

Oklahoma Board of Nursing
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GOALS FOR NURSING PRACTICE AND EDUCATION IN OKLAHOMA

This model identifies competencies for the roles of nurses with various levels of education: the Licensed Practical Nurse (P.N.), the Registered Nurse prepared at the associate degree (A.D.N.) level or the baccalaureate (B.S.N.) level, and the master's degree (M.S.) level. Competencies that are common to all categories are identified at the level of education in which they are taught and are not repeated at the successive levels.

It is anticipated that this model could be useful in assisting nurses in education practice with decisions regarding nursing curricula, articulation between educational levels, and nursing roles in various practice settings. The model does not mandate nursing roles, curriculum or articulation, but serves as a resource for Oklahoma nurses.

The Nurse Utilization Task Force acknowledges the significant heritage of diploma nursing education. Since there are no diploma schools of nursing in Oklahoma, this model does not include a diploma category. The Task Force believes the diploma nurse could possibly fit into the A.D.N. category. However, it would be the responsibility of the users of this model to determine the appropriateness of the descriptors when utilizing diploma-prepared nurses in nursing positions within their control.

The term "Clients" is used in this document to describe the recipients of nursing care. Clients for licensed practical and associate degree nurses include individuals, families and groups. Clients for baccalaureate nurses include individuals, families, groups and communities. Clients for nurses prepared at the master's level include individuals, families, groups, communities and populations.

The Oklahoma Board of Nursing would like to express its appreciation to the Nurse Utilization Task Force for the commitment and dedication that the task force members demonstrated to this project. Individuals who served on this task force included:

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Provider: **The nurse, utilizing a systematic process, assists clients throughout the life span in meeting health-care needs in a wide variety of settings. The nurse coordinates the care of clients using an interdisciplinary approach.**

ROLES	PN	ADN	BSN	MASTERS
Caregiver	Uses an established plan to provide direct client care to meet basic health needs, under direction and/or supervision that is consistent with the Oklahoma Nursing Practice Act.	Uses concepts from nursing and other disciplines to plan, coordinate, implement, and evaluate nursing care designed to promote, restore, and/or maintain optimal outcomes.	Uses nursing theory in conjunction with other theoretical and research-based knowledge to plan, coordinate, implement, and evaluate nursing care designed to promote, restore, and/or maintain optimal outcomes.	Uses and manipulates specialized knowledge and expertise to design, coordinate, implement, and evaluate comprehensive, integrated care.
Advocate	Recognizes and actively addresses issues related to protection of clients.	Uses knowledge of consumers' rights and responsibilities to plan care and intervene on behalf of clients. Is aware of health policy and its impact on clients' care.	Disseminates information about health policy and consumer rights and responsibilities.	Engages in health policy development.
Teacher	Provides basic health teaching for clients with identified health needs, using established teaching plans.	Develops, implements, and evaluates teaching plans for clients.	Develops, coordinates, implements, and evaluates teaching plans for complex clients and identified populations.	Uses advanced theoretical knowledge to design, coordinate, implement, and evaluate comprehensive teaching programs for populations and systems.
Communicator/ Counselor	Establishes and participates in therapeutic relationships.	Establishes and maintains therapeutic relationships.	Establishes, coordinates, and maintains the therapeutic milieu.	Develops, coordinates, and evaluates therapeutic relationships and counseling strategies.

Member of Profession:**The nurse is accountable for the ethical, legal, and professional dimensions of the practice of nursing.**

ROLES	PN	ADN	BSN	MASTERS
Scholar	Commits to life-long learning as it relates to improving health care.	Commits to professional development as it relates to improving health care and advancing the profession.	Commits to the communication of knowledge for the purpose of improving health care and advancing the profession.	Commits to the development and dissemination of knowledge for the purpose of improving health care and advancing the profession.
Collaborator	Participates in collegial relationships for the purpose of improving client outcomes.	Participates in collegial relationships for the purpose of establishing continuity of care.	Establishes, promotes and evaluates the care environment for the purpose of improving client outcomes.	Establishes and evaluates professional networks for the purpose of improving client outcomes.
Ethicist	Practices within established professional codes of ethics and legal parameters of the nursing profession, incorporating moral concepts and respect for diverse values and beliefs. Identifies and communicates ethical dilemmas.	Anticipates and contributes to the ethical decision-making process.	Identifies and initiates the decision-making process to find resolution of ethical dilemmas.	Uses ethical frameworks to influence health care practices and advanced decision-making skills to resolve ethical dilemmas.
Researcher	Recognizes and supports research activities in the delivery of client care.	Participates in research team activities and uses interpreted nursing research findings to improve client outcomes.	Appraises research reports, using existing standards to determine the readiness for utilization in clinical practice. Functions as a team member in facilitating research projects.	Contributes clinical expertise to create a climate in the practice setting that supports scholarly inquiry and scientific investigation. Provides leadership for integrating findings in health care practice.

Leader: The nurse provides visionary direction within the scope of practice to achieve desired outcomes.

ROLES	PN	ADN	BSN	MASTERS
Manager	Assists in the coordination of human and material resources for assigned clients.	Collaborates in coordination of human and material resources in structured settings.	Assumes an influential role in planning, organizing, and monitoring the effective use of resources within the employment setting.	Provides direction, based on knowledge of management theory, to optimize resources and evaluate and influence the effectiveness of health care systems.
Facilitator	Participates in group process to promote the provision of nursing care.	Uses knowledge of group dynamics to improve client outcomes.	Serves as a leader in group process.	Advances group efforts to improve care to multiple constituents utilizing the expertise and skill of nurses and other professionals.
Decision-Maker	Uses critical thinking to make problem-solving decisions about basic health care needs.	Uses critical thinking as a basis for responding to changes in health care needs.	Uses critical thinking to initiate changes in the health care environment.	Challenges assumptions and explores alternative avenues to anticipate, design, and implement changes in the health care environment.
User of Information Technology	Uses information technology to provide basic care.	Uses information technology for the improvement of care.	Evaluates the use of information technology as a resource for the delivery of health care.	Creates, manages, and evaluates information technology systems for the improvement of health care.

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