

# Embracing AACN Essential 10: A Nursing Program's Strategy to Support Student Professional Development

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## Background

- Lifelong learning is a key aspect of professional nursing practice, and continuing education is a requirement for continued licensure in many states
- As highlighted in the AACN Essentials: Domain 10, creating and implementing a meaningful plan for professional development (PD) that supports professional growth is a skill set that nursing students need to develop before entering professional practice

Domain 10

 Personal, Professional, and Leadership Development

Descriptor

 Participation in activities and selfreflection that foster personal health, resilience, and well-being, lifelong learning, and support the acquisition of nursing expertise and assertion of leadership

Competency 10.2

- Demonstrate a spirit of inquiry that foster flexibility and professional maturity
- Nurse educators are tasked with developing strategies to support students in fostering professional growth and development in their educational setting and in their future practice

### Purpose

To describe the approach within one college of nursing prelicensure program to provide PD opportunities and a framework for students to use for their future professional growth

# Professional Nursing Advisor (PNA) Program

1 PNA Faculty Member

75-85 Nursing Students Per Cohort

6 Semesters (2 Years)

Guides Required 100 PD Hours

Sub-competency 10.2c Commit to personal and professional development

#### **Process**

#### Professional Development Components



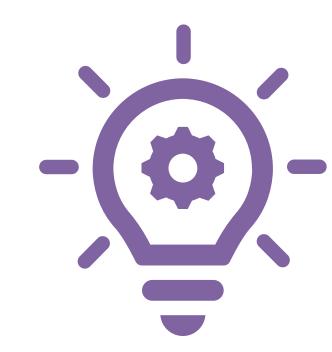
#### PNA Guided Activities

- PNA models and provides options for PD activities including RN Speaker Events, Journal Club, etc.
- About 3 activities per term offered
- Students must complete 10 hours of PNA activities during the program
- Sub-competency 10.2e Identify role models and mentors to support professional growth



#### Other PD Requirements

- Students are required to engage in Educational,
   Volunteer, Social Justice and Equity opportunities
- Sub-competency 10.2d Expand personal knowledge to inform clinical judgment
- Sub-competency 10.2f Participate in ongoing activities that embrace principles of diversity, equity, inclusion, and antidiscrimination



#### Alignment to Clinical Nurse Leader (CNL) Competencies

- Students log their PD hours with reflections that explain their alignment to CNL competencies
- Sub-competency 10.2a Engage in guided and spontaneous reflection of one's practice

#### Sample PD Log

Name and Location of Opportunity

Type of Opportunity: PNA, Educational, Volunteer, Social Justice and Equity

Term and Date

Domain and CNL Competency

Hours Completed

Narrative- Self-reflection on how the activity address the competency and how your professional development is impacted

- Rubric developed to provide feedback to students
- Formative feedback at year one
- Summative feedback in final term
- Sub-competency 10.2b Integrate comprehensive feedback to improve performance

#### Results

PNA Guided Activities in Year One (September 2022- August 2023)

#### RN Speaker Series

- 3 synchronous activities
- RN of various specialties highlight via Q&A how they exhibit CNL competencies
- Engagement: 48, 46, 55 students, respectively at each event

#### Professional Nursing Staff Journal Club

- 2 asynchronous journal club opportunities
- Organized by the Professional Nursing Staff of associated the medical center
- Various relevant evidence-based practice articles are chosen; discussion questions are required after reading
- Engagement: 33, 23 students, respectively

#### Other

- 3 asynchronous PD opportunities: Nursing Specialty Research, Resume/Interview Research, Informatics Webinar
- Resources used from various professional nursing organizations and other reputable sources
- Engagement: 61, 30, 31, respectively

## Implications and Conclusions

Nursing school is an opportunity for students to learn and develop competencies including those related to lifelong professional development

Domain 10 of the new AACN's Essentials describe competencies that students need to develop related to personal and professional development

The many Domain 10 sub-competencies addressed in this model prepare students for similar professional development expectations as future RNs

- Many of the educational opportunities model activities that would count for continuing education units for RNs
- Nursing students practice identifying their own CNL competency gaps and professional interests as they will continue to do throughout their career as an RN
- Students log and reflect on their PD opportunities over a period of time which may reflect similar requirements for each license renewal cycle in various states

Program next steps include mapping to additional AACN Essentials along with CNL competencies

Pre-licensure nursing programs should continue to explore ways to explicitly address the competencies and sub-competencies in Domain 10