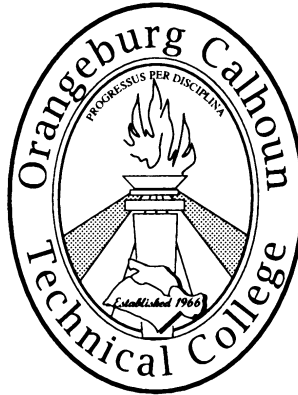


# ASSOCIATE DEGREE NURSING COMPETENCY PROFILE



## ORANGEBURG-CALHOUN TECHNICAL COLLEGE

3250 ST. MATTHEWS ROAD, NE

ORANGEBURG, SOUTH CAROLINA 29118

(803) 536-0311

[www.octech.edu](http://www.octech.edu)

10/18/2006

# ASSOCIATE DEGREE NURSING COMPETENCY PROFILE

*The Associate Degree nurse has the knowledge and skills to function as a beginning level staff nurse in a variety of structure health care settings.*

<b>A. ASSESS/REASSESS PATIENT/CLIENT NEEDS</b>	A-1 DEVELOP RAPPORT IN A CARING ENVIRONMENT	A-2 PERFORM INITIAL/ON-GOING PHYSICAL ASSESSMENT AND HISTORY, AGE AND CULTURAL SPECIFIC	A-3 IDENTIFY SPIRITUAL, EDUCATIONAL, AND PSYCHOSOCIAL NEEDS OF PATIENT/FAMILY
	A-4 IDENTIFY LEARNING NEEDS/BARRIERS OF PATIENTS/FAMILY	A-5 ASSESS ENVIRONMENTAL FACTORS AFFECTING HEALTH STATUS	A-6 REVIEW ALL HEALTH CARE DOCUMENTATION
	A-7 REVIEW HEALTH CARE PROVIDER'S ORDERS	A-8 IDENTIFY PATIENT'S STRENGTHS/PROBLEMS/NEEDS/ RESOURCES	A-9 FOLLOW THROUGH FROM ASSESSMENT TO TREATMENT
	A-10 INITIATE INTERDISCIPLINARY DISCHARGE PLANNING	A-11 PARTICIPATE IN ICP ROUNDS	
<b>B. DEVELOP AN ON- GOING PLAN OF CARE.</b>	B-1 IDENTIFY, PRIORITIZE AND DOCUMENT PATIENT/FAMILY OUTCOME CRITERIA	B-2 COORDINATE CARE WITH INTERDISCIPLINARY TEAM	B-3 INCORPORATE HEALTH CARE DOCUMENTATION INTO NURSING CARE PLAN
	B-4 EVALUATE OUTCOMES	B-5 REVISE PLAN OF CARE AS NECESSARY	
<b>C. PROVIDE CARE/SUPPORT TO PATIENTS/FAMILY</b>	C-1 ORIENT PATIENT/FAMILY TO ENVIRONMENT, FACILITY AND AVAILABLE SERVICES	C-2 INVOLVE PATIENT/FAMILY IN CARE	C-3 PROVIDE ONGOING PATIENT AND FAMILY EDUCATION
	C-4 PROVIDE EMPATHETIC CARE	C-5 FUNCTION AS PATIENT ADVOCATE	C-6 PRACTICE HOLISTIC CARE
	C-7 FOLLOW HIPAA GUIDELINES		

<b>D. DOCUMENT IN LEGAL RECORD</b>	D-1 RECORD ACCORDING TO INSTITUTIONAL POLICY	D-2 RECORD ALL PERTINENT INFORMATION CONCISELY, OBJECTIVELY, AND TIMELY	D-3 RECORD WITHIN LEGAL GUIDELINES
	D-4 RECORD PATIENT PROGRESS TOWARD IDENTIFIED OUTCOMES	D-5 WRITE LEGIBLY	D-6 DEMONSTRATE BASIC COMPUTER COMPETENCIES
	D-7 RECORD TO SUPPORT 3 <sup>RD</sup> PARTY REIMBURSEMENT		
<b>E. MANAGE PATIENT CARE</b>	E-1 DETERMINE CARE REQUIREMENTS TO SET PRIORITIES	E-2 PROVIDE CARE IN SAFE AND COST EFFECTIVE MANNER	E-3 COLLABORATE/COORDINATE WITH INTERDISCIPLINARY CARE GIVERS
	E-4 DELEGATE SPECIFIC DUTIES BASED ON ACUITY, COMPETENCE, AND SCOPE OF PRACTICE	E-5 RETAIN ACCOUNTABILITY FOR DELEGATED ASSIGNMENTS	E-6 MAINTAIN PATIENT CONTACT IN CARING MANNER
	E-7 EVALUATE OUTCOMES	E-8 DEMONSTRATE EFFICIENT TIME MANAGEMENT SKILLS	E-9 PARTICIPATE IN AND EVALUATE THE ACTIVITIES OF THE HEALTH CARE TEAM
	E-10 PROVIDE FOR CONTINUITY OF CARE/SERVICES		
<b>F. PROVIDE NURSING INTERVENTIONS</b>	F-1 DEMONSTRATE CLINICAL COMPETENCE	F-2 PROVIDE EVIDENCE-BASED INTERVENTIONS BASED UPON ONGOING ASSESSMENT	F-3 EXPLAIN PROCEDURES AT THE INDIVIDUAL'S LEVEL OF UNDERSTANDING
	F-4 PROVIDE APPROPRIATE HEALTH EDUCATION	F-5 IMPLEMENT INDIVIDUALIZED PLAN OF CARE WITHIN DESIGNATED TIME FRAME	F-6 PROVIDE FOR PATIENTS PRIVACY AND SAFETY

<b>F. CON'T. PROVIDE NURSING INTERVENTIONS</b>	F-7 REQUEST ASSISTANCE AS NEEDED	F-8 ACCESS AND FOLLOW INSTITUTION'S POLICIES AND PROCEDURES MANUAL(S)	F-9 RESPOND TO PATIENT REQUESTS PROMPTLY
	F-10 EVALUATE PATIENT OUTCOMES	F-11 PRACTICE STANDARD PRECAUTIONS	F-12 KEEP PATIENT INFORMED
<b>G. ADMINISTER MEDICATIONS</b>	G-1 CONFIRM PATIENT ALLERGIES	G-2 DEMONSTRATE KNOWLEDGE OF MEDICATIONS USING APPROPRIATE REFERENCE	G-3 PRACTICE PRECAUTIONS FOR LOOK ALIKE, SOUND ALIKE, AND HIGH RISK MEDICATIONS
	G-4 REVIEW MEDICATIONS PER HEALTH CARE PROVIDER'S ORDERS UTILIZING CRITICAL THINKING SKILLS	G-5 PROVIDE PATIENT EDUCATION	G-6 ADMINISTER MEDICATIONS FOLLOWING THE 6 RIGHTS AND 3 CHECKS
	G-7 DISPOSE OF CONTAINERS AND SYRINGES PER OSHA GUIDELINES	G-8 PRACTICE MEDICATION SECURITY/WASTE REQUIREMENTS PER LEGAL/INSTITUTIONAL GUIDELINES	G-9 IDENTIFY/DOCUMENT RESPONSE TO THERAPEUTIC AND ADVERSE EFFECTS OF MEDICATION
	G-10 RECOGNIZE AND REPORT DRUG ERRORS ACCORDING TO INSTITUTIONAL POLICIES	G-11 PROMOTE MEDICATION ECONOMICS	
<b>H. USE COMMUNICATION AND INTERPERSONAL SKILLS</b>	H-1 DEVELOP ACTIVE LISTENING SKILLS	H-2 USE CORRECT ENGLISH GRAMMAR	H-3 DEVELOP AND PRACTICE CRITICAL THINKING SKILLS
	H-4 PRACTICE SAFE AND EFFECTIVE VERBAL, NONVERBAL, AND WRITTEN COMMUNICATION TO PROVIDE ACCURATE INFORMATION	H-5 UTILIZE AVAILABLE RESOURCES TO ADDRESS COMMUNICATION BARRIERS	H-6 DEMONSTRATE COMPETENT/APPROPRIATE USE OF INFORMATION TECHNOLOGY
	H-7 COLLABORATE WITH INTERDISCIPLINARY AND INTRADISCIPLINARY TEAMS	H-8 GIVE AND RECEIVE CONSTRUCTIVE CRITICISM AND PRAISE	H-9 RESPECT CULTURAL DIFFERENCES WITH A NONJUDGMENTAL AND CARING ATTITUDE

<b>H. CON'T.</b> <b>USE COMMUNICATION AND INTERPERSONAL SKILLS</b>	H-10 DEVELOP AND DEMONSTRATE ASSERTIVENESS TECHNIQUES	H-11 USE APPROPRIATE TELEPHONE ETIQUETTE	H-12 USE EFFECTIVE TEACHING/LEARNING PRINCIPLES
	H-13 PRACTICE CONFLICT RESOLUTION		
<b>I. DEMONSTRATE PROFESSIONALISM</b>	I-1 MAINTAIN PATIENT CONFIDENTIALITY AND PRIVACY	I-2 PRACTICE WITHIN ETHICAL, LEGAL, AND REGULATORY FRAMEWORK OF NURSING	I-3 ADHERE TO PROFESSIONAL NURSING STANDARDS
	I-4 DEMONSTRATE ACCOUNTABILITY FOR NURSING PRACTICES BY SELF/OTHERS	I-5 FOLLOW INSTITUTIONAL POLICIES	I-6 FOLLOW CHAIN-OF-COMMAND
	I-7 PRESENT A CLEAN/NEAT PROFESSIONAL APPEARANCE	I-8 DEMONSTRATE NURSING LEADERSHIP	I-9 RESPOND TO STRESSFUL SITUATIONS IN A PROFESSIONAL MANNER
	I-10 PRACTICE LIFELONG LEARNING/CED	I-11 RECOGNIZE IMPACT OF ECONOMIC, POLITICAL, SOCIAL, AND DEMOGRAPHIC FORCES ON HEALTH CARE DELIVERY	I-12 DEMONSTRATE POSITIVE WORK ETHIC
	I-13 MAINTAIN APPROPRIATE PROFESSIONAL BOUNDARIES	I-14 RECOGNIZE AND APPRECIATE DIFFERENTIATED PRACTICE ROLES	I-15 INCREASE AWARENESS OF RESEARCH THAT IMPACTS NURSING PRACTICE
	I-16 ADVOCATE PATIENT RIGHTS AND RESPONSIBILITIES	I-17 FUNCTION AS A TEAM PLAYER	I-18 DEVELOP NEGOTIATION SKILLS AND PRACTICE DIPLOMACY

<b>J. MARKET THE PROFESSION</b>	J-1 ARTICULATE THE ROLE OF THE PROFESSIONAL NURSE	J-2 BE A POSITIVE NURSING ROLE MODEL	J-3 PARTICIPATE IN PROFESSIONAL NURSING ORGANIZATIONS
	J-4 DEVELOP UNDERSTANDING OF ENTREPRENEURSHIP	J-5 BECOME INVOLVED IN THE COMMUNITY	J-6 BECOME INVOLVED IN POLITICAL ACTIONS
	J-7 DEVELOP RESUME WRITING AND INTERVIEWING SKILLS		
<b>K. PRACTICE SAFETY</b>	K-1 PRACTICE RISK MANAGEMENT	K-2 ACCURATELY RECONCILE MEDICATIONS ACROSS CONTINUUM OF CARE	K-3 ADHERE TO JCAHO AND OTHER REGULATORY STANDARDS
	K-4 PRACTICE PERSONAL SAFETY PRECAUTIONS	K-5 BEGIN TO DEVELOP INTUITIVE SAFETY PARAMETER	K-6 REDUCE RISK OF HEALTH CARE ASSOCIATED INFECTIONS

THIS DACUM WAS CONDUCTED ON OCTOBER 18, 2006, AT ORANGEBURG-CALHOUN TECHNICAL COLLEGE,  
3250 ST. MATTHEWS ROAD, ORANGEBURG, SC 29118

FACILITATOR: JENNIE REDMOND      FOR MORE INFORMATION CONTACT  
RECORDER:    CONNIE HOFFMAN      DELURA KNIGHT, DEAN OF NURSING  
(803) 535-1354

DACUM PANEL:

Patricia Armstrong	Family Health Center, Orangeburg, SC
Liz Brown	Lexington Medical Center, West Columbia, SC
Mary Jo Scribner-Howard	Palmetto Health Richland, Columbia, SC
Bill Hunter	Palmetto Health Behavioral Care-Richland Springs, Columbia, SC
S. Elaine Leonard	Orangeburg Area Mental Health Center, St. Matthews, SC
Donna Phillips	The Regional Medical Center, Orangeburg, SC
Stacey Staley	The Regional Medical Center, Orangeburg, SC