

CONNECTICUT COMMUNITY COLLEGE NURSING PROGRAM (CT-CCNP)

*Capital Community College, Gateway Community College,
Naugatuck Valley Community College, Northwestern Connecticut Community College,
Norwalk Community College, Three Rivers Community College*

NUR*205: NURSING MANAGEMENT AND TRENDS

Course Prerequisite

NUR*101: Introduction to Nursing Practice, NUR*102: Family Health Nursing, NUR*103: Pharmacology for Family Across the Life Span, NUR*201: Nursing Care of Individual and Families I, NUR*202: Pharmacology for Individuals and families with Intermediate Health Care Needs

Course Corequisite

NUR*203: Nursing Care of Individuals and Families I; NUR*204: Pharmacology for Individuals, Families, and Groups with Complex Health Care Needs; Elective: Humanities or Fine Arts

Course Components

Credits 2 credits

Hours Classroom: 30 hours

Course Description

The student will explore the basic principles of management, leadership and collaborative relationships as they relate to providing safe and competent care. The focus is on the utilization of critical thinking skills to make decisions, priority setting, delegation, legal parameters of nursing practice and ethical issues. The student will expand the concept of caring to the profession of nursing through collegial and interdisciplinary communication. The course facilitates the transition of the student into the profession and his/her role in contemporary nursing practice.

Student Learning Outcomes

At the completion of this course, the student will be able to:

1. Analyze the principles of nursing theory in managing and coordinating holistic care for individuals, families, and groups of clients across the wellness-illness continuum
2. Explore implementation of the delegation process in providing safe and competent care to individuals, families, and groups utilizing evidence-based practice and outcomes.
3. Formulate a professional career plan utilizing critical thinking and technological proficiency.
4. Integrate effective communication skills through professional interactions with colleagues and the multidisciplinary health care team.
5. Create an environment where professional interactions reflect a respect for human dignity.
6. Collaborate as a member of the profession of nursing.
7. Explore the legal and ethical implications of membership in the profession of nursing.
8. Evaluate the trends and issues affecting the profession and the role of the nurse.
9. Examine strategies for facilitating the transition from student to registered nurse.

Course Information

This course is designed as a hybrid course. The majority of coursework is online, however students are required to attend campus seminars. **Attendance at all seminars is mandatory for successful completion of the course. Please refer to your Quick View Calendar for on site attendance.**

1. Course Orientation
2. Leadership and Delegation- simulation seminar
3. Professional Panel
4. The Impaired Nurse
5. NCLEX-RN Preparation and Professionalism
6. ATI Testing on campus- quizzes open on 9/3 and are due by 10/8

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The online coursework is set up in a series of modules. Each week you will need to complete the readings in the text and the online module(s). When you have done them complete the self-assessment quiz associated with each module for your own learning assessment. Completion of four is required to receive 10 points. In addition there is a discussion board assignment for each clinical group with demonstration of individual collaboration and then group synthesis that will be presented as a 15 minute poster presentation to the class, a resume/cover letter/and reference letter assignment, two ePortfolio assignments and ATI practice and proctored testing. Student assignments and due dates can be found on the Quick View Calendar.

Online Course Access

To gain access to this course you will access <http://my.commmnet.edu> and log into Blackboard.

Instructor Information:

MaryAnn Perez-Brescia is the course leader. Most full time nursing faculty members teach portions of this course. The course calendar tells you who is teaching each week. You will also find this information posted on the Blackboard course website. If you have any questions please contact both the course leader and faculty member teaching that week.

Class Procedures and Policies—Student Responsibilities

Attendance: Attendance at all on campus gatherings is **required**. If you cannot attend you must inform the faculty member with written documentation (email). A make up will be considered for extenuating circumstances.

Participation: Participation is very important in an online course. You will be expected to participate in one discussion board exercise by posting your individual post first for the clinical group to review and then working together as a group to present a synthesis poster from all of your individual posts.

N205 participation in discussion board exercises is defined as collaboration from each individual student resulting in a group poster. **You must post an individual contribution to receive the individual and subsequent group grade.**

A group poster presentation is one summary *of the individual collaborative work* from each Med/Surgical clinical group. Clinical groups are expected to work together to compose this summary. The group poster will then be presented on the assigned class day for 15 minutes total. Each member of the group is expected to participate during the presentation. The grade for each group poster will be based on the N205 Grading Rubric. Each member of the group will receive the same group grade but may have different individual grades. You cannot get a group grade if you did not post your individual post on time.

Each group member is expected to contribute to the group **poster**. Individual postings which contribute to the group poster must be evident in the discussion board. It is important that you research your individual response in the literature, using both your text and evidence based articles. See the N205Rubric for Individual Evidence of Collaboration. Each member of the group will receive an individual grade for their collaborative work. *Substantiated sources can refer to valid web sites, texts, journal articles, policies, procedures, or experts in the field. **Use APA format for citations.**

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N205 Grading Criteria Based on a Total of up to 100 Points

Item	Maximum Points per item	Total number of items	Maximum possible points
Resume, Cover Letter and Reference Letter	5	1	15
Group Discussion Board Poster Synthesis	10	1	10 only if individual post submitted
Individual Collaborative Postings for Group Post	15	1	15 must do for group grade points
ePortfolio Assignments	10	2	20
ATI Testing and focused remediation / Chapter Quizzes	4 chapter quizzes / 2 ATI leadership tests		10/10 =20
Leadership/mentoring	5		4/5=20

N205 Grading Rubric for Collaborative Poster

Poster reflects in-depth understanding of discussion question and includes substantiated constructive comments/bullets that highlight the synthesis and conclusion of the individual discussion. 2.5 points	Poster reflects reasonable understanding of a component from the discussion question and includes constructive comments and/or relevant questions for consideration. 2 points	Poster lists a component of the topic without constructive comments and discussion question is not clearly answered. Difficult to determine the synthesis of the individual posts. 1 point	Missing response by deadline
All group members speak on a point highlighted in the poster with supportive data. 2.5 points	More than half of group members speak on a point highlighted in the poster with supportive data. 2 points	Less than half of the group members speak on a point highlighted in the poster and offer no supportive data. 1 point	N/A
References are included to support ideas/comments. Citations are in APA format and can be found on the back of the poster on a reference page. 2.5 points	References are inconsistently included to support ideas/comments. Citations are found in APA format on the back of poster on a reference page. 1 points	References are absent and no APA format is used in citations on the reference page on the back of poster. 0 points	N/A
Information on poster is clear and font is scale to poster in bullets that highlight points versus narrative format. 2.5 points 10 points maximum	Information on poster does not follow any sequence, too much written information is found on poster, font is too small. 1 points 6 points	Information on poster does not follow any sequence, written information is in a narrative font format. 1 point 3 points	N/A

Please refer to the following website for assistance in Poster Presentations:

<http://www.ncsu.edu/project/posters/>

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NUR 205 Grading Rubric for Individual Discussion Exercise Responses

Category for Grading	Level of Response with Maximum points achievable	Level of Response with Maximum points achievable	Level of Response with Maximum points achievable
Quality of information in Posting	Posting focuses on the concepts in the exercise and relates the underlying concepts in the readings to the discussion. Comments include 4 or more supporting details and/or examples. 8 Points	Posting consistently focus on the concepts in the exercise and relate the underlying concepts in the readings to the discussion. Provides 1-3 supporting details or examples. 5 Points	Posting lacks clear focus on the concepts in the exercise or do not relate the underlying concepts in the readings to the discussion. No details and/or examples are given. Max 3 Point achievable
Grammar, spelling, and punctuation	There are no errors in grammar, spelling, and punctuation 4 Points	There are a few minor errors in grammar, spelling, and punctuation that do not detract from the meaning 3 Points	There are major errors in grammar, spelling, and punctuation that do not reflect scholarly writing 1 points
APA Compliance	The paper meets APA format guidelines 3 points	There are minor APA format errors 2 Point	There are significant errors in format Max 1 point achievable
Max. total points	15	10	5

Letter Grade	Numerical Equivalent
A	93-100
A-	90-92
B+	87-89
B	83-86
B-	80-82
C+	77-79
C	74-76
C-	70-73
D+	67-69
D	64-66
F	0-63

Course Grading Formula

Please note: Partial points with be rounded to the nearest full point, e.g. 89.9=89 which leads to a grade of B+; 89.5=90 which leads to a grade of A-

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Statement on Penalty for Academic Dishonesty or Plagiarism

Plagiarism is the **unacknowledged** use of another person's words or ideas in your writing. Whether conscious or not, plagiarism is a serious offense. Evidence that you did not write material that you submit under your name can result in failure for the entire course. Refer to 2014-2015 College Catalog for policy. Students are expected to: "Demonstrate academic integrity by not engaging in conduct that has as its intent or effect the false representation of a student's academic performance, including but not limited to: (a) cheating on an examination; (b) collaborating with others in work to be presented, contrary to the stated rules of the course; (c) plagiarizing, including the submission of others' ideas or papers (whether purchased, borrowed or otherwise obtained) as one's own; (d) stealing or having unauthorized access to examination or course materials; (e) falsifying records or laboratory or other data; (f) submitting, if contrary to the rules of a course, work previously presented in another course; and (g) knowingly assisting another student in any of the above, including an arrangement whereby any work, classroom performance, examination, or other activity is submitted or performed by a person other than the student under whose name the work is submitted or performed." Consequences are delineated in the College Catalog.

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Peer Mentoring

Three Rivers Community College

GOAL:

(Define the purpose of the program or “why” you’re doing this. Include time commitment required, i.e. 6 months, 1 year.)

- The purpose of this mentorship between Nursing 101 students and Nursing 203 students is to promote retention and academic success.
- Nursing 101 students will be provided with support to promote success in nursing program and successful transition to Nursing 102.
- Nursing 203 students will demonstrate leadership skills by providing support and guidance to the novice-nursing student.
- 203 COURSE OBJECTIVE:
 - Integrate effective communication skills through professional interactions with colleagues
 - Collaborate as a member of the profession of nursing.

Planning and Implementing (What is your measurable outcome?)

Nursing 203 students will be introduced to the 205 Leadership course and mentoring program at the **end of their Nursing 201 semester.**

Resources available will be three articles on the following topics:

Compassion Fatigue

Horizontal Violence

The Benefits of Mentorship

Students will engage monthly in conversation (via email, phone call, in-person at college) for a documented interview. Tool will be provided to the mentor. Documentation will be handed in to 205-course leader as 205-course work. **(See attachment A)**

Outcomes will be measured by end of semester evaluation for both mentor and mentee.

(See attachment B and C)

Nursing students from 205 and 101 will have a greet and meet at the college at the **start of the next semester.**

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Commitment Statement: (Each 205 student will be paired up with a 101 student on random selection)

Contributions made by mentors and mentees are based on the principles of mutual respect and foster encouragement in leadership and profession in the nursing program. Information and discussions exchanged are on a collegial dialogue only while providing support. Both participants will utilize skill, good judgment, and polite behavior consistent with the core value of professionalism. All exchange of information is to remain confidential. Mentors or mentees have the course leader as a resource for support and communication.

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ADDENDUM A

Mentoring Tool to be Completed *Monthly* at Each Session:

(Please make copies of this sheet and hand in to assigned faculty)

1. What are the areas you find you are having a difficult time managing?
2. What are areas in your life that provide you with support during this nursing program?
3. How can I support you?
4. Are you aware of any resources at the college available to help you succeed and progress in the nursing program? Have you accessed any of them? Why or why not? Would you like to know more about them?
5. List any other topic areas that were discussed:

SELF REFLECTION for MENTOR

1. Were you able to remain professional? If not, what steps are you taking to improve?
2. Do you feel that according to the discussion you had with your mentee, you will need added resources to guide you through this process?

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Addendum B

Mentee Evaluation at end of semester:

1. Was your experience of having a NUR205 mentor helpful?

circle one: yes or no

2. Please list at least one barrier you were able to overcome because of your mentor.
(one barrier) _____

2. Do you have any suggestions on how to improve this experience?

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Addendum C

Mentor Evaluation at end of semester:

1. Was the experience of mentoring a novice nursing student helpful to your leadership development? circle one

yes or no

If no, please explain _____

2. Please list any barriers you encountered in mentoring your NUR101 student.

- a.
- b.
- c.

3. Do you have any suggestions on how to improve this experience?

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Additional Expected Activity Requirements

Students are reminded that classroom demeanor is a vital part of participation. Students should behave appropriately at all times and are asked to practice common courtesy, recognizing each person's right to learn in an atmosphere conducive to the learning experience. These same behavioral standards are required when using social networking or social media accounts. Students who violate the rules of courtesy and/or professional demeanor will be asked to leave. Students are required to attend all classes. Tardiness and early leaves as well as absences have a direct impact on student learning. Netiquette and HIPAA policies are required to be used for all postings within the learning management and ePortfolio systems.

WITHDRAWAL POLICY:

Students may withdraw, **in writing**, at the Registrar's Office for any reason. Refer to the Nursing and College Student Handbooks and College Catalog. Students who receive an overall unsatisfactory clinical grade at any time in the rotation will fail the course and receive a grade of F. Students who receive a clinical grade of Fail should consult the Student Handbook for CT-CCNP policies. Students with concerns about their course average are encouraged to contact the course leader.

LEARNING ePortfolio

All students maintain an online learning portfolio using a TRCC designed template to support college and nursing accreditation. Through this electronic tool you can see your own growth in college wide learning. It may even help you to find the major that is a match to you. You can keep this Digication account after graduation too. A Three Rivers General Education Assessment Team will select random works and review them so that we can improve the college experience for all. Your name will not be attached to any of the assessment work. It is private. This tool will also be a “place” where you can connect your learning from the classroom, school and life. Sometimes when you look at all of the work you have done and think about it you learn something else. In Digication you will be able to make other portfolios too. It’s like a file cabinet with the ability to have multiple but separate files. What is exciting about the electronic tool is when you look inside you will see you are developing in new ways! Look at your class outline to see what assignments to post into the TRCC template, you may post your own choices too. Have fun in learning!

DISABILITIES STATEMENT:

If you have a disability that may affect your progress in this course, please meet with a Disability Service Provider (DSP) as soon as possible. Please note that accommodations cannot be provided until you provide written authorization from a DSP.

TRCC Disabilities Service Providers Counseling & Advising Office Room A-119	
Matt Liscum (860) 215-9265	<ul style="list-style-type: none">• Physical Disabilities• Sensory Disabilities• Medical Disabilities• Mental Health Disabilities

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Chris Scarborough (860) 215-9289	<ul style="list-style-type: none">• Learning Disabilities• ADD/ADHD• Autism Spectrum
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Please see the Three Rivers Community College Catalog for additional policies and information.

CLINICAL CANCELLATION DUE TO INCLEMENT WEATHER:

When the college is closed for reasons of inclement weather, clinical experiences will also be cancelled. When the college delays opening, clinical experiences will begin one hour later. However, students should use discretion in traveling in poor weather conditions. If you are unable to report to scheduled clinical experiences, be sure to notify your clinical instructor. **Preplanning and communication with your clinical instructor and course leader is important.** The College Student Handbook and Catalog lists radio stations announcing cancellations. There also will be a notice of delays or cancellation through the Early Alert Notification system or on a recording at 860 215-9000. Postings may also be seen on the Three Rivers Web Page:

www.trcc.commmnet.edu or via Blackboard. **You can sign up for the Early Alert Notification System through your myCommNet home page.** myCommNet Alert is a system that sends text messages and emails from the college to anyone signed up in the event of a campus emergency. Additionally, TRCC sends messages when the college is delayed or closed due to weather. All students are encouraged to sign up for myCommNet Alert. Tutorials are available on the Educational Technology and Distance Learning Students page of the web.

Quick Additional Notes

What is collaboration: When collaborating people work together on a single shared goal, when cooperating people perform together (co-operate) while working together on self-serving yet common goals. The logic here is I'll help you if you help me. Dr. Ichak Kalderon-Adizes states respect is need for collaboration and faith is needed for cooperation.

Connecticut Community College Common Curriculum Nursing Program (CT-CCNP at TRCC) Core Values: critical thinking, professionalism, safe and competent practice, communication, holism, caring

National League for Nursing (NLN) Core Values: caring, integrity, diversity and excellence

<http://www.nln.org/aboutnln/corevalues.htm>

Quality and Safety Education for Nurses (QSEN) Core Competencies: patient centered care, teamwork and collaboration, evidence based practice (EBP), quality improvement, safety and informatics

<http://qsen.org/competencies/pre-licensure-ksas/>

High Reliability Organizations: strive for excellence and quality patient care while also taking care of the workforce. As a student you are now part of the unit not just a guest on the unit in all Connecticut hospitals. Here are links to guide your learning, you will orient to HROs in the workplace when you start your career.

<http://high-reliability.org/> and <http://www.jointcommission.org/highreliability.aspx>

IOM Recommendations: Nurses should practice to the full extent of their education and training....achieve higher levels of education and training through an improved education system that promotes seamless academic progression...be full partners, with physicians and other health professionals, in redesigning health care in the United States...have effective workforce planning and policy making through better data collection and an improved information infrastructure. <http://thefutureofnursing.org/recommendations>

[MAPB/\(Aug\)2015-16](#)