Appendix P: Prelicensure Nursing Program Competencies

Domain: Nursing Theory and Practice

Subdomain: Introduction to Nursing Arts & Sciences - ACT1/ABA1

Competency: The Nursing Process & Nursing Models
The graduate demonstrates appropriate use of the nursing process to assess patient needs and to determine care; and uses nursing models to systematically assess and direct nursing practice by promoting organization and integration of data on human health, illness, and nursing.

Competency: Therapeutic Communication, Safety, & Quality Care
The graduate involves the patient and family in decisions about care; recognizes need for communicating effectively; uses tools, including technology, to increase safety of patient care; acts to decrease risks of infection; acts with integrity, consistency, and respect for differing views; demonstrates effective use of strategies to reduce risk of harm to patients or self; and reports errors.

Competency: Culturally Competent Care of the Family
The graduate uses knowledge of cultural demographic patterns to plan culturally competent care; recognizes how cultural experiences affect health choices; integrates family characteristics of values, spirituality, and roles within the family structure into a plan of care; recognizes the influence of one’s own cultural affiliation, beliefs, and values on planning care for patients; and recognizes how to elicit family participation during patient teaching and determines the need for family support for the patient in healthcare decision making.

Competency: Health Perception/Health Management
The graduate recognizes positive and negative alterations in health status and how to assist patients to increase their movement toward optimal health; determines the impact of patient levels of development on health-promoting behavior; and assesses patient/family understanding of a therapeutic regime and patient’s desire to continue toward wellness.

Competency: Medical Terminology, Symbols, and Abbreviations
The graduate uses appropriate medical terminology, symbols, or abbreviations in communicating medication information verbally, technologically, and in writing.

Competency: Introduction to Bioethics
The graduate applies the basic ethical theories in bioethics and engages in basic analysis of key bioethics issues surrounding the beginning of life, the end of life, procreative decisions, and informed consent; applies ethical principles to selected bioethical case studies; and recognizes the difference between ethical and bioethical dilemmas and between ethical and legal issues.

Competency: Growth and Development Across the Life span
The graduate recognizes human developmental differences across the life span in relation to health and illness; utilizes developmental milestones as an indicator of health and illness; assesses the physical and cognitive level of patients; assesses the emotional and social development of patients; recognizes how developmental levels affect nutrition; and integrates knowledge of growth and development into the care of patients across the life span.
Subdomain: Caring Arts & Sciences Across the Life Span (CASAL) I - CAV1/AEA1/AFA1

Competency: Homeostasis
The graduate recognizes the signs and symptoms of balance and imbalance in the body, including fluid and electrolyte balance, acid-base balance, and temperature regulation, and assesses and monitors factors contributing to imbalance in temperature, fluid, and electrolytes.

Competency: Oxygenation
The graduate assesses a patient’s oxygenation status through interviews and physical examination; recognizes risks for failure of oxygenation; monitors patient oxygenation status; teaches patients and family/surrogate about signs and symptoms of the condition and oxygenation care; utilizes adjunct resources to support patient oxygenation; and provides safe, quality care for a patient with altered oxygenation.

Competency: Elimination
The graduate recognizes and assesses factors and monitors conditions or behaviors that put a patient at risk for problems with elimination; recognizes developmental differences that affect elimination; carries out routine treatment procedures; educates the patient and family about patient elimination problems and recommends lifestyle changes; and collaborates with other healthcare providers in the care of patients with elimination concerns.

Competency: Tissue Integrity
The graduate recognizes signs of risk to tissue integrity; assesses and monitors for signs of integumentary damage; performs appropriate care of patients with or at risk for tissue damage; educates patients and caregivers on signs and symptoms of tissue breakdown and preventive care; uses adjunct therapies for tissue integrity; and collaborates with other professionals in providing care or post-treatment of patients.

Competency: Activity/Mobility
The graduate assesses a patient’s level of mobility and monitors progress; teaches patients about the need for mobility, avoidance of slip-and-fall incidents, and use of assistive devices; performs routine mobility procedures on patients; collaborates with other healthcare providers to help patients achieve greater mobility; and advocates continued functional activities for the elderly.

Competency: Cognition, Perception, Self-Perception, and Self-Concept
The graduate recognizes the developmental levels of cognition and perception; assesses factors for risk for a decrease in cognition or perception; assesses patients to determine cognitive and perceptual levels; recognizes factors leading to a risk for decreased self-concept and assesses patients at risk; evaluates patients for readiness for education and provides education concerning healthcare at an appropriate level; and uses effective communication skills with patients and family or caregivers.

Competency: Sleep/Rest
The graduate recognizes differences in sleep patterns over the life span; recognizes and assesses patients at risk for sleep pattern disturbance; collaborates with other healthcare providers to adjust medications to decrease sleep pattern disturbances; and assists patients to develop routines and adjust the environment to reduce sleep pattern disturbances.

Competency: Physical Comfort & Emotional Support
The graduate assesses and monitors patient pain levels and response to treatment for pain; provides pharmaceutical and non-pharmaceutical support for chronic or acute pain management; educates patients on how to report pain, causes of pain, side effects of medications, and alternative techniques for pain relief; and collaborates effectively with other professionals to make referrals for pain management.
**Competency: Nutrition/Metabolic**
The graduate takes a complete nutritional history and conducts a physical assessment; determines risk factors for nutritional imbalance; recognizes age-dependent and developmental differences related to nutrition; assesses patients for causes of nutritional imbalance and monitors progress, educates patients and family or caretaker on factors related to nutritional intake, conducts routine procedures to provide nutrition to patients including intravenous support and tube feedings, and prepares patients for and participates in administering gastrointestinal diagnostic tests.

**Subdomain: Caring Arts & Sciences Across the Life Span (CASAL) II - CFT1/AGA1/AHA1**

**Competency: Genomics in Adult Care**
The graduate plans and provides patient care that incorporates genomic influences and risks and provides patient education that recognizes individual attitudes and values.

**Competency: Management of the Perioperative Care Continuum**
The graduate plans and provides perioperative nursing care that ensures safety, quality, and continuity of care during the preoperative, intraoperative, and postoperative periods.

**Competency: Patient Centered Care of the Adult**
The graduate uses cognitive knowledge and clinical reasoning to provide safe, quality nursing care to adults impacted by common injury and/or disease processes including acute illness with a focus on health perception/health management.

**Competency: Care of the Adult with Alterations in Circulation**
The graduate uses cognitive knowledge and clinical reasoning to plan and provide safe, quality, patient-centered care to adults experiencing alterations in circulatory function.

**Competency: Care of the Adult with Alterations in Oxygenation**
The graduate uses cognitive knowledge and clinical reasoning to plan and provide safe, quality, patient-centered care to adults experiencing alterations in oxygenation.

**Competency: Care of the Adult with Alterations in Neurosensory Function**
The graduate uses cognitive knowledge and clinical reasoning to provide safe, quality, patient-centered care to adults experiencing alterations in neurosensory function.

**Competency: Fundamental Patient Self Determination & Advocacy**
The graduate engages patients in clarifying their health values and beliefs leading to informed self determination decisions and advocates for patient choices.

**Competency: End-of-Life Care**
The graduate uses cognitive knowledge, clinical reasoning and cultural competence to collaborate with patients, family/caretaker, and the healthcare team to provide compassionate, patient-centered end-of-life care.

**Competency: Sensorimotor, Cognitive, and Psychological Changes of Aging**
The graduate recognizes the sensorimotor, cognitive, and psychological changes associated with aging.

**Competency: Safety, Communication, and Placement for the Older Adult**
The graduate identifies safety issues associated with the older adult’s living environment; facilitates communication with and assesses the care capacity of the older adult’s family; and determines appropriate discharge placement for the older adult after illness or surgery.
Subdomain: Chronic Care Nursing - CBV1/BEA1/BFA1

Competency: Patient Centered Care of the Adult II
The graduate uses cognitive knowledge and clinical reasoning to provide safe, quality nursing care to adults impacted by common injury and/or disease processes including chronic disease with a focus on health perception/health management.

Competency: Care of the Adult with Alterations in Physiologic Defense Mechanisms
The graduate uses cognitive knowledge and clinical reasoning to provide safe, quality, patient-centered care to adults experiencing alterations in physiologic defense mechanisms.

Competency: Care of the Adult with Alterations in Nutrition, Metabolism, and Elimination
The graduate uses cognitive knowledge and clinical reasoning to provide safe, quality, patient-centered care to adults experiencing alterations in nutrition, metabolism, and elimination.

Competency: Management of the Care Continuum
The graduate uses cognitive knowledge and clinical reasoning to provide safe, quality, patient-centered care to adults as they transition within a care environment or from one environment to another.

Competency: Care of the Adult with Alterations in Functional Ability
The graduate uses cognitive knowledge and clinical reasoning to provide safe, quality, patient-centered care to adults experiencing alterations in functional ability.

Subdomain: Nursing Care of the Developing Family - CDV1/AKA1

Competency: Care of the Family during the Prenatal Period
The graduate uses cognitive knowledge and clinical reasoning to plan and provide safe, quality, patient-centered care to a woman and her family between conception and labor.

Competency: Care of the Family during the Intrapartum Period
The graduate uses cognitive knowledge and clinical reasoning to plan and provide safe, quality, patient-centered care to a woman during labor and birth.

Competency: Care of the Postpartum Family
The graduate uses cognitive knowledge and clinical reasoning to plan and provide safe, quality, patient-centered care to a woman, newborn, and family after birth.

Competency: Health Promotion of the Family
The graduate uses age-appropriate health promotion and health maintenance activities and interventions to assist women and their families in safeguarding health, safety, and wellness.

Competency: Family Nursing Process
The graduate utilizes the nursing process to interpret family assessment data; identifies family problems and makes appropriate nursing diagnoses based on data; recognizes barriers to intervention in planning and implementing family interventions; and uses evidence-based research and practice to provide appropriate, safe, quality care for families.
Subdomain: Nursing Care of Children - CEV1/ALA1

Competency: Management of the Pediatric Patient and Family
The graduate collaborates with members of the interdisciplinary team, the family and the community, to deliver safe, culturally competent and quality care to the pediatric patient and their family.

Competency: Growth and Development in the Pediatric Patient
The graduate integrates principles of growth and development into the assessment, care and care planning of the pediatric patient.

Competency: Health Promotion and Maintenance of the Child
The graduate uses age-appropriate health promotion and health maintenance activities and interventions to assist the child, family and community in safeguarding health, safety, and wellness for children and families.

Competency: Care of the Child Who is Ill, Injured or Disabled
The graduate uses cognitive knowledge and clinical reasoning to plan and provide safe, quality, patient-centered care to the child who is ill, injured or disabled in all settings.

Competency: Family Nursing Process
The graduate utilizes the nursing process to interpret family assessment data; identifies family problems and makes appropriate nursing diagnoses based on data; recognizes barriers to intervention in planning and implementing family interventions; and uses evidence-based research and practice to provide appropriate, safe, quality care for families.

Subdomain: Critical Care Nursing - CLT1/CEA1/CFA1

Competency: Critical Care Environment
The graduate recognizes trends in critical care nursing, the characteristics of critical care environments, and the collaborative, interdisciplinary nature of care delivery in critical care situations; identifies and reconciles safety, ethics, and legal issues that arise in critical care nursing; and recognizes psychological/emotional factors affecting the personal well-being of critical care nurses.

Competency: Health Status Assessment
The graduate assesses the complex critically ill patient for urgent and emergent conditions; analyzes physiologically and technologically derived data to evaluate for physiologic instability and potentially life-threatening conditions; obtains and documents patient health history and complete physical assessments; prioritizes data collection, according to patient condition or needs, as a continuous process of critical care nursing; acknowledges the dynamic nature of complex critical care illness; formulates and prioritizes nursing diagnoses; and collaborates with other professionals to extend services to meet patient needs.

Competency: Learning & Intervention Needs
The graduate evaluates patients for substance use/abuse, violence, neglect and abuse, and barriers to learning; distinguishes between normal and abnormal developmental and age-related physiologic and behavioral changes in complex acute illness and trauma; provides for the promotion of health and protection from disease by assessing for risks associated with the care of critically ill patients; and assesses the needs of families and caregivers of complex critically ill patients.

Competency: Caring for the Physiological Needs of the Critically Ill Patient
The graduate assesses the impact of critical illness or trauma on the health status (physical and mental) of patients; recognizes acute and chronic conditions that may result in rapid physiologic deterioration or life-threatening instability; synthesizes data from a variety of sources; makes clinical judgments and
decisions about appropriate nursing care; and provides nursing care that supports the functional health of critically ill patients using the Synergy Model.

**Competency: Caring for the Psychosocial Needs of the Critically Ill Patient**
The graduate cares for the psychosocial needs of the critically ill patient and family/caretaker, encompassing the environment and patient wishes, values, and beliefs; and provides psychological support for the patient and family/caretaker.

**Competency: Critical Care Nurse-Client Relationship**
The graduate applies ethical principles in caring for critically ill patients; utilizes therapeutic communications with patients and families/caretakers experiencing critical illness or trauma; educates patients and families/caretakers to assist in making decisions regarding critical illness/trauma treatment, end-of-life care, and organ donation; applies principles of crisis management in critically ill patient care; recognizes culturally sensitive issues in critically ill patient care; and acts as patient advocate for patients unable to do so due to critical illness, trauma, or developmental level.

**Competency: Multisystem Failure & End-of-Life Issues**
The graduate demonstrates effective communication skills and strategies in addressing sensitive topics such as multisystem failure, anxiety, palliative care, advanced directives, other related end-of-life issues, and death with critically ill patients and/or families/caretakers; collaborates as an identified member of a multidisciplinary healthcare team and relays patient and family decisions to team; and facilitates optimal critical care nursing in multisystem failure.

**Competency: Homeostasis and Pain Management in Patient with Multisystem Failure**
The graduate demonstrates the ability to assess homeostasis in multi-system failure and demonstrates the ability to manage pain in multisystem failure.

**Subdomain: Psychiatric & Mental Health Nursing - PMV1/DAT1**

**Competency: Foundational Concepts of Mental Health and Mental Illness**
The graduate assesses and provides patient-centered care integrating theories and concepts relevant to mental health across the lifespan.

**Competency: Neurobiological Basis of Psychotherapeutic Interventions**
The graduate implements safe, quality care integrating knowledge of neurological functioning and psycho-pharmacology.

**Competency: Therapeutic Communication and Interpersonal Relational Skills**
The graduate demonstrates effective communication skills and therapeutic use of self to manage individuals experiencing mental health disorders.

**Competency: Management of Psychobiological Disorders**
The graduate uses cognitive knowledge and clinical reasoning to implement evidence-based interventions with patients experiencing psycho-biological disorders.

**Competency: Management of Severe Mental Health Disorders**
The graduate uses cognitive knowledge and clinical reasoning to implement evidence-based interventions with patients experiencing severe mental health disorders.

**Competency: Safe and Therapeutic Milieu**
The graduate establishes appropriate professional boundaries while promoting safe and therapeutic environments.
**Competency: Family Nursing Process**
The graduate utilizes the nursing process to interpret family assessment data; identifies family problems and makes appropriate nursing diagnoses based on data; recognizes barriers to intervention in planning and implementing family interventions; and uses evidence-based research and practice to provide appropriate, safe, quality care for families.

**Subdomain: Community Health Nursing - GPT1/GPC1/CZT1**

**Competency: Community Health Epidemiology**
The graduate assesses and analyzes the health status of populations using data, community resources identification, input from the population, and professional judgment; and determines meaning of the data to identify opportunities and needs.

**Competency: Community Collaboration**
The graduate participates with other community partners to identify expected outcomes of health status in various populations; and to recommend health interventions appropriate to the target audience.

**Competency: Programs, Policies, Resources, and Services**
The graduate determines availability and accessibility of community health programs, policies, resources, and services to serve the population.

**Competency: Health Promotion, Risk Reduction, and Disease Prevention**
The graduate recognizes the healthcare needs across the life span of diverse populations; and determines nursing actions that promote health, reduce risks, and prevent disease to achieve and maintain optimal levels of wellness for individuals, families, and communities.

**Competency: Quality of Life & Functioning**
The graduate selects nursing actions during illness and end-of-life stages to maximize quality of life and functioning for individuals, families, and communities; promotes wellness principles and programs for individuals, families, and communities; and reflects on how personal beliefs or perceptions about quality of life and health promotion impact approaches or decisions in nursing care.

**Competency: Violence in Families & Communities**
The graduate recognizes violence as a major social and health problem; demonstrates the ability to assess and choose prevention and care activities and resources for victims of violence; and determines community violence prevention resources and activities.

**Competency: Environmental & Global Health Issues**
The graduate analyzes how communities are affected by environmental and global health issues, and modifies plans to meet the needs of individuals, families, and communities.

**Competency: Emergency Response**
The graduate recognizes the nurse's role in emergency response, including the proper chain of command, communication protocols, and appropriate actions in an emergency response situation, national disaster or terror attack; and recognizes common biological materials used in terror attacks and how they are spread.
Subdomain: Nursing Role Transitions – CFT1/DBT1

Competency: Role Transition
The graduate uses cognitive knowledge, clinical reasoning and skill to coordinate an advocate for a respectful interdisciplinary environment that promotes optimal wellbeing.

Competency: Manager of the Healing Environment
The graduate responds to unpredictable situations and events common in the healthcare environment with appropriate flexibility and creativity.

Competency: Nurse as Scientist
The graduate correctly interprets and applies scientific evidence when planning and providing safe, quality, and culturally sensitive care for patients and families.

Competency: Nurse as Detective
The graduate detects subtle changes and deviations from expected health patterns while managing the care of patients.

Competency: Transition to Professional Practice
The graduate adapts the requisite knowledge and skills necessary to function as a novice baccalaureate prepared nurse to manage a beginning practitioners workload with minimal supervision.
Domain 724 Nursing Science

Subdomain: Organizational Systems: Safety and Regulation – GZT1

**Competency: Safety**
The graduate recognizes why it is important to analyze the system rather than blame the individual when an error or near-miss occurs; participates in the design of system improvements based on error or near-miss analysis; communicates observations and concerns related to hazards; reports errors to patients, families, surrogates, and the healthcare team as applicable; and encourages active involvement by patients in their own care as a patient safety strategy.

Subdomain: Nursing Informatics - NUT1

**Competency: Utility**
The graduate describes how information and healthcare technologies can be used to enhance nursing care, accesses information through technology sources for decision making, recognizes caring, ethical, and privacy issues surrounding client information, describes how technology can be used in clinical decision making and planning, and defines and recognizes the role of bioinformatics.

**Competency: Leadership**
The graduate recognizes the importance of nurse involvement in planning, design, selection, and implementation of information systems in a nursing practice environment; discusses the roles, benefits, and costs of new technologies; and recognizes effective security and confidentiality for protection of patient records.

Subdomain: Professional Roles and Values - NVT2

**Competency: Ethical Leadership**
The graduate analyzes and demonstrates how codes of ethics affect practice, discusses specific issues in safety for quality care, recognizes the importance and role of confidentiality for security of information and professionalism, and determines the appropriate standards under which nurses work and understands how these standards guide nursing practice.

**Competency: Continuing Competence in Nursing**
The graduate identifies the federal and state regulations under which nursing is practiced, recognizes how these regulations affect the practice of nursing in a specific care setting, recognizes the professional nursing role in a changing healthcare delivery system, describes unprofessional conduct rules, and determines the importance of maintaining competence through recurring measurement and validation of nursing expertise.

**Competency: Delegation**
The graduate recognizes the role of a nurse in working with a diverse workforce, applies principles of delegation, utilizes staffing principles in negotiating staffing needs, recognizes and determines when and how to delegate, and explains the nurse’s responsibility in developing delegation skills.

**Competency: Roles of the Professional Nurse**
The graduate investigates the nurse’s unique role in providing interprofessional care, patient care quality and safety, cost effective healthcare, and care to diverse patients/populations; recognizes the difference between research and quality improvement; recognizes how informatics affects patient care quality; and analyzes the various roles of nurses.
Subdomain: Organizational Systems and Quality Leadership– CVT1

**Competency: Principles of Leadership**
The graduate applies principles of leadership to promote high quality health care in a variety of settings through the application of sound leadership principles.

**Competency: Interdisciplinary Collaboration**
The graduate applies theoretical principles necessary for effective participation in an interdisciplinary team.

**Competency: Quality Care and Patient Safety**
The graduate applies quality improvement processes intended to achieve optimal healthcare outcomes contributing to and supporting a culture of safety.

**Competency: Healthcare Utilization and Finance**
The graduate analyzes financial implications related to healthcare delivery, reimbursement, access, and national initiatives.

Subdomain: Evidence-Based Practice and Applied Nursing Research - EBT1

**Competency: Primary Research**
The graduate recognizes basic scientific research concepts and techniques, recognizes the ethics of nursing research, recognizes researchable questions, uses evaluative skills to critique current nursing research, and identifies statistical types.

**Competency: Translation of Research Evidence & Evidence Summary**
The graduate applies concepts of nursing research to clinical practice situations, conducts reviews of the literature in relation to therapeutic approaches, and recognizes the importance of theoretical models in nursing practice or research.

**Competency: Research Integration**
The graduate recognizes the significance of applying research in evidence-based practice, recognizes sources of evidence, and applies ethical principles to evidence-based practice research.

**Competency: Outcome Evaluation**
The graduate recognizes barriers to evidence-based practice and applies an evidence-based framework to promote safe and reliable healthcare.

Subdomain: Pharmacology - AUV1/AAC1

**Competency: Regulations, Standards, & Evidence-Based Practice in Drug Therapy**
The graduate identifies nursing regulations related to drug preparation and administration and identifies federal and state legislative standards and policies regulating the development, preparation, and administration of drugs.

**Competency: Terms & Concepts in Pharmacology**
The graduate recognizes common concepts in pharmacology and correctly uses common terms and abbreviations in pharmacology; applies basic concepts of pharmacology to demonstrate how to appropriately follow a drug order and obtain informed consent; and explains ethical use of medications.
**Competency: Drug Classification**
The graduate recognizes the general actions and characteristics of major drug classes; identifies how different classes of drugs affect the body; and, distinguishes between the different drug names.

**Competency: Role of the Nurse in Drug Therapy**
The graduate recognizes nursing responsibilities related to safe administration of medications; educates the patient and/or family/caretaker in appropriate medication usage, side effects, contraindications, and expected therapeutic effects; recognizes ethical and legal issues surrounding medication administration; and applies the steps of the nursing process in planning the care of patients receiving drug therapy.

**Competency: Preparation for Administration of Medications**
The graduate employs accurate dosage calculations and appropriate use of technology to effectively, appropriately, and safely administer drugs and maintain the quality of medication therapy.

**Subdomain: Nutrition – ASV1**

**Competency: Fundamentals of Nutrition**
The graduate recognizes healthy eating patterns as defined by the Dietary Guidelines for Americans and the My Pyramid Food guide; explains the importance of sound nutrition in promoting and maintaining good health; and recognizes cultural sensitivities pertaining to variation in diet.

**Competency: Digestion and Metabolism**
The graduate identifies barriers to digestion specific to different ethnic groups; describes the process of catabolic and anabolic metabolism as it pertains to energy-yielding nutrients; nutrient absorption; and recognizes factors that affect overall rate of metabolism.

**Competency: Macronutrients**
The graduate recognizes energy-yielding macronutrients and their role in body functions; assesses the daily need, energy value, and healthy distribution for macronutrients in the diet and the sources of each; and recognizes health hazards in overconsumption of macronutrients.

**Competency: Micronutrients**
The graduate identifies micronutrients essential to human health and recognizes manifestations of deficiency and/or toxicity; selects assessment tools for evaluating micronutrient content; and evaluates need for dietary supplements.

**Competency: Nutrition Assessment**
The graduate applies principles of basic nutrition to assessment of patients; describes the appropriate use of anthropometric tools to assess nutritional status; explains factors that influence individual dietary habits; discusses the importance of nutritional education; and recognizes cultural sensitivities that may influence nutritional assessment.