Incorporating Microsystem Leadership Concepts for Undergraduate Nursing Students
40th Annual National PNEG Conference
Kansas City, Missouri
October 17-20, 2013

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What we hope you will gain from this:

1. Appreciation for the integration of the CCNE Essentials into this course.
2. Recognition of the concepts involved in teaching a microsystem course to undergraduate nursing students.
3. Understanding of how this content can enrich an undergraduate nursing curriculum.
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The Essentials of Baccalaureate Education for Professional Nursing Practice (2008)

Roles of the Baccalaureate Generalist Include:
1. Provider of Care
2. Designer/manager/coordinator of care
3. Member of Profession
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The Essentials of Baccalaureate Education for Professional Nursing Practice (2008)

Nine Essentials:
1. Liberal Education for Baccalaureate Generalist Nursing Practice
2. Basic Organization and Systems Leadership for Quality Care and Patient Safety
3. Scholarship for Evidence Based Practice
4. Information Management and Application of Patient Care Technology
5. Health Care Policy, Finance, and Regulatory Environments
6. Interprofessional Communication and Collaboration for Improving Patient Health Outcomes
7. Clinical Prevention and Population Health
8. Professionalism and Professional Values
9. Baccalaureate Generalist Practice
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The Essentials of Baccalaureate Education for Professional Nursing Practice and related Microsystem Outcomes (2008)

1. Liberal Education for Baccalaureate Generalist Nursing Practice

   Outcome: 1.7: Integrate the knowledge and methods of a variety of disciplines to inform decision making.

2. Basic Organization and Systems Leadership for Quality Care and Patient Safety

   Outcome: 2.1: Apply leadership Concepts, skills, and decision making in the provision of high quality nursing care, healthcare team coordination, and the oversight and accountability for care delivery

   Outcome 2.2: Demonstrate leadership and communication skills to effectively implement patient safety and quality improvement initiatives within the context of the interprofessional team
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The Essentials of Baccalaureate Education for Professional Nursing Practice and related Microsystem Outcomes (2008)

2. Basic Organization and Systems Leadership for Quality Care and Patient Safety (continued)

Outcome 2.3: Demonstrate an awareness of complex organizational systems

Outcome 2.6: Apply concepts of quality and safety using structure, process, and outcome measures to identify clinical questions and describe the process of changing current practice

Outcome 2.9: Apply quality improvement processes to effectively implement patient safety initiatives and monitor performance measures, including nurse-sensitive indicators in the microsystem of care
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*The Essentials of Baccalaureate Education for Professional Nursing Practice (2008)*

Nine Essentials:

2. Basic Organization and Systems Leadership for Quality Care and Patient Safety (continued)

   **Outcome 2.11:** Employ principles of quality improvement, healthcare policy, and cost effectiveness to assist in the development and initiation of effective plans for the microsystem and/or system wide practice improvements that will improve the quality of health care delivery

   **Outcome 2.12:** Participate in the development and implementation of imaginative and creative strategies to enable systems to change
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The Essentials of Baccalaureate Education for Professional Nursing Practice (2008)

Nine Essentials:

3. Scholarship for Evidence Based Practice

Outcome 3.9: Describe mechanisms to resolve identified practice discrepancies between identified standards and practice that may adversely impact patient outcomes.
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The Essentials of Baccalaureate Education for Professional Nursing Practice (2008)

Nine Essentials:

4. Information Management and Application of Patient Care Technology

Outcome 4.6: Evaluate data from all relevant sources, including technology, to inform the delivery of care.
Outcome 4.10: Advocate for the use of new patient care technologies for safe, quality care.
Outcome 4.11: Recognize that redesign of workflow and care processes should precede implementation of care technology to facilitate nursing practice.
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The Essentials of Baccalaureate Education for Professional Nursing Practice (2008)

Nine Essentials:

4. Information Management and Application of Patient Care Technology (Continued)

   Outcome 4.12: Participate in evaluation of information systems in practice settings through policy and procedure development.

5. Health Care Policy, Finance, and Regulatory Environments

   Outcome 5.6: Explore the impact of socio-cultural, economic, legal, and political factors influencing healthcare delivery and practice.
What is a Clinical Microsystem?

“The combination of a small group of people who work together on a regular basis to provide care and the subpopulation of patients who receive that care.”

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How does this all fit into a course for undergraduate nursing students?

Course Framework:
1. Structure
2. Process
3. Outcome

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How does this all fit into a course for undergraduate nursing students?

Course Framework:

Structure: “Structure denotes the attributes of the settings in which care occurs. This includes the attributes of material resources, of human resources and of organizational structure.”

Process: “Process denotes what is actually done in giving and receiving care.”

Outcome: “Outcome denotes the effects of care on the health status of patients and populations.”

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What concepts and content in included?

Course Framework: Structure
Concept: Structure Elements of Healthy Work Environments
Content: Elements of a Healthy Work Environment – CWEQII
Elements of a Healthy Work Environment - PES-NWI
Elements of a Healthy Work Environment - Essentials of Magnetism II
Organizational Structure

Concept: Leadership:
Content: Personal Leadership Style (Blake-Mouton)

Concept: Diffusion of Innovation:
Content: Becoming an agent of change (Rogers – Diffusion of an Innovation)
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What concepts and content in included?    Course Framework: Process:

Concept: Motivation:
Content: Creating a Motivating Climate

Concept: Advocacy:
Content: Applying Advocacy Skills to a Clinical Microsystem

Concept: Appropriate Staffing
Content: Principles of Nurse Staffing
- Determining Nursing Care Hours per Patient Day (NCH/PD)
- Staffing and Organizing for Safe Patient Care
- Staffing Needs and Scheduling
- Patient Care Classification Systems

Concept: Health Care Economics:
Content: Nursing Microsystem Financing

Concept: Skilled communication:
Content: Delegation for Effective Patient Care

Content: Relationship Building & Conflict Resolution
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What concepts and content in included?

Course Framework: Outcome

Concept: Outcome Elements of a Healthy Work Environment:

Content: Nurse sensitive quality measures – NDNQI

Hospital Safety Measures – The Joint Commission (TJC) National Patient Safety Goals

Hospital Quality Measure Center for Medicare and Medicaid (CMS) Core Measures

Hospital Consumer Assessment of Healthcare and Systems (HCAHPS)
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What concepts and content in included?

Course Framework: Outcome (continued)

Concept: **Effective Decision Making:**

*Content:* Employment Issues and Collective Bargaining

Concept: **True Collaboration:**

*Content:* Standards of Practice & Standards of Performance in a microsystem

Practice changes to achieve quality measures using real time chart auditing
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How has this course improved student capabilities?

1. Raised awareness of what it takes to have a healthy work environment.
2. Exposed students to practice based initiatives that improve patient outcomes.
3. Armed them with language to communicate patient needs in the practice setting to the interprofessional team.
4. Enhanced the skill set of the RN to meet the roles of the professional generalist nurse.
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Questions?????