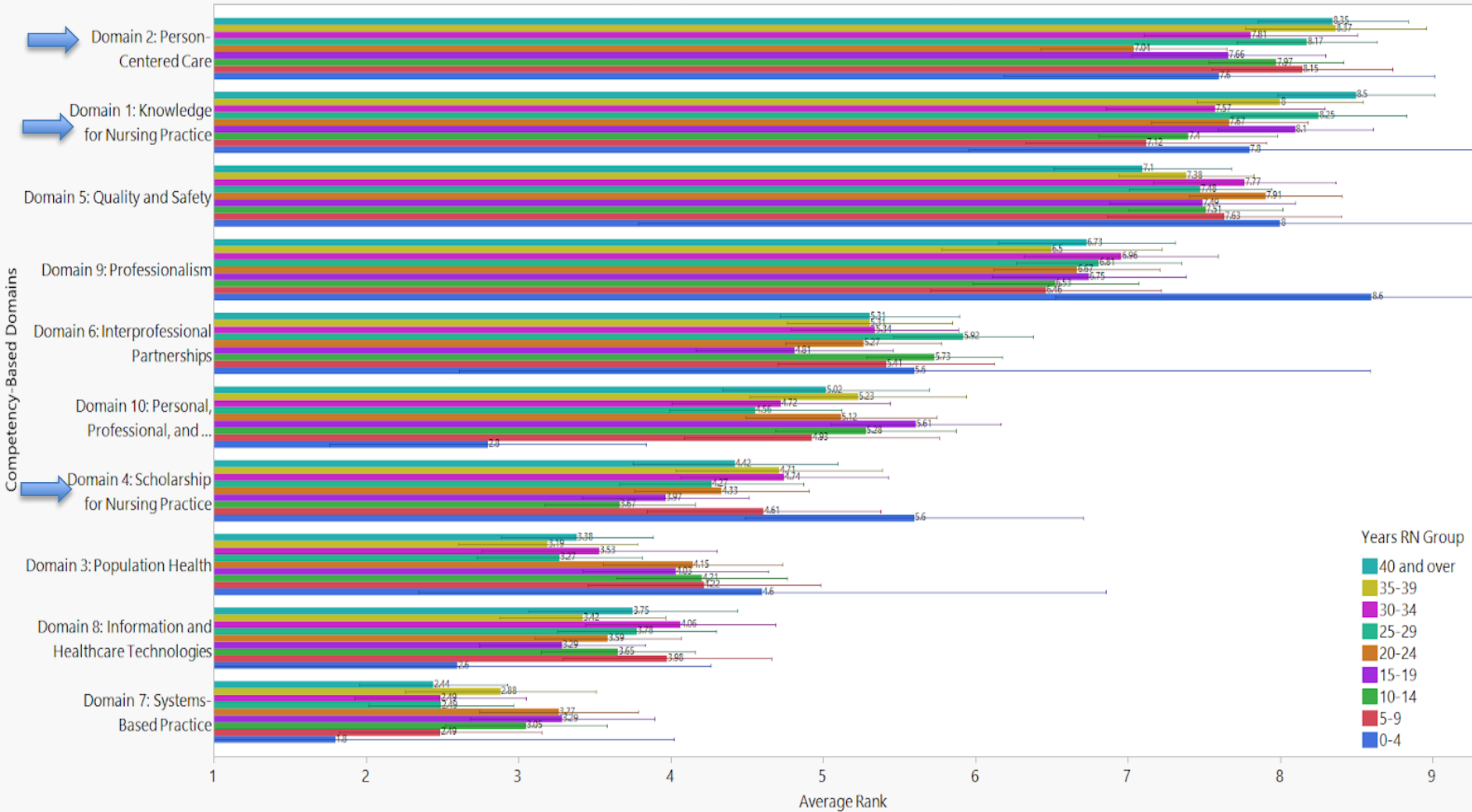


RESULTS



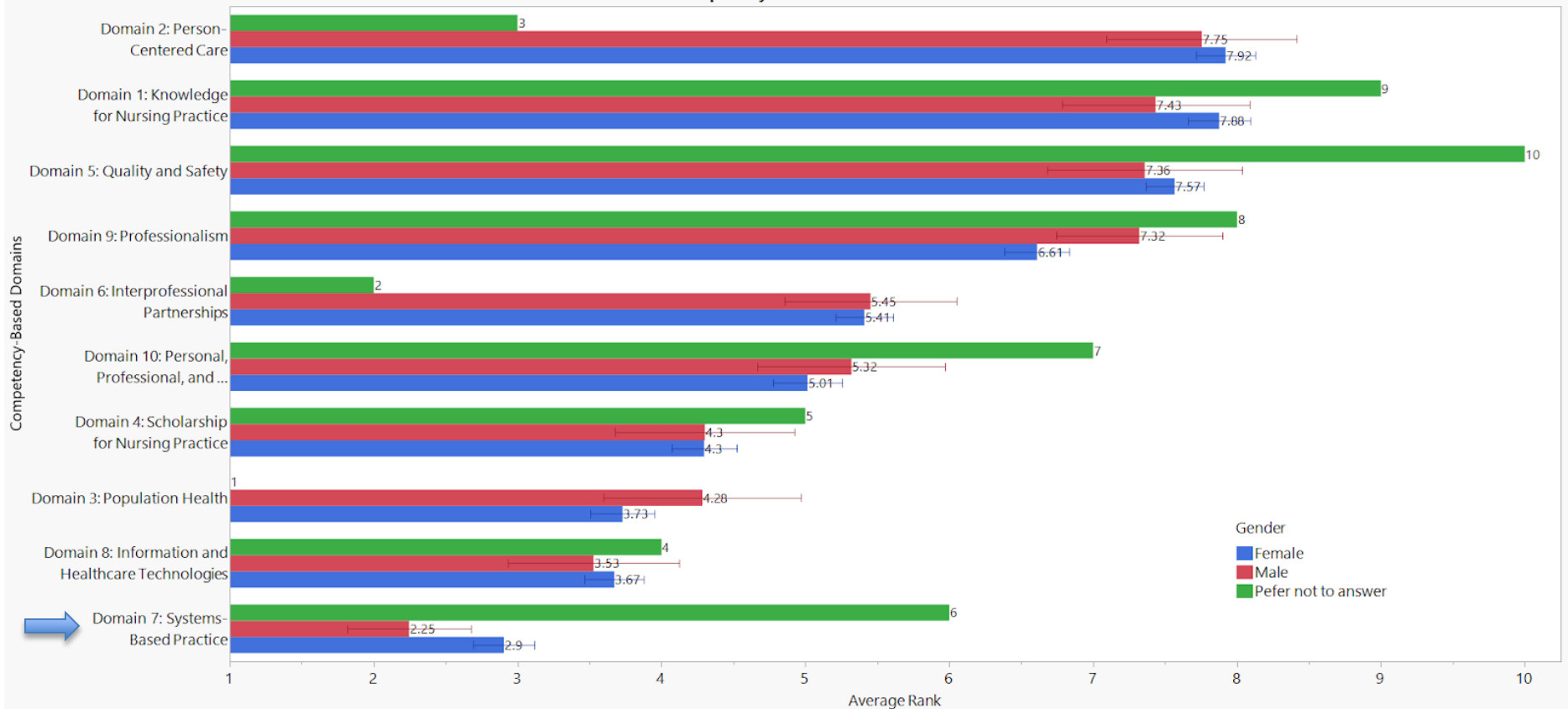
RESULTS

Rank Order of Competency-Based Domains Across Years RN Groups



RESULTS

Rank Order of Competency-Based Domains Across Gender



DISCUSSION

- Preferences were consistent within Indiana and the rest of the country:
 - Top 3 domains were 2, 1, and 5 referring to patient centered care, knowledge for nursing practice and quality and safety
 - The middle 4 domains were 9, 6, 10 and 4 referring to professionalism, Interprofessional partnerships, personal professionalism and accountability, and scholarship.
 - The lowest ranked domains were 3, 8, and 7 referring to population health, use of information technology, and systems-based practice.

NURSING IMPLICATIONS FOR NURSE EDUCATORS

Nurse Leaders want new graduate nurses to:

- be competent with their hands on and communication skills,
- demonstrate clinical judgment founded on a broad knowledge base,
- be familiar with quality improvement and contribute to a culture of safety.

NURSING IMPLICATIONS FOR LEADERS

- To provide practice ready nurses, nursing schools need clinical placement opportunities, not just simulation lab.
- Younger nurses are hungry for scholarship, a culture of safety, and information technology.

CONCLUSION

Nurse Leaders and Nurse Educators need to continue to have a symbiotic relationship to meet each others' needs.



REFERENCES

American Association of Colleges of Nursing (AACN). (2021). *The Essentials*.

<https://www.aacnnursing.org/essentials>

Bowers, C., Lyons, D., Browning, M., Trimmer, D., Smith, D., Hall, N., Hand, M., Perkins, J. (2023). Validation of the New Nurse Attributes Scale. *Nurse Leader*. 21(5), 531-537.

QUESTIONS?

