HIGHLAND COMMUNITY COLLEGE

Syllabus

NUR 163 KSPN Leadership, Roles, and Issues
2 Credit Hours/30 hours of lecture
Prerequisite: Admission to the PN Program
C&I Revision Date: 09/13/2024

Department:

Practical Nursing

Course Description:

This course provides orientation to leadership roles of the LPN and related responsibilities. It also introduces issues to students that they will encounter in the workplace.

Course Competencies:

Upon completion of the course, the student should be able to:

1. Identify effective leadership and management skills for the licensed practical nurse.
2. Discuss how health care is provided, regulated, and financed and the impact on the delivery of healthcare in various settings.
3. Discuss how to assign client care tasks to assistive personnel commensurate with abilities, level of preparation, and regulatory guidelines and supervise care provided.
4. Communicate effectively as a leader in verbal and written format.
5. Construct examples of ethical decision-making, exhibiting tolerance of and respect for diversity in human abilities, cultures, age and beliefs.
6. Describe common legal issues for nurses including negligence and malpractice.
7. Describe the process of attaining and maintaining licensure as a practical nurse.
8. Identify appropriate resolutions to work related challenges a practical nurse will be faced with upon entering the workforce.
9. Describe skills necessary for career placement and advancement as a licensed practical nurse.

Course Content:

A. Health Care Issues
    1. Explain methods of payment options for clients of health care.
    2. Discuss issues and trends that affect financing of health care and challenges the health care industry faces in providing accessible, equitable care.
    3. Examine the role of the practical nurse in cost containment.
    4. Discuss current national initiatives that affect the healthcare system:
        a. IOM report
        b. National Patient Safety Goals
B. Organizational Issues
    1. Examine the organizational chart in relation to its implications for organizational authority, decision making, and professional control.
    2. Compare and contrast nursing care delivery and its relationship to the roles of healthcare team members.
    3. Examine the scope of practice in relation to the roles of RNs, LPNs, and unlicensed personnel with respect to chain of command, and their relationship to the management of a nursing unit.
    4. Discuss the responsibility of the nurse in reporting unprofessional behavior such as suspected substance abuse by employees, workplace violence, and sexual

harassment.

C. Transition Issues
    1. Describe the regulatory authority of state boards of nursing.
    2. Determine how a state's nurse practice act drives nursing practice and determines its legal parameters.
    3. Describe the process for obtaining employment.
    4. Explore the process of transitioning to the role of new graduate and licensed nurse.
    5. Compare and contrast accountability and responsibility of a licensed practical nurse.
    6. Discuss anticipated challenges related to the role of the new graduate.
    7. Examine the process for obtaining licensure and requirements for renewal such as continuing education.
    8. List the national organizations that are available to LPNs as well as the organizations that support specialized practice.
    9. Prepare for NCLEX-PN
D. Leadership vs. Management
    1. Compare and contrast the concepts of leadership and management.
    2. Examine the difference between formal and informal leaders.
    3. Review descriptions of various leadership styles and subsequent roles assumed by leaders.
    4. Discuss the connection between leadership style and the employer and employee relationship.
E. Legal and Ethical Considerations
    1. Develop awareness of personal values and integrate a code of ethics into practice when directly or indirectly providing client care.
    2. Explore the ethical and legal challenges in assisting clients and their personal support systems as they deal with end of life issues including the role of the nurse in establishing and maintaining a "do not resuscitate" (DNR) or "allow natural death"
    3. Examine the five elements of liability that constitute negligence, torts of false imprisonment, assault, battery, and defamation.
    4. Examine the leader's role in establishing and guiding that institution's standards for client care using institutional policies and procedures.
F. Leadership and influence
    1. Discuss appropriate and inappropriate uses of power and influence.
    2. Explore the feelings of powerlessness and empowerment by nurses and characteristics of work environments that contribute to each.
    3. Discuss leadership strategies that LPNs can employ.
G. Teamwork, Communication, and Conflict Resolution
    1. Explore the concept of teamwork and its relationship to productivity and job satisfaction.
    2. Discuss the purpose of interdisciplinary teams and the role of the LPN.
    3. Determine communication skills/strategies needed when interacting with client, families, subordinates and peers.
    4. Explore the use of proper channels of communication for managing practice and client related issues in an organization.
    5. Examine various types of conflict and conflict management strategies within the various communication styles.
H. Communication and Conflict Management
    1. Determine communication skills/strategies needed when interacting with clients and families
    2. Determine communication skills/strategies needed when interacting with subordinates and peers
    3. Explore the use of proper channels of communication for managing practice and

client-related issues in an organization.
    4. Compare and contrast between assertive, passive, aggressive, and passive-aggressive communication
    5. Examine various types of conflict and conflict management strategies.

I. Clinical Decision Making
    1. Apply critical thinking in making clinical judgments in various client care situations.
    2. Examine the role of group decision making and brainstorming when attempting to resolve practice or client care related issues.
    3. Apply guidelines for appropriate and effective delegation.
    4. Identify strategies to involve the client in care decision making.

J. Quality Improvement
    1. Define quality improvement and determine its relationship to safe, quality client care and institutional accreditation.
    2. Review the role of regulatory agencies and other accreditation entities in establishing institutional standards and accrediting the institutions who meet those standards.
    3. Examine the role of the nurse in identifying, resolving, and documenting client care issues through the quality improvement process.
    4. Discuss the role of the risk management department in identifying work place threats and working to ensure the safety of clients, their families, and staff.

K. Career Development
    1. Examine the path nurses take when transitioning from a novice nurse to an expert nurse.
    2. Discuss the role that preceptors and mentors have in assisting new graduates in becoming competent in their practice and socialized into their new role.
    3. List the causes and characteristics of burnout, and strategies that can be used to reduce the likelihood of its development.
    4. Examine various career paths that can promote career advancement through degree completion.

Learning Assessments:

Course competencies will be assessed by the use of individual or group assignments, skill performance, quizzes, proctored tests, written and graphic presentations, comprehensive final exam, and participation.

Instructional Materials:

Textbook: Dahlkemper, T. (2021). *Nursing Leadership, Management, and Professional Practice for the LPN/LVN* (7th ed.). Philadelphia, PA: F. A. Davis Company. ISBN-13: 978-1-7196-4148-7

Online: ATI Comprehensive Review and Testing Package for PNs

Guidelines for Requesting Accommodations Based on Documented Disability or Medical Condition

It is the intention of Highland Community College to work toward full compliance with the Americans with Disabilities Act, to make instructional programs accessible to all people, and to provide reasonable accommodations according to the law.

Students should understand that it is their responsibility to self-identify their need(s) for accommodation and that they must provide current, comprehensive diagnosis of a specific disability or medical condition from a qualified professional in order to receive services. Documentation must include specific recommendations for accommodation(s). Documentation should be

provided in a timely manner prior to or early in the semester so that the requested accommodation can be considered and, if warranted, arranged.

In order to begin the process all students **must** complete the "Disabilities Self-Identification Form" on our Disability Services website.

This form can also be accessed at the Highland Community College homepage under Students Services/Student Resources/Disability Service or by contacting the Disabilities Coordinator.

A Note on Harassment, Discrimination and Sexual Misconduct

Highland Community College seeks to assure all community members learn and work in a welcoming and inclusive environment. Title VII, Title IX, and College policy prohibit harassment, discrimination and sexual misconduct. Highland Community College encourages anyone experiencing harassment, discrimination or sexual misconduct to talk to report to the Vice President for Student Services, the Human Resources Director or complete an online report about what happened so that they can get the support they need and Highland Community College can respond appropriately.

There are both confidential and non-confidential resources and reporting options available to you. Highland Community College is legally obligated to respond to reports of sexual misconduct, and therefore we cannot guarantee the confidentiality of a report, unless made to a confidential resource. Responses may vary from support services to formal investigations. As a faculty member, I am required to report incidents of sexual misconduct and thus cannot guarantee confidentiality. I must provide our Title IX coordinator with relevant details such as the names of those involved in the incident. For more information about policies and resources or reporting options, please review our Equity Grievance Policy.