

Curricular Toolkits to Promote Professional Identity Formation in Nursing

Beth Cusatis Phillips, PhD, RN, CNE
Susan Luparell, PhD, RN
Rhoda A. Owens, PhD, RN
Amy L. Hite, DNP, EdS, APRN, FNP



1

Objectives

Describe the outcomes of two educational workgroups from the International Society of Professional Identity in Nursing

- Entry-Level
- Advanced-Level Nursing

Share curricular toolkits created to disseminate professional identity content into nursing programs

- Learning Objectives
- Teaching Strategies
- Evaluation Methods

2

Professional Identity in Nursing



INTERNATIONAL SOCIETY FOR PROFESSIONAL
IDENTITY IN NURSING (ISPIN)

Professional Identity in Nursing

a sense of oneself, in relationship with others, that is influenced by the characteristics, norms and values of the nursing discipline, resulting in the individual thinking, acting and feeling like a nurse.

© University of Kansas/ISPIN

3

Professional Identity in Nursing

Values and Ethics

- *A set of core values and principles that guide conduct.*

Knowledge

- *Analysis and application of information derived from nursing and other disciplines, experiences, critical reflection and scientific discovery.*

Leadership

- *Inspiring self and others to transform a shared vision into reality.*

Professional Comportment

- *A nurse's professional behavior demonstrated through words, actions and presence.*

© University of Kansas/ISPIN

4

Entry-Level

Strategic Development and Integration into Nursing Education (S-DINE)

CRITERIA FOR TOOLKIT CREATION

Need to know information for entry level RNs and LPNs

Note Target audience/s

Objectives have clear linkage to the domain and to Professional Identity in Nursing

Measurable outcomes

Include strategies that cover cognitive, psychomotor, and affective learning as well as reflective activities

TOOLKITS/AACN DOMAINS COMPLETED TO DATE

Knowledge	Domain 1
• <i>Settings and Skills</i>	
Values/ Ethics	Domain 9
• <i>Academic Integrity Policy Review</i>	
Leadership	Domain 10
• <i>Addiction Case Study for Charge Nurses</i>	
Professional Comportment	Domains 9,10
• <i>Reflection on Accountability</i>	

5

Advanced-Level Nursing

AACN 2021 Revised Essentials - Domain 9: Professionalism

- Descriptor: Formation and cultivation of a sustainable professional identity, including accountability, perspective, collaborative disposition, and comportment that reflects nursing's characteristics and values.
- Six Competencies with sub-competencies
 - 9.1 Demonstrate an ethical comportment in one's practice reflective of nursing's mission to society.
 - 9.2 Employ participatory approach to nursing care.
 - 9.3 Demonstrate accountability to the individual, society, and the profession
 - 9.4 Comply with relevant laws, policies, and regulations.
 - 9.5 Demonstrate the professional identity of nursing.
 - 9.6 Integrate diversity, equity, and inclusion as core to one's professional identity.

6

Resources



AACN: The Essentials: Core Competencies for Professional Nursing Education Resource Page

<https://www.aacnnursing.org/Education-Resources/AACN-Essentials>



Workgroup's first goal is to add to the available resources and toolkits to meet the revised essentials

7

Example: Meets Competencies 9.1(9.1h, 9.1i, 9.1j, 9.1k) and 9.5 (9.5h)

Discussion Board Assignment: Nurses in most areas of clinical practice regularly encounter ethical dilemmas. Take time to reflect on your past and present clinical practice as a registered nurse and on your future APRN role. Think about a patient care experience and situation in which you experienced an ethical dilemma. The example should include unethical behavior by one or more interprofessional team members. Many times, APRNs assume a leadership role and collaborate with interprofessional team members in resolving these types of ethical dilemmas. As an APRN in a leadership role, how would you resolve the ethical dilemma? Answer the following questions in your initial discussion board post this week:

1. In your initial post, describe the ethical dilemma and situation. To protect confidentiality and privacy of participants, please do not include any identifying information. Use pseudonyms for names, locations, etc. in your discussion.
2. Based on the American Nurses Association Code of Ethics for Nurses, which provision(s) can you use to guide and resolve the ethical dilemma? In addition, include use of other ethical principles (e.g. beneficence, autonomy, social justice, integrity, etc.) that you could also use to guide your actions.
3. Discuss legal ramifications or laws that can help guide solving the ethical dilemma.
4. How would you involve other interprofessional team members in solving the ethical dilemma? How would you work with the team member(s) who displayed unethical behavior?

8

Example: Meets Competencies 9.1(9.1h, 9.1i, 9.1j, 9.1k) and 9.5 (9.5h)

Resources: textbooks, websites, journal articles, etc.

Recommended Content – Ethics Principles, ANA Code of Ethics and Interpretive Statements, Professional Identity in Nursing – Ethics and Values Domain

Recommended Assessment Strategies – Discussion Board Rubric to assess student achievement of competency and sub-competencies

Author

9

Next Steps

- Continue Developing Toolkits
- Pilot toolkits in schools
- Evaluate the effectiveness of learning
- Disseminate through website/ Conference presentations/webinars
- Disseminate through the AACN website
- Include Faculty Development for toolkits

10

Questions

Our email addresses

Beth C. Phillips, PhD, RN, CNE beth.Phillips@ascendlearning.com

Susan Luparell, PhD, RN, CNE, ANEF luparell@montana.edu

Rhoda A. Owens PhD, RN rhoda.owens@und.edu

Amy Hite, DNP, EdS, FNP-C ahite@pittstate.edu



Thank you!

11

If you are interested in being part of the Professional Identity in Nursing initiative:

- Contact Lauren Roberts at lroberts6@kumc.edu and ask to be placed on the distribution list for the *International Society for Professional Identity in Nursing*.
- This is a group of interested people who participate in work groups and receive quarterly newsletters. There are no membership dues.
- See the Professional Identity in Nursing website:
 - <http://nursing.kumc.edu/innovative-partnerships-and-practice/professional-identity-in-nursing.html>

12