



**AMERICAN NURSES ASSOCIATION**

# **Nursing: Scope and Standards of Practice, Third Edition - 2015**

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## Brief Introduction – Carol J. Bickford



- BSN – University of Wisconsin-Eau Claire
- MS – Rush University
- PhD – University of Maryland, Baltimore
- Specialty – nursing informatics
- Retired Navy Nurse Corps officer
- Senior Policy Fellow, American Nurses Association
- Lead Staff, Nursing Scope and Standards, 3<sup>rd</sup> Edition

## GRU College of Nursing Participants

- 👉 Lucy Marion, PhD, RN, FAAN, FAANP
- 👉 Community Nurse Specialist, FNP
- 👉 Past experience:
  - ANA Scope of Practice for PHC Nurse Practitioners (1985) (Marion & Williamson)
  - ANA Standards of Practice for PHC Nurse Practitioners (1987)(Williamson and Marion)
- 👉 Shena Gazaway, MSN, RN, Jonas Scholar
- 👉 Instructor, CONAT
- 👉 Public Health Nursing background
- 👉 Current PhD student research interest: Socialization of Nurses

# Learning Objectives

## The learner will be able to:

- 👉 Describe the process of revising the ANA Nursing Scope and Standards of Practice (NSSP)
- 👉 Identify three key messages integrated within the new definition of nursing
- 👉 Name the final decision-maker represented in the professional regulation pyramid
- 👉 Describe the framework for the Standards of Practice
- 👉 Address the importance of the Standards of Professional Performance

# Contributors

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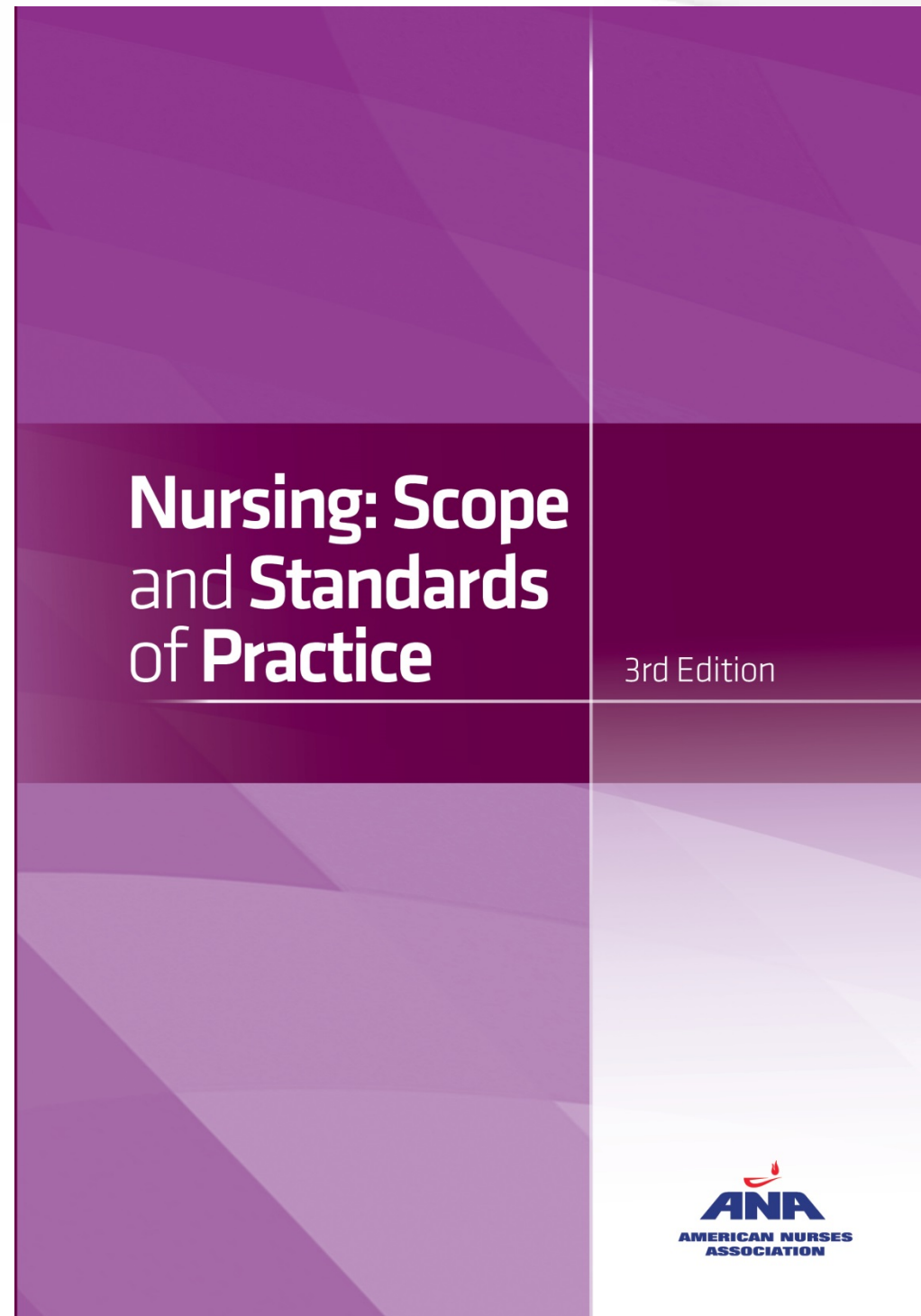
## Acknowledgment of Special Contribution

- 🔥 Marilyn (Marty) Douglas, PhD, RN, FAAN
- 🔥 Shena Gazaway, MSN, RN, Jonas Scholar



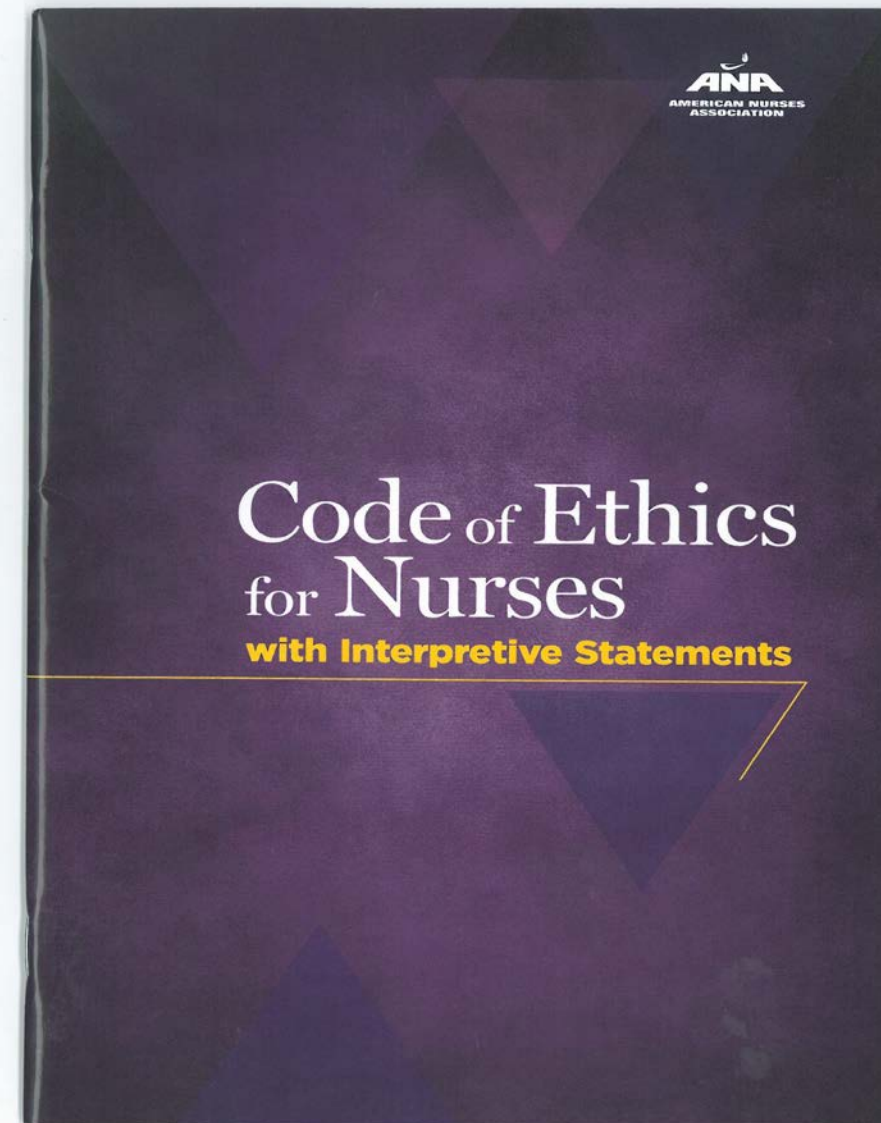
## Process of NSSP Revision: Experience of Jonas Scholar

- Member interactions
- Teleconferences (evenings, mostly)
  - Small Groups for Scope: Who, What, When, Where, How, Why
  - Small Groups for selected materials: Culture-related standard
  - Write-rewrite
  - Face to Face meeting (large and small groups)
- Dissemination
  - AAN Poster
  - GRU CNR Seminar
  - GNA Presentation
  - Articles: Brief, substantial



# Simultaneous Revision, 2015

AMERICAN NURSES ASSOCIATION



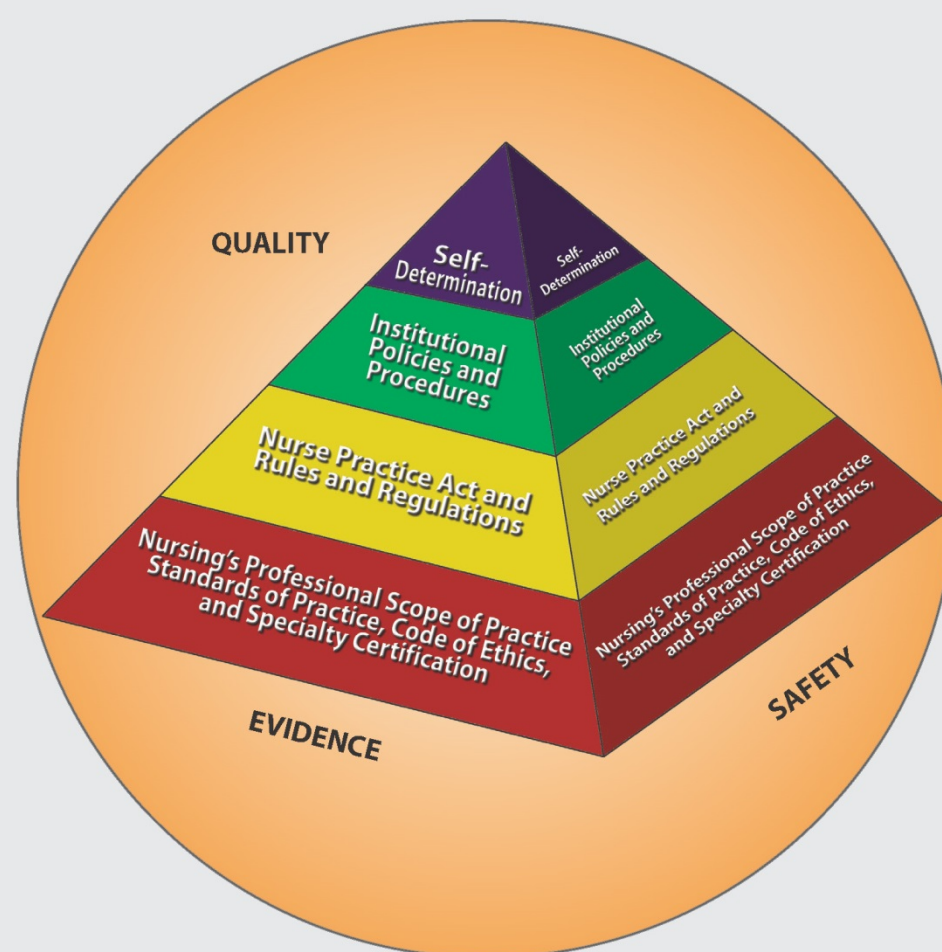
## The New Definition of Nursing (2015)

Nursing is the:

- Protection, promotion, and optimization of health and abilities,
- Prevention of illness and injury,
- Facilitation of healing,
- Alleviation of suffering through the diagnosis and treatment of human response, and
- Advocacy in the care of individuals, families, groups, communities, and populations.



## Model of Professional Nursing Practice Regulation



Source note: This is a revision of a model published first in ANA, 2006, then revised in Styles, Schumann, Bickford, & White, 2008; ANA 2010a.

Serif text denotes the "what" of each tier. Sans serif text denotes the "who" of each tier.

### Peak: Self-Determination

This peak represents self-regulation and self-determination by each individual nurse in exercising judgments based upon the integration of content, decisions, and actions from the three lower tiers. The resultant demonstrated behaviors reflect responsible and accountable nursing practice decisions culminating in safe, quality, evidence-based practice. The peak culminates in a point directed upward synonymous to an illuminating path from Nightingale's lamp to emphasize continued potential toward a higher level of individual professional practice regulation.

**Participants:** Registered nurses, graduate-level prepared registered nurses, and advanced practice registered nurses\*.

### Institutional Policies and Procedures

Regulation at the institutional, organizational, or systems level occurs through the established policies, procedures, and governing statements that influence and direct nursing practice and its environment.

**Participants:** Institutions, organizations, entities, and systems where nurses are present, chief nursing officers and executives, healthcare administrators, nursing managers, nursing supervisors, registered nurses, graduate-level prepared registered nurses, advanced practice registered nurses\*, third-party reimbursement entities, and academic institutions.

### Nurse Practice Act and Rules and Regulations

Legislative and regulatory authorities govern through nurse practice acts, statute, code, and regulation administered by state boards of nursing and exemplified by licensure status.

**Participants:** State or territorial boards of nursing, legislators, lobbyists, National Council of State Boards of Nursing, healthcare advocacy groups, healthcare consumers as voters, political action committees, registered nurses, graduate-level prepared registered nurses, and advanced practice registered nurses.

### Foundation: Nursing's Professional Scope of Practice, Standards of Practice, Code of Ethics, and Specialty Certification

ANA's *Nursing: Scope and Standards of Practice* and *Code of Ethics for Nurses with Interpretive Statements* are essential professional resources that collectively guide nursing practice in all roles and settings. Compliance with the *Code of Ethics for Nurses with Interpretive Statements* and identified standards of practice and accompanying competencies reflects the expected level of competence of all nurses. Specialty certification provides additional verification and validation of competence for a focused body of knowledge and associated skill sets of practice.

**Participants:** American Nurses Association, credentialing and educational organizations, professional nursing organizations, healthcare consumers as care partners, registered nurses, graduate-level prepared registered nurses, and advanced practice registered nurses\*.

(\*The APRN direct care roles include certified registered nurse anesthetists, certified nurse midwives, clinical nurse specialists, and certified nurse practitioners.)



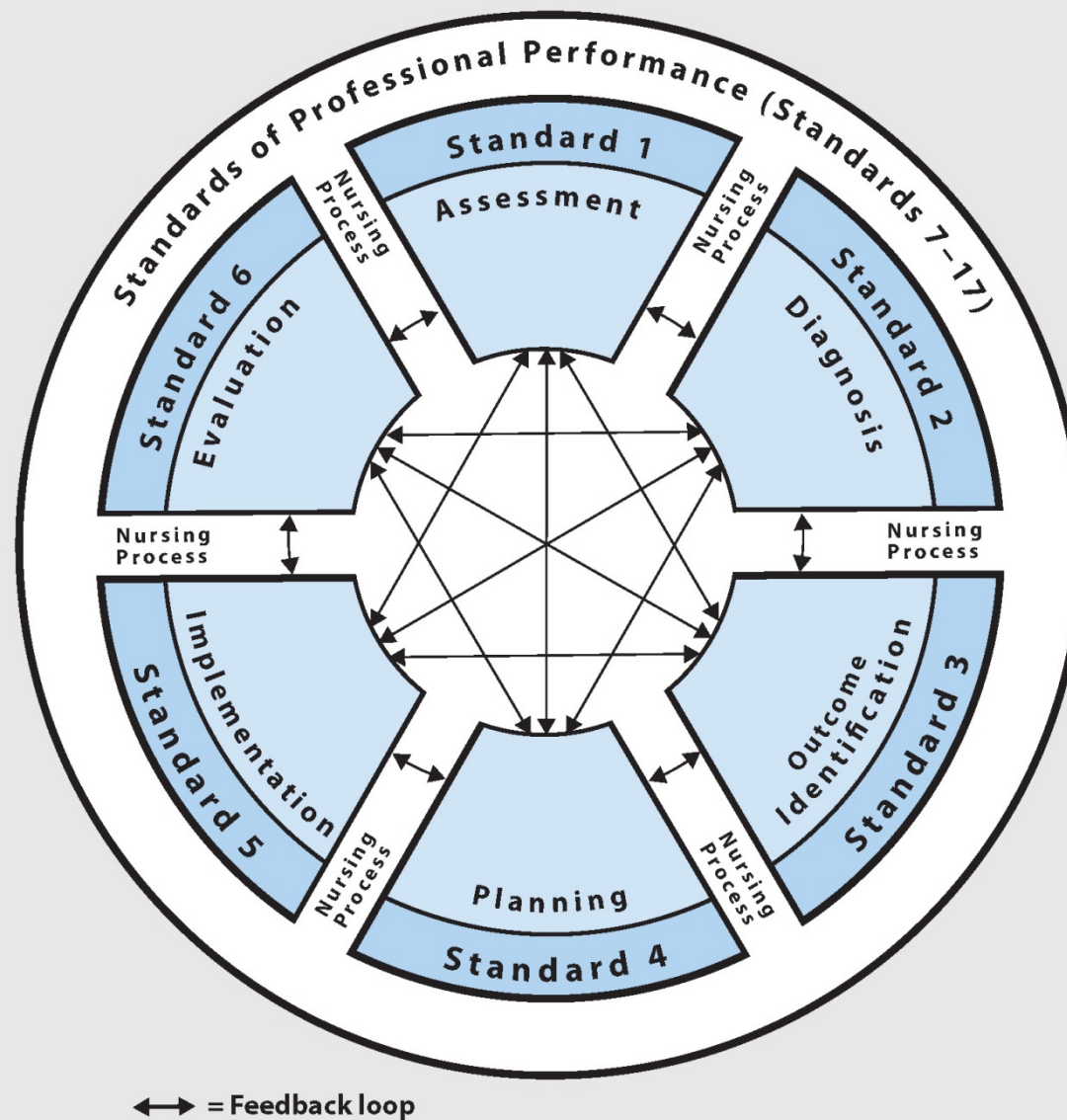
# ***Nursing: Scope and Standards of Practice, Third Edition***

- 🔥 Scope of practice statement describes
  - Who
  - What – definition of nursing
  - When
  - Where
  - How
  - Why
- 🔥 Standards of professional practice

## Standards of Professional Practice

- Standards are authoritative statements of the duties that all registered nurses, regardless of role, population, or specialty, are expected to perform
- Include Standards of Practice and Standards of Professional Performance
- Each standard is accompanied by competencies for all registered nurses, with additional competencies for graduate-level prepared registered nurses and APRNs

## The Nursing Process and the Standards of Professional Nursing Practice



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### The Standards of Practice

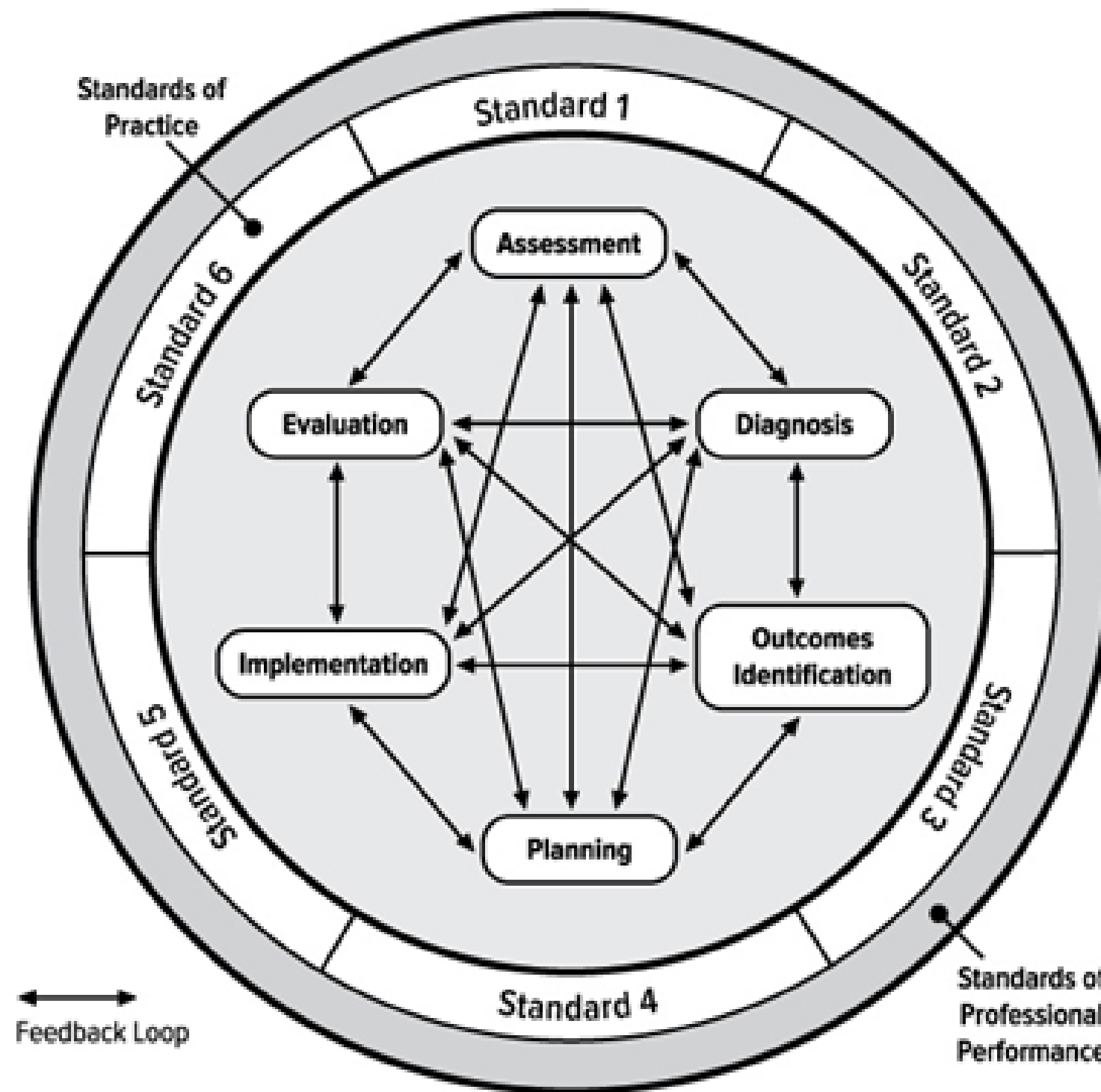
These standards describe a *competent level of nursing practice* demonstrated by the critical thinking model known as the **nursing process**; its six components correspond to these standards.

| Standard   | Nursing Process Component |
|------------|---------------------------|
| Standard 1 | Assessment                |
| Standard 2 | Diagnosis                 |
| Standard 3 | Outcomes Identification   |
| Standard 4 | Planning                  |
| Standard 5 | Implementation            |
| Standard 6 | Evaluation                |

### The Standards of Professional Performance

These standards describe a *competent level of behavior in the professional role* appropriate to their education and position.

| Standard    | Professional Performance             |
|-------------|--------------------------------------|
| Standard 7  | Ethics                               |
| Standard 8  | Culturally Congruent Practice        |
| Standard 9  | Communication                        |
| Standard 10 | Collaboration                        |
| Standard 11 | Leadership                           |
| Standard 12 | Education                            |
| Standard 13 | Evidence-based Practice and Research |
| Standard 14 | Quality of Practice                  |
| Standard 15 | Professional Practice Evaluation     |
| Standard 16 | Resource Utilization                 |
| Standard 17 | Environmental Health                 |



# Standards of Practice

Address the use of the nursing process

- Standard 1 Assessment
- Standard 2 Diagnosis – Should we add Problems, Issues Identification?
- Standard 3 Outcomes Identification
- Standard 4 Planning
- Standard 5 Implementation
  - Standard 5A Coordination of Care
  - Standard 5B Health Teaching and Health Promotion
  - ~~– Standard 5C Consultation~~
  - ~~– Standard 5D Prescriptive Authority and Treatment~~
- Standard 6 Evaluation



# Standard 5 Implementation

The registered nurse implements the identified plan.

## Competencies

The registered nurse:

- 👉 Partners with the healthcare consumer to implement the plan ....
- 👉 Integrates interprofessional team partners in implementation of the plan ....
- 👉 Demonstrates caring attitudes and behaviors to develop therapeutic relationships.
- 👉 Provides culturally congruent, holistic care that ....
- 👉 Uses evidence-based interventions and strategies to achieve ....
- 👉 Integrates critical thinking and technology solutions to implement ....
- 👉 Delegates according to the health, safety, and welfare of ....

## Standard 5 Implementation - Continued

Additional Competencies for the Graduate-level Prepared Registered Nurse

In addition to the competencies of the registered nurse, the graduate-level registered nurse:

- ✎ Uses systems, organizations, and community resources to lead effective change ....
- ✎ Applies quality principles while articulating methods, tools, ....  
Translates evidence-based -research into the practice setting.
- ✎ Leads interprofessional teams to communicate, collaborate, ....
- ✎ Demonstrates leadership skills that emphasize ethical ....
- ✎ Serves as a consultant to provide additional insight and potential solutions.
- ✎ Uses theory driven approaches to effect organizational or system change.

## Standard 5 Implementation - Continued

### Additional Competencies for the Advanced Practice Registered Nurse

In addition to the competencies of the registered nurse and the graduate-level prepared registered nurse, the advanced practice registered nurse:

- Uses prescriptive authority, procedures, referrals, treatments, and therapies in accordance with state and federal laws and regulations.
- Prescribes traditional and integrative evidence-based treatments, therapies, and procedures that are compatible with the healthcare consumer's cultural preferences and norms.
- Prescribes evidence-based pharmacological agents and treatments according to clinical indicators and results of diagnostic and laboratory tests.
- Provides clinical consultation for healthcare consumers and professionals related to complex clinical cases to improve care and patient outcomes.

## **What Professional Performance Standards Should Go, Stay, Be Added? Final list.....**

- 👉 Standard 7 Ethics
- 👉 Standard 8 Cultural Congruence
- 👉 Standard 9 Education
- 👉 Standard 10 Evidence-Based Practice & Research
- 👉 Standard 11 Quality of Practice
- 👉 Standard 12 Communication
- 👉 Standard 13 Leadership
- 👉 Standard 14 Collaboration
- 👉 Standard 15 Professional Practice Evaluation
- 👉 Standard 16 Resource Utilization
- 👉 Standard 17 Environmental Health

## **New Standard 8: Cultural Congruence**

The registered nurse practices in a manner that is congruent with cultural diversity and inclusion principles.

### **Competencies**

#### **The registered nurse:**

- Demonstrates respect, equity, and empathy in actions and interactions with culturally diverse and vulnerable healthcare consumers.
- Participates in life-long activities to understand cultural preferences....
- Creates an inventory of one's own values, beliefs, and cultural heritage.
- Applies knowledge of variations in health beliefs, practices, ....
- Identifies the stage of the consumer's acculturation....
- Considers the effects of discrimination and oppression and ....
- Uses skills and tools that are appropriately vetted for the culture, ....
- Additional competency statements ....



## **Thanks to AAN Transcultural Nursing Expert Panel**

- 👉 Chair, Marlene Rosenkoetter, PhD, RN, FAAN
- 👉 Marilyn (Marty) Douglas, PhD, RN, FAAN

# Specialty Nursing Scope and Standards

- *Nursing Informatics: Scope and Standards of Practice, Second Edition* – published in January 2015 – [www.Nursesbooks.org](http://www.Nursesbooks.org)
- *Draft Nursing Administration: Scope and Standards of Practice, Second Edition* – posted for public comment – March 6 closing date
- Cardiovascular nursing going to ANA Board of Directors review next week
- Pediatrics, genetics/genomics, diabetes, vascular, pain management, and other specialty scope and standards revisions are in progress

## Publication Format

- Print Version
- Part of Foundations Package
- Electronic Version Available
- Institutional Purchase for Intranet Posting
- [www.Nursesbooks.org](http://www.Nursesbooks.org) or 1-800-637-0323

## Special thanks ...

- 👉 Elizabeth (Libby) Thomas, Chairperson – for her insight, laughter and support as we pulled this work together – she always kept us on track and on time.
- 👉 Carol Bickford, ANA Staff– Content editor – for her tireless commitment to detail and to the written word. Carol was an inspiration to all of us.
- 👉 Mary Jo Assi, Eric Wurzbacher and Yvonne Humes for keeping us moving forward and providing input, resources and expertise just when we needed it.
- 👉 Entire team of 40 diverse nurses for giving up most Tuesday evenings for almost a year.

## Call to Action – RAISE the bar

- **R**eading *Nursing: Scope and Standards of Practice, 3<sup>rd</sup> Ed*
- **A**ssessing the document and contemplating what it means to you and your practice
- **I**ntegrating *Scope and Standards of Practice, 3<sup>rd</sup> Ed* into practice by developing culturally congruent care in every situation and setting
- **S**haring the word and encouraging other nurses to integrate *Scope and Standards of Practice, 3<sup>rd</sup> Ed* into practice
- **E**xcelling in using knowledge and conducting and applying research to achieve the highest quality, evidence-based care



# **So...What Actions Will You Complete?**

## **What Questions Remain?**

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