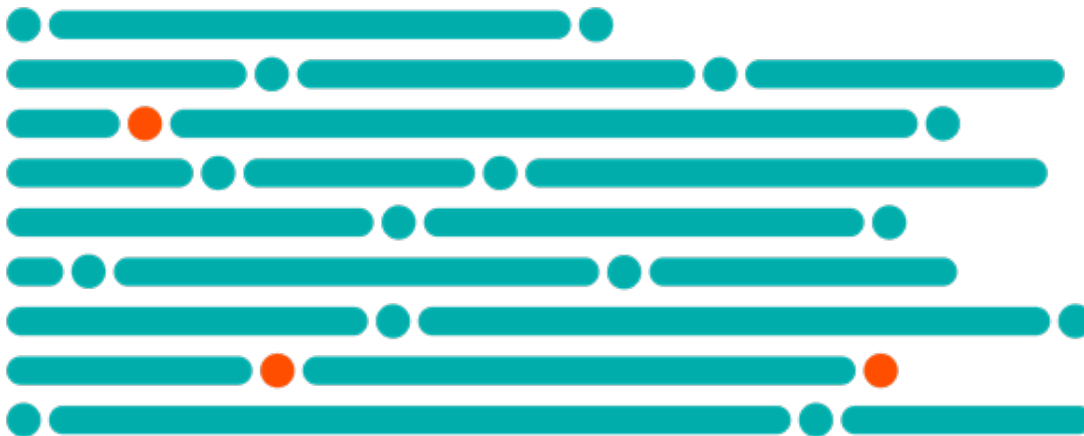


The Essentials of Baccalaureate Education for Professional Nursing Practice curriculum crosswalk

Vizient/AACN Nurse Residency Program™





Introduction

The American Association of Colleges of Nursing (AACN) sets quality standards for nursing education, influences the nursing profession to improve health care, and promotes public support for professional nursing education, research, and practice. Currently, the AACN has 825 member schools of nursing at public and private universities nationwide (<http://www.aacn.nche.edu/about-aacn>, 2019). These schools offer baccalaureate, graduate, and post graduate programs. In 2008 the AACN published the Essentials of Baccalaureate Education, which outlines competency expectations for graduates of baccalaureate nursing programs and provides a framework for assessing baccalaureate education programs for professional nursing practice. This document guides schools of nursing to ensure they adhere to the highest standards for their educational programs and meet accreditation guidelines (AACN, 2015). Since its inception, the Nurse Residency Program (NRP), has partnered with the AACN to design a curriculum that builds on the foundation set by these essentials to meet the Vizient/AACN program goal of increasing the expertise of the nursing workforce and having a positive impact on patient outcomes. The following table outlines the nine AACN Essentials of Baccalaureate Education, along with how they are applied and cultivated through the Vizient/AACN curriculum.

AACN Essentials of Baccalaureate education	Vizient/AACN module
<p>Essential I: Liberal education for baccalaureate generalist nursing practice</p> <p>A solid base in liberal education provides the cornerstone for the practice and education of nurses.</p>	<p>All of the curriculum content builds on the pre licensure content.</p> <p>Leadership</p> <ul style="list-style-type: none"> • Patient care delivery, resource management, delegation • Inter-professional communication • Conflict resolution • Patient care coordination <p>Quality Outcomes</p> <ul style="list-style-type: none"> • Pain management • Skin integrity and wound management • Fall prevention • Medication safety • Infection control and prevention • Patient and family engagement • Management of the changing patient condition <p>Professional Role</p> <ul style="list-style-type: none"> • Ethical decision making • End of life care • Cultural competence in the nursing care environment • Stress management • Evidence based practice • Professional development <p>Business of healthcare and Informatics content are woven throughout the curriculum.</p>
<p>Essential II: Basic organizational and systems leadership for quality care and patient safety</p> <p>Knowledge and skills in leadership, quality improvement and patient safety are necessary to provide high-quality health care.</p>	<p>Patient care delivery, resource management and delegation</p> <ol style="list-style-type: none"> 1. Apply leadership skills and decision-making abilities in the provision of high-quality evidence-based nursing care and health care team coordination, as well as in the facilitation of oversight and accountability for care delivery. 2. Develop a plan of care in collaboration with the patient and the health care team that takes into consideration the needs of the patient and family. Then revise the plan based on an ongoing evaluation of patient outcomes. 3. Establish priorities of care based on assessment of information in collaboration with the health care team.

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	<p>4. Develop time management skills necessary to manage resources, prioritize and organize patient care delivery, and make effective, timely decisions.</p> <p>5. Demonstrate clinical judgment and accountability for patient outcomes when safely and effectively delegating to and supervising other members of the health care team.</p> <p>6. Identify their role in unit-specific budgets and hospital-wide cost containment.</p> <p>7. Understand patient outcome data related to the patient population they care for and participate in efforts to improve patient outcomes utilizing data to drive and measure change.</p> <p>8. Understand process and procedures if there is a cyber security attack and EMR's are down. Be familiar with organization's cyber security response plan and non-EMR plan.</p> <p>9. Competently understand and manage technology at the patient's bedside to ensure that the equipment is managed safely and accurately and competently manage communication devices and systems.</p> <p>Infection control and prevention</p> <p>1. Understand the importance of complying with the principles of asepsis as well as with the institution's infection prevention and control policies, procedures and surveillance programs.</p> <p>2. Discuss evidence-based solutions when barriers to compliance with the institution's infection prevention and control policies and procedures occur.</p> <p>3. Identify resources within the institution that are available to facilitate an interprofessional collaborative approach to infection prevention and control.</p> <p>4. Utilize strategies to evaluate the outcomes of infection prevention and control, including institutional and unit data on health care-associated infection rates.</p> <p>5. Understand the prevention, transmission, incidence and nursing management of common hospital-acquired infections.</p> <p>6. Identify the financial implications of nursing care related to infection prevention and the impact on the fiscal health of the organization.</p>

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	<p>Fall prevention</p> <ol style="list-style-type: none"> 1. Assess patient fall risk factors using an evidence-based assessment and risk rating tool. 2. Implement evidence-based interventions to prevent patient falls. 3. Implement strategies to effectively manage clinical and systems issues to prevent patient falls. 4. Monitor institutional and unit data on patient falls to improve practice and reduce the incidence of falls and injuries from falls. 5. Discuss the impact patient falls on the length of stay and health care costs. <p>Skin integrity and wound management</p> <ol style="list-style-type: none"> 1. Compare and contrast normal and abnormal skin assessment findings. 2. Implement institutional policies and procedures when assessing and implementing skin care management to maintain skin integrity. 3. Implement and evaluate interventions to prevent and treat altered skin integrity. 4. Demonstrate proper use of an evidence-based scale to predict the risk for pressure ulcers and their respective treatments. 5. Differentiate the clinical manifestations of altered wound healing. 6. Evaluate and monitor unit outcomes based on the nurse sensitive indicators. <p>Interprofessional communication</p> <ol style="list-style-type: none"> 1. Demonstrate an understanding of the impact of communication and miscommunication on patient safety 2. Identify organizational and department structure, the various levels of communication, and the chain of command 3. Identify system barriers to and catalysts for effective team functioning and participate in efforts to support effective teamwork 4. Identify and utilize effective professional communication styles and behaviors when communicating with interprofessional team members 5. Articulate an understanding of the roles of other healthcare professionals and the value of each to patient care

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	<p>Medication safety</p> <ol style="list-style-type: none"> 1. Demonstrate competency in administering medications to patients adhering to the “eight rights” and in accordance with hospital policies and procedures. 2. Identify unit-based situations that increase the risk of medication errors and utilize evidence-based strategies to prevent medication errors. 3. Identify resources within the institution that are available to facilitate an interprofessional collaborative approach to medication error prevention. 4. Monitor and evaluate institutional and unit quality outcomes data related to medication administration. 5. Implement a medication teaching plan using institutional resources and a variety of teaching strategies tailored to meet the patients learning style and needs
<p>Essential III: Scholarship for evidence-based practice</p> <p>Professional nursing practice is grounded in the transition of current evidence into one's practice.</p>	<p>Evidence-based nursing practice is grounded in the translation of current outlined below:</p> <p>Leadership</p> <ul style="list-style-type: none"> • Patient care delivery, resource management, delegation • Interprofessional communication • Conflict resolution • Patient care coordination <p>Quality outcomes</p> <ul style="list-style-type: none"> • Pain management • Skin integrity and wound management • Fall prevention • Medication safety • Infection control and prevention • Patient and family engagement • Management of the changing patient condition <p>Professional role</p> <ul style="list-style-type: none"> • Ethical decision making • End of life care • Cultural competence in the nursing care environment • Stress management • Evidence-based practice • Professional development

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	<p>Evidence-based practice (EBP)</p> <ol style="list-style-type: none"> 1. Identify and use available resources for obtaining best-practice information. 2. Identify, plan, implement and evaluate an EBP project or performance improvement project. 3. Discuss the possible impact of healthcare costs related to their evidence-based practice projects. 4. Share the project results with peers and hospital leadership. 5. Utilize evidence from a variety of resources when caring for patients in the clinical setting. 6. Use information technology to support evidence-based practice and EBP projects.
<p>Essential IV: Information management and application of patient care technology</p> <p>Knowledge and skills in information management and patient care technology are critical in the delivery of quality patient care.</p>	<p>Patient care delivery, resource management, and delegation</p> <ol style="list-style-type: none"> 1. Apply leadership skills and decision-making abilities in the provision of high-quality evidence-based nursing care and health care team coordination, as well as in the facilitation of oversight and accountability for care delivery. 2. Develop a plan of care in collaboration with the patient and the health care team that takes into consideration the needs of the patient and family. Then revise the plan based on an ongoing evaluation of patient outcomes. 3. Establish priorities of care based on assessment of information in collaboration with the health care team. 4. Develop time management skills necessary to manage resources, prioritize and organize patient care delivery, and make effective, timely decisions. 5. Demonstrate clinical judgment and accountability for patient outcomes when safely and effectively delegating to and supervising other members of the health care team. 6. Identify their role in unit-specific budgets and hospital-wide cost containment. 7. Understand patient outcome data related to the patient population they care for and participate in efforts to improve patient outcomes utilizing data to drive and measure change. 8. Understand process and procedures if there is a cyber security attack and EMR's are down. Be familiar with organization's cyber security response plan and non-EMR plan.

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	<p>9. Competently understand and manage technology at the patient's bedside to ensure that the equipment is managed safely and accurately and competently manage communication devices and systems.</p>
<p>Essential V: Health care policy, finance, and regulatory environments</p> <p>Health care policies, including financial and regulatory, directly and indirectly influence the nature and functioning of the health care system and therefore are important considerations in professional nursing practice.</p>	<p>Fall prevention</p> <ol style="list-style-type: none"> 1. Assess patient fall risk factors using an evidence-based assessment and risk rating tool 2. Implement evidence-based interventions to prevent patient falls. 3. Implement strategies to effectively manage clinical systems to prevent patient falls. 4. Monitor institutional and unit data on patient falls to improve practice and reduce the incidence of falls and injuries from falls. 5. Discuss the impact patient falls on the length of stay and health care costs. <p>Skin integrity and wound management</p> <ol style="list-style-type: none"> 1. Compare and contrast normal and abnormal skin assessment findings. 2. Implement institutional policies and procedures when assessing and implementing skin care management to maintain skin integrity. 3. Implement and evaluate interventions to prevent and treat altered skin integrity. 4. Demonstrate proper use of an evidence-based scale to predict the risk for pressure ulcers and their respective treatments. 5. Differentiate the clinical manifestations of altered wound healing. 6. Evaluate and monitor unit outcomes based on the nurse sensitive indicators.

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	<p>Infection control and prevention</p> <ol style="list-style-type: none"> 1. Understand the importance of complying with the principles of asepsis as well as with the institution's infection prevention and control policies, procedures and surveillance programs. 2. Discuss evidence-based solutions when barriers to compliance with the institution's infection prevention and control policies and procedures occur. 3. Identify resources within the institution that are available to facilitate an interprofessional collaborative approach to infection prevention and control. 4. Utilize strategies to evaluate the outcomes of infection prevention and control, including institutional and unit data on health care-associated infection rates. 5. Understand the prevention, transmission, incidence and nursing management of common hospital-acquired infections. 6. Identify the financial implications of nursing care related to infection prevention and the impact on the fiscal health of the organization.
<p>Essential VI: Interprofessional communication and collaboration for improving patient health outcomes</p> <p>Communication and collaboration among health care professionals are critical to delivering high-quality, safe patient care.</p>	<p>Patient care coordination</p> <ol style="list-style-type: none"> 1. Actively listen to and exchange information about patients' needs with the health care team. 2. Follow communication practices that minimize risks associated with handoffs among providers and across transitions of care. 3. Establish a framework for assessing and reporting data using an outgoing report that communicates priorities of care. 4. Utilize the organizations electronic health record and other systems to accurately record patient data, patient care, and patient plans of care and understand how the resulting database supports patient outcomes, patient safety, and contributes to the national data. <p>Interprofessional communication</p> <ol style="list-style-type: none"> 1. Demonstrate an understanding of the impact of communication and miscommunication on patient safety. 2. Identify organizational and department structure, the various levels of communication, and the chain of command.

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	<p>3. Identify system barriers to and catalysts for effective team functioning and participate in efforts to support effective teamwork.</p> <p>4. Identify and utilize effective professional communication styles and behaviors when communicating with interprofessional team members.</p> <p>5. Articulate an understanding of the roles of other healthcare professionals and the value of each to patient care.</p> <p>Management of the changing patient condition</p> <p>1. Differentiate the essential components of a patient assessment and reassessment.</p> <p>2. Compare and contrast changes in a patient's condition.</p> <p>3. Demonstrate the use of critical thinking and clinical reasoning to establish and implement treatment priorities, and evaluate using appropriate institutional resources.</p> <p>4. Describe the role of the nurse within the interprofessional team in response to a change in the patient's condition.</p> <p>5. Analyze the importance of interprofessional communication and the impact of team functioning on patient outcomes.</p> <p>Professional development</p> <p>1. Self-evaluate their progress in forming a professional nursing identity.</p> <p>2. Demonstrate knowledge of and adherence to the rules, standards, codes and ethics required by the profession of nursing and their institution.</p> <p>3. Demonstrate morality, honesty and integrity in all aspects of professional practice.</p> <p>4. Self-evaluate their personal process in achieving continuous improvement in clinical practice interprofessional team work.</p> <p>5. Identify available resources and benefits to facilitate life-long learning.</p>
<p>Essential VII: Clinical prevention and population health</p> <p>Health promotion and disease prevention at the individual and population level are necessary to improve population health and are</p>	<p>Management of the changing patient condition</p> <p>1. Differentiate the essential components of a patient assessment and reassessment.</p> <p>2. Compare and contrast changes in a patient's condition.</p> <p>3. Demonstrate the use of critical thinking and clinical reasoning to establish and implement treatment priorities, and evaluate using appropriate institutional resources.</p>

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important components of baccalaureate generalist nursing practice.	<p>4. Describe the role of the nurse within the interprofessional team in response to a change in the patient's condition.</p> <p>5. Analyze the importance of interprofessional communication and the impact of team functioning on patient outcomes.</p> <p>Patient and family teaching</p> <p>1. Identify patient and family education needs and readiness to learn as early in the hospitalization as possible, including those related to health promotion, disease-specific needs, self-care and preventive care, and need to be geared toward a timely, successful discharge.</p> <p>2. Implement an education plan using institution resources and a variety of engagement strategies that partners with the patient and family.</p> <p>3. Evaluate and document the effectiveness of the educational process, as well as the patient's and family's understanding of the education delivered.</p> <p>Patient care delivery, resource management and delegation</p> <p>1. Apply leadership skills and decision-making abilities in the provision of high-quality evidence-based nursing care and health care team coordination, as well as in the facilitation of oversight and accountability for care delivery.</p> <p>2. Develop a plan of care in collaboration with the patient and the health care team that takes into consideration the needs of the patient and the family. Then revise the plan based on an ongoing evaluation of patient outcomes.</p> <p>3. Establish priorities of care based on assessment of information in collaboration with the health care team.</p> <p>4. Develop time management skills necessary to manage resources, prioritize and organize patient care delivery, and make effective, timely decisions.</p> <p>5. Demonstrate clinical judgment and accountability for patient outcomes when safely and effectively delegating to and supervising other members of the health care team.</p> <p>6. Identify their role in unit-specific budgets and hospital-wide cost containment.</p> <p>7. Understand patient outcome data related to the patient population they care for and participate in efforts to</p>

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	<p>improve patient outcomes utilizing data to drive and measure change.</p> <p>8. Understand process and procedures if there is a cyber security attack and EMR's are down. Be familiar with organization's cyber security response plan and non-EMR plan.</p> <p>9. Competently understand and manage technology at the patient's bedside to ensure that the equipment is managed safely and accurately and competently manage communication devices and systems.</p> <p>Skin integrity and wound management</p> <ol style="list-style-type: none"> 1. Compare and contrast normal and abnormal skin assessment findings. 2. Implement institutional policies and procedures when assessing and implementing skin care management to maintain skin integrity. 3. Implement and evaluate interventions to prevent and treat altered skin integrity. 4. Demonstrate proper use of an evidence-based scale to predict the risk for pressure ulcers and their respective treatments. 5. Differentiate the clinical manifestations of altered wound healing. 6. Evaluate and monitor unit outcomes based on the nurse sensitive indicators. <p>Fall prevention</p> <ol style="list-style-type: none"> 1. Assess patient fall risk factors using an evidence-based assessment and risk rating tool. 2. Implement evidence-based interventions to prevent patient falls. 3. Implement strategies to effectively manage clinical and systems issues to prevent patient falls. 4. Monitor institutional and unit data on patient falls to improve practice and reduce the incidence of falls and injuries from falls. 5. Discuss the impact of patient falls on the length of stay and health care costs.

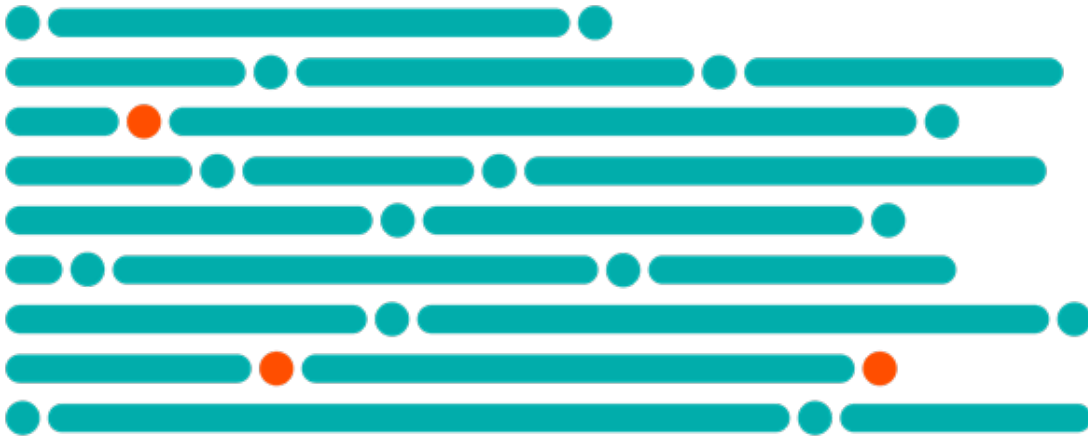
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<p>Essential VIII: Professionalism and professional values</p> <p>Professionalism and the inherent values of altruism, autonomy, human dignity, integrity and social justice are fundamental to the discipline of nursing.</p>	<p>End of life</p> <ol style="list-style-type: none"> 1. Identify the role of the nurse in honoring, communicating, and advocating for the patient and family wishes at the end of life. 2. Develop skills for communication, support and advocacy for patients and families during end-of-life care. 3. Implement evidence-based interventions to manage the clinical manifestations at the end of life. 4. Compare and contrast the roles of the interdisciplinary team in planning and delivering end-of-life care. <p>Professional development</p> <ol style="list-style-type: none"> 1. Self-evaluate their progress in forming a professional nursing identity. 2. Demonstrate knowledge of and adherence to the rules, standards, codes and ethics required by the profession of nursing and their institution. 3. Demonstrate morality, honesty and integrity in all aspects of professional practice. 4. Self-evaluate their personal process in achieving continuous improvement in clinical practice interprofessional team work. 5. Identify available resources and benefits to facilitate live-long-learning. <p>Cultural competence in the nursing care environment</p> <ol style="list-style-type: none"> 1. Analyze the dimensions of diversity in self, patients and staff. 2. Implement a plan to apply evidence-based strategies related to cultural competence to ensure patient safety and high-quality outcomes of care for diverse populations. 3. Understand the need for and use of language assistance services to achieve effective communication and mutual understanding with the patients and their families. 4. Apply the components of cultural competence to multiple patient populations. <p>Ethical decision making</p> <ol style="list-style-type: none"> 1. Adhere to the ethical principles stated in the ANA Code of Ethics when providing care and making ethical decisions in the clinical setting. 2. Use professional literature, practice standards, and position papers, as well as institutional policies,

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	<p>procedures, and resources for analyzing and addressing complex ethical dilemmas.</p> <p>3. Develop the ethical competence to make ethical decisions when encountering dilemmas in the clinical setting, and analyze and implement nursing interventions to resolve these dilemmas.</p> <p>4. Use self-care strategies, as well as professional and organizational resources, to promote ethical practice, relieve feelings of distress and promote moral resilience when conflicts prevent the nurse from providing care that meets their own or the organizations ethical standards.</p> <p>5. Demonstrate understanding of patient privacy and confidentiality related to medical records and social media.</p>
<p>Essential IX: Baccalaureate generalist nursing practice</p> <p>The baccalaureate graduate nurse is prepared to practice with patients, including individuals, families, groups, communities and populations across the lifespan and across the continuum of healthcare environments. The baccalaureate graduate understands and respects the variations of care, the increased complexity and the increased use of health care resources inherent in caring for patients.</p>	<p>End of life</p> <ol style="list-style-type: none"> 1. Identify the role of the nurse in honoring, communicating, and advocating for the patient and family wishes at the end of life. 2. Develop skills for communication, support, and advocacy for patients and families during end- of-life care. 3. Implement evidence-based interventions to manage the clinical manifestations at the end of life. 4. Compare and contrast the roles of the interdisciplinary team in planning and delivering end-of-life care. <p>Cultural competence in the nursing care environment</p> <ol style="list-style-type: none"> 1. Analyze the dimensions of diversity in self, patients and staff. 2. Implement a plan to apply evidence-based strategies related to cultural competence to ensure patient safety and high-quality outcomes of care for diverse populations. 3. Understand the need for and use of language assistance services to achieve effective communication and mutual understanding with the patients and their families. 4. Apply the components of cultural competence to multiple patient populations. <p>Patient care delivery, resources management and delegation</p> <ol style="list-style-type: none"> 1. Apply leadership skills and decision-making abilities in the provision of high-quality evidence-based nursing care and health care team coordination, as well as in the facilitation of oversight and accountability for care delivery.

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	<p>2. Develop a plan of care in collaboration with the patient and the health care team that takes into consideration the needs of the patient and family. Then revise the plan based on an ongoing evaluation of patient outcomes.</p> <p>3. Establish priorities of care based on assessment of information in collaboration with the health care team.</p> <p>4. Develop time management skills necessary to manage resources, prioritize and organize patient care delivery, and make effective, timely decisions.</p> <p>5. Demonstrate clinical judgment and accountability for patient outcomes when safely and effectively delegating to and supervising other members of the health care team.</p> <p>6. Identify their role in unit-specific budgets and hospital-wide cost containment.</p> <p>7. Understand patient outcome data related to the patient population they care for and participate in efforts to improve patient outcomes utilizing data to drive and measure change.</p> <p>8. Understand process and procedures if there is a cyber security attack and EMR's are down. Be familiar with organization's cyber security response plan and non-EMR plan.</p> <p>9. Competently understand and manage technology at the patient's bedside to ensure that the equipment is managed safely and accurately and competently manage communication devices and systems.</p>

Reference

American Association of Colleges of Nursing. (2017). About AACN. Retrieved February 3, 2017 from <http://www.aacn.nche.edu/about-aacn>.



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