

Residency Objectives and Learning Outcomes for
Clinical Nurse Leader Intensive Residency

Residency Objectives	Evidence of Learning
<p>Assessment: Collects comprehensive health data related to individuals and groups within the residency setting.</p> <p>Behaviors:</p> <ul style="list-style-type: none"> Assessment techniques are derived from evidence based knowledge Relevant diagnostic tests and procedures are initiated as indicated and are interpreted appropriately 	<p>Bibliography of resources used.</p> <p>Residency Experience Summary (RES)</p> <p>Positive preceptor feedback.</p>
<p>Diagnosis: Critically analyzes assessment data.</p> <p>Behaviors:</p> <ul style="list-style-type: none"> Diagnoses are derived and prioritized from assessment data using appropriate complex clinical reasoning Differential diagnoses are formulated by systematically comparing/contrasting clinical data Diagnoses are made through advanced synthesis of information obtained during the interview, physical examination, diagnostic tests, or diagnostic procedures 	<p>Bibliography of resources used.</p> <p>Residency Experience Summary (RES)</p> <p>Positive preceptor feedback.</p>
<p>Outcome Identification: Identifies expected outcomes derived from the assessment data and individualizes expected outcomes with the client and health care team when appropriate.</p> <p>Behaviors:</p> <ul style="list-style-type: none"> Expected outcomes are identified with consideration of associated risk, benefits, and costs Expected outcomes are consistent with scientific and clinical practice knowledge Expected outcomes are modified based on changes in the client's health care status 	<p>Bibliography of resources used.</p> <p>Residency Experience Summary (RES)</p> <p>Positive preceptor feedback</p>
<p>Planning: Develops a comprehensive plan of care that includes interventions and treatments to attain expected outcomes.</p> <p>Behaviors:</p> <ul style="list-style-type: none"> Comprehensive plan of care incorporates therapeutic interventions that incorporate current evidence based knowledge Comprehensive plan of care reflects the responsibilities of the advance practice nursing student and the client Comprehensive plan of care addresses strategies for promotion and restoration of health and prevention of illness, injury, and disease through independent clinical decision making Comprehensive plan of care is documented appropriately and modified as needed to provide direction to other health care team members 	<p>Bibliography of resources used.</p> <p>Residency Experience Summary (RES)</p> <p>Positive preceptor feedback</p>
<p>Implementation: Implements interventions and treatments for the plan of care; identifies the need for additional care and makes referrals as needed.</p> <p>Behaviors:</p> <ul style="list-style-type: none"> Interventions and treatments utilize evidence based knowledge Services are coordinated and integrated to ensure accessible, available, high quality, and cost-effective care that is delivered for the patient with evident consideration of complex needs and desired outcomes Activities include health promotion and disease, illness and injury prevention strategies 	<p>Bibliography of resources used.</p> <p>Documentation exhibits, RES, and class discussions.</p>

<p>Teaching methods are appropriate and consider the patient’s developmental level, learning needs, culture, readiness and ability to participate</p> <p>Facilitates coordination of services and seeks recommendations from available resources</p> <p>Activities are based on evidence based knowledge, mutual respect, role responsibilities, professional communication techniques, mutual decision making attributes, and effective system changes</p>	
<p>Evaluation: Evaluates the patient’s progress in attaining expected outcomes.</p> <p>Behaviors:</p> <ul style="list-style-type: none"> Accuracy of diagnoses and effectiveness of interventions are evaluated in relation to attainment of expected outcomes Evaluation process is based on evidence based knowledge, expected outcomes and professional plan of care for individual and groups within this practice setting 	<p>Positive feedback from preceptor & faculty about skill and knowledge related to assessment, diagnosis, and management of encountered health alterations.</p>
<p>Self-evaluation: Continuously evaluates own nursing practice and is accountable for providing competent services.</p> <p>Behaviors:</p> <ul style="list-style-type: none"> Engages in accurate and objective self-evaluation based on expected outcomes Seeks feedback regarding own practice and role performance Adheres to professional practice standards and regulations 	<p>Residency Experience Summary (RES)</p> <p>Positive feedback from preceptor & faculty.</p>
<p>Education: Acquires and maintains current evidence based knowledge and skills in clinical practice</p> <p>Behaviors:</p> <ul style="list-style-type: none"> Uses evidence based knowledge to enhance role performance, and increase knowledge of professional issues Seeks experiences and formal and independent learning activities to maintain and develop professional skills and knowledge 	<p>Positive feedback from preceptor & faculty about skill and knowledge related to CNL role.</p>
<p>Ethics: Integrates ethical principles and norms in all areas of practice</p> <p>Behaviors:</p> <ul style="list-style-type: none"> Maintains a therapeutic and professional relationship and discusses the delineation of roles and parameters of the relation with others Informs others of the risks, benefits, and outcomes of services Contributes to resolving ethical problems or dilemmas of individuals or systems 	<p>Residency Experience Summary (RES)</p> <p>Positive feedback from preceptor & faculty.</p>
<p>Quality of Services: Develops criteria for and evaluates quality of care and effectiveness as Clinical Nurse Leader</p> <p>Behaviors:</p> <ul style="list-style-type: none"> Assumes a leadership role in establishing and monitoring standards of practice to improve service Utilizes the results of quality service activities to initiate change within a health care system as appropriate Participates in efforts to minimize costs and unnecessary duplication of services and facilitates a timely systems process Analyzes factors related to safety, satisfaction, effectiveness, and cost/benefit options with others as appropriate Analyzes organizational systems for barriers and promotes enhancements that affect expected outcomes Incorporates evidence based knowledge within one’s scope of practice 	<p>Bibliography of resources used.</p> <p>Residency Experience Summary (RES)</p> <p>Positive feedback from preceptor & faculty.</p>
<p>Interdisciplinary Process: Promotes interdisciplinary process in providing</p>	<p>Bibliography of resources</p>

<p>services</p> <p>Behaviors:</p> <ul style="list-style-type: none"> Works with other disciplines to enhance services; interdisciplinary activities may include education, consultation, management, technological development, or promoting evidence based practice Facilitates an interdisciplinary process with others 	<p>used.</p> <p>Residency Experience Summary (RES)</p> <p>Positive preceptor feedback.</p>
<p>Leadership: Serves as leader and role model for professional development of peers, colleagues, and others</p> <p>Behaviors:</p> <ul style="list-style-type: none"> Contributes to professional development of others to improve services and foster professional development Brings creativity and innovation to nursing practice to improve quality services Participates in professional activities inclusive of policy decision-making processes Facilitates a learning environment when mentoring and precepting others 	<p>Bibliography of resources used.</p> <p>Residency Experience Summary (RES)</p> <p>Positive feedback from preceptor & faculty.</p>
<p>Research: Utilizes evidence based practices within one’s own practice to discover, examine and evaluate knowledge, theories, and creative approaches for practice.</p> <p>Behaviors:</p> <ul style="list-style-type: none"> Critically evaluates existing practice in light of current research findings Identifies research questions in practice Disseminates relevant research findings through practice, education, or consultation 	<p>Bibliography of resources used.</p> <p>Residency Experience Summary (RES)</p> <p>Positive feedback from preceptor & faculty.</p>