NURS 4220/4221: Leadership Competencies in Nursing and Healthcare

Program Overview

In the Bachelor of Science in Nursing (RN-BSN) Completion Program, current registered nurses (RNs) who have a diploma or associate degree in nursing are provided with the opportunity to earn a BSN degree. The program is specifically designed to provide students with the evidence-based practices that can be applied on the job immediately. At the same time, students will develop the skills of reflection, independent learning, and enhanced critical thinking that will enable them to stay current in their field throughout their career.

Course Description

Contemporary nurses who wish to influence the current healthcare system must equip themselves with the knowledge and competencies to lead in times of pressure, constant change, and innovation. Quality Improvement science provides a rich set of tools and techniques and has been adopted by most nursing leaders. Nurses are expected to lead with quality improvement knowledge and competencies. Students in this course work toward gaining these skills by focusing on real practice problems and developing evidence-based solutions. They also learn skills and techniques in team building; strengthening interpersonal, communication, and interdisciplinary collaboration; promoting meaningful use of data to gauge improvements and problem solving; translating day to day practice problems to long term strategy for organizational growth; and identify strategies to manage organizational change. Students apply course concepts through case studies. Through this practice experience, students gain professional knowledge from nursing leaders in practice the application of quality improvement science.

Credit & Practicum Hours

Quarter Credit Hours: 5 credits
- Didactic – 4 credits
- Practicum – 1 credit (72 practicum hours)

Practicum Hours: This course requires a minimum of 72 practicum hours.
Note: Direct patient care is not involved in this practicum course.

Course Learning Outcomes

1. Develop a potential intervention plan in collaboration with other professionals that takes into account determinants of health, available resources, and activities that contribute to health and the prevention of illness or injury.
2. Provide culturally competent care, i.e., health promotion, disease and injury prevention interventions in collaboration with other health care professionals in a community health care setting.
3. Analyze data pertaining to a specific community health issue.
4. Evaluate how cultural competence improves nursing practice and health outcomes.
5. Evaluate current evidence-based practices for your selected population.
6. Analyze evidence-based practices.
7. Evaluate programs aimed at solving health problems.
8. Analyze effectiveness of practice experience proposal through practice presentations.
9. Present practice experience presentation to professional colleagues in the community.

BSN Learning Outcomes

At the end of this program, students will be able to:
1. Apply definition of quality to work setting.
2. Analyze an example of quality that was measured, assessed, and improved.
3. Perform a literature review to identify measurement standards for a problem identified in healthcare.
4. Synthesize the purpose, methods, and findings from the evidence-based literature that relate to a practice problem.
5. Apply a process improvement model to a practice problem.
6. Critique whether a quality improvement initiative shows meaningful and sustained improvement.
7. Apply a quality improvement process to an improvement plan.
8. Analyze care coordination/transition care scenarios.
9. Recommend strategies to reduce the cost of care.
10. Justify the appropriate leadership style to apply in a given situation.
11. Develop a process improvement storyboard to address a practice problem.