



Health Professions Division

OCNE AAS Completion Benchmarks

1. A competent nurse bases personal and professional actions on a set of shared core nursing values.

- Independently incorporates each provision of the ANA Code of Ethics in practice.
- Works with team members to assure that patient's rights are protected by institutional policies and practices.
- Identifies dilemmas in which individual rights are in conflict with the greater good
- Consistently facilitates discussion among patients, families and other stakeholders to consider courses of actions and consequences and to reach decisions.
- Helps families work through the emotional aspects of ethical dilemmas.
- Includes consideration of moral distress in the analysis of ethical dilemmas.

2: A competent nurse uses reflection, self-analysis and self-care to develop insight.

- Practice self-reflection and self-analysis to identify areas for improvement.
- Uses multiple resources including best available evidence in establishing insightful, reflective evaluation and plan for change when indicated.
- Uses reflective process in planning transformational change.
- Integrates relevant personal and professional behaviors in reflecting on own practice.
- Develops specific self- monitoring strategies derived from sound reasoning and problem- solving strategies.
- Establishes plan for necessary change.
- Practices self-monitoring strategies for uncomplicated professional and personal situations.
- Demonstrates a desire to improve nursing performance: reflects on and/or evaluates experiences independently; identifies strengths/ weaknesses; begins to develop specific plan(s) to eliminate weaknesses independently Practices self-renewal in physical, mental, social and spiritual dimensions.

3: A competent nurse engages in intentional learning

- Recognizes all situations as potential learning opportunities and identifies aspects that contribute to best practices.
- Shares new learning with peers. Expands repertoire of learning styles.
- Recognizes importance of remaining current in practice and demonstrates this by regularly reading current evidence-based literature and engaging in additional educational opportunities
- Identifies processes needed for education and training related to promoting the safe use medical devices and how to report medical device failures (or adverse events) required by Law.
- Actively supports use of health technologies to improve safety and quality of care in own nursing practice and within the health care organization/agency and patient's home.
- Identifies the nurses' value and supports the nurse's role in the design, implementation, evaluation, and ultimate success of new technologies in a healthcare setting.

4: A competent nurse demonstrates leadership in nursing and healthcare.

- Assumes responsibility: delegates team assignments, assesses the client and reassures them and their families.
- Engages in intentional professional development to improve leadership characteristics and skills.
- Effectively applies principles of communication skills in inter-professional team settings and manages conflict in some situations.
- Evaluates own leadership behaviors. Independently directs team members in aspects of care.
- Evaluates other's performance, explains decisions, solicits suggestions and supports progress.
- Recognizes and utilizes constructive feedback from peers and others.
- Offers constructive feedback to other team members with minimal prompting. Delegates ensuring clear communication.
- Takes into consideration scope of practice, if applicable, competence in performance, and gives feedback regarding tasks. Provides leadership or contributes ideas for changes in individual client care.
- Suggests changes in organizational issues that impact client care.
- Identifies a vision of quality patient care and influences others to share the vision.
- Provides leadership in the modification of individual client care.

5: A competent nurse collaborates as part of a health care team.

- Initiates collaboration and seeks consultation with other team members.
- Proactively builds team relationships; offers assistance without being asked; is affirming and problem-solution oriented.
- Regularly and realistically evaluates own performance.
- Compares self-evaluation with feedback received, verbalizes intent to use the constructive feedback in future situations.
- Shares knowledge with others in the work setting.
- Practices shared decision- making.
- Able to evaluate merits of differing opinions
- Mentors other students

6: A competent nurse practices within, utilizes and contributes to the broader health-care system.

- Initiates contacts among community agencies that provide services for clients.
- Explains or illustrates the benefits and costs that affect resource options to meet the needs of client or community health care situations.
- Participates in recommending actions to address barriers to health care for clients.
- Participates in making recommendations for improving health care access for client/population.
- Periodically makes referrals to local community resources.

7: A competent nurse practices relationship-centered care.

- Consistently integrates and adapts personal style with expected professional relationship style.
- Intentionally accommodates client's needs outside of own personal comfort zone.
- Care planning and team communication reflect empathy and an understanding of the client's lived experience.
- Values, promotes and advocates for inclusion of client/ family uniqueness in all aspects of care.

8: A competent nurse communicates effectively.

- Effectively refocuses communication toward client and family health goals.
- Effectively utilizes verbal and nonverbal approaches for effective therapeutic and professional communication in non- complicated client situations.
- Advocates consistently as part of the health care team to support client and family health goals.
- Provides accurate and complete verbal and written communications in regards to typical clinical situations.
- Selects and uses appropriate modality or technology for intra & inter-professional communication.
- Attends care conferences and other meetings in which client and family health goals are discussed in relation to the plan of care
- Presents information about client health issues to health care team members.
- May design, implement and evaluate health education programs to address learning needs of client/client and family groups.
- Incorporates knowledge of client and family's health literacy into teaching plan of care.
- Works with agency or unit to identify best practice in providing health education for common health care issues of population served to clients based on assessment of the client's background and negotiates strategies for care with individuals and families.
- Is aware of issues in nursing care delivery based on culture of the broader unit, organization or agency.
- Actively utilizes available resources to advocate for change in culture based on implications for client and family health care needs and goals.

9: A competent nurse makes sound clinical judgments

- Notices relevant data, and recognizes changing relevance.
- Consistently collects complex subjective and objective data from client/family to uncover any useful information. Recognizes obvious and subtle patterns and deviations in data consistently and uses these to continually assess.
- Consistently recognizes client/family's complex subjective and objective data patterns and compares to known data patterns for complex client/family situations. In complex client/ family situations
- Implements appropriate interventions.
- Is regularly able to make adjustments in intervention based on client response.
- Consistently interprets and prioritizes information appropriately.
- In complex situations is able to distinguish and evaluate client/family data with expected data patterns to regularly develop appropriate prioritized intervention plans that have EBP rationales.
- May ask for coaching in complicated cases.
- Uses a variety of sources of information and information systems to further the plan of care. In complex client/family situations consistently and competently performs the most appropriate skill-based interventions.
- Incorporates use of policies that support a culture of safety.

10: A competent nurse, in making practice decisions, locates, evaluates and uses the best available evidence, coupled with a deep understanding of client experience and preferences.

- Constructs specific search strategy using appropriate terms and commands for the information retrieval system.
- Seeks and integrates current knowledge from other disciplines.
- Explains findings of reviews and published research studies to clients or colleagues.
- Able to discuss implications of research findings with health care team for practice change
- Reads and summarizes systematic, integrative reviews, qualitative as Re-evaluates policies, procedures or standard of practice when evidence supports a change.

- Utilizes research evidence to refine own nursing practice.
- Incorporates client preferences and best practice evidence in making clinical judgments