



AMERICAN NURSES CREDENTIALING CENTER

Nursing Professional Development

MANUAL FOR NURSING PROFESSIONAL DEVELOPMENT
NURSING PROFESSIONAL DEVELOPMENT MANUAL

EDUCATIONAL FOUNDATIONS SOURCE
PRACTICE CONNECTIONS REVIEW MANUAL
CLINICAL PRACTICE RESOURCE

2010-2011
Nursing Professional Development

Nursing Professional Development Adrienne Avillion

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Nursing Professional Development Adrienne E. Avillion, 2015-12-22 Nursing Professional Development A Practical Guide for Evidence Based Education Adrienne E Avillion DEd RN Nursing Professional Development A Practical Guide for Evidence Based Education is written with the busy professional in mind It offers nursing professional development specialists unit based educators staff development specialists and nurse educators a concise actionable resource for how to structure teach and evaluate training programs using basic best practices in professional development This how to guide is grounded in research without bombarding the reader with dozens of citations Nursing Professional Development A Practical Guide for Evidence Based Education offers even the newest staff development professional or unit based educator quick and easy guidance on the role This book provides professional development practitioners with simple guidance to help them Measure the effectiveness of their education and training Understand adult learning principles to appeal to all age groups and all styles of learners Motivate learners no matter how reluctant Base education on evidence based practice Every discipline in your facility can benefit from this book It includes electronic tools and templates that educators can download and immediately incorporate into practice using them to document and assess their training methods and plan activities based on the different learning styles of their audiences This book will help you Implement ideas for dealing with some of the big issues including getting buy in working with different learning styles and professions and assimilating new technological approaches Teach evaluate and use best practices in healthcare professional development Structure teach and evaluate training programs Table of Contents Introduction Unit 1 Foundations Chapter 1 Evolution of Nursing Professional Development Chapter 2 Departmental Structure Chapter 3 The Evolving Roles of the Nursing Professional Development Specialist Chapter 4 Using History Politics and Healthcare Trends to Prepare for the Future Unit 2 Teaching Adults Chapter 5 Principles of Adult Learning Chapter 6 Identifying Learning Styles Chapter 7 Teaching Multigenerational Learners Unit 3 The Evidence Based Department Chapter 8 Elements of an Evidence Based Practice Nursing Professional Development Department Chapter 9 Using Evidence as a Basis for All Nursing Professional Development Activities Chapter 10 Assessing the Effectiveness of Education Unit 4 Teaching Strategies Chapter 11 Selecting the Proper Teaching Methodology Chapter 12 Resourceful Teaching Strategies Chapter 13 Meeting the Needs of Novice to Expert Learners Unit 5 Nursing Professional Development Challenges Chapter 14 Managing Resistant Learners Chapter 15 Orientation Chapter 16 Mandatory Education Chapter 17 On the Job Training Chapter 18 Continuing Education Chapter 19 Challenges Relating to Preceptor and Mentor Programs Chapter 20 Incorporating Elements of Cultural Diversity in Education Chapter 21 Ethical and Legal Aspects of Nursing Professional Development Practice If you would like to find out about the availability of nursing contact hours on this or any other HCPro nursing book please visit our Continuing Education information page here http://www.strategiesfornursemanagers.com/nursing_contact.cfm **The Path to Stress-Free Nursing Professional Development**

Adrianne E. Avillion, 2012 Practical advice to solve your most common problems How do I engage resistant learners How can I cover all the mandatory topics while getting orientation done faster How do I show that my education and training programs have a link to job performance and patient outcomes Sound familiar These are some of the most ever present challenges for staff development professionals and unit based educators The Path to Stress Free Nursing Professional Development offers quick practical advice from experts who have been there Author and veteran nursing professional Adrianne E Avillion DEd RN and contributing author Barbara A Brunt MA MN RN BC NE BC condense their years of knowledge and experience into easy to implement strategies that will guide you through your NPD efforts no matter your background or experience reducing your stress saving time and making your job easier Unlike anything else on the market this book gives you instant solutions and quick tips you can use immediately Benefits Priceless teaching tips from top nursing educators practicing in the field today Handy concise format that allows for quick topic lookup Complements any staff development program Perfect resource for new educators or unit based trainers who need no nonsense information fast Topics Education and Training Tips to facilitate orientation deal with disruptive learners enhance attendance and more Communication Practical strategies to resolve conflict improve communication and reduce the incidence of horizontal violence Nurturing the professional growth and development of nursing professional development NPD specialists Career advancement strategies tips for taking the professional development certification exam practical suggestions for writing for publication and additional ideas for NPD professional growth NPD Administrative Issues Tips for writing NPD job descriptions how to differentiate between

Staff Educator's Guide to Professional Development: Assessing and Enhancing Nurse Competency Alvin D. Jeffery, M. Anne Longo, Angela Nienaber, 2015-09-15 We all know how important it is to help professional nurses maintain and grow their competence in order to provide excellent care for the people they serve but when busy nurse educators and development specialists are often just trying to put out the next fire they need a concise just in time aid to help make competency assessments and educational delivery programs successful for their nurses From assessing and evaluating competency to developing creative learning activities to revising large educational programs Staff Educator's Guide to Nursing Competences book explores the nuts and bolts of nursing professional development practice along with some theory related to promoting competency Whether you're new to leading assessment and development programs or a seasoned nursing staff development specialist this book will help you Design develop and analyze professional development activities Implement professional development activities Evaluate and individual's growth Evaluate an education program's performance Understand ethical and legal consideration Use technology to enhance learning activities

Conversations in Nursing Professional Development Belinda E. Puetz, Julia W. Aucoin, 2002 *The Path to Stress-Free Nursing Professional Development* Adrianne E. Avillion, 2014-05-14 Practical advice to solve your most common problems How do I engage resistant learners How can I cover all the mandatory topics while getting orientation

done faster How do I show that my education and training programs have a link to job performance and patient outcomes Sound familiar These are some of the most ever present challenges for staff development professionals and unit based educators The Path to Stress Free Nursing Professional Development offers quick practical advice from experts who have been there Author and veteran nursing professional Adrienne E Avillion DEd RN and contributing author Barbara A Brunt MA MN RN BC NE BC condense their years of knowledge and experience into easy to implement strategies that will guide you through your NPD efforts no matter your background or experience reducing your stress saving time and making your job easier Unlike anything else on the market this book gives you instant solutions and quick tips you can use immediately Benefits Priceless teaching tips from top nursing educators practicing in the field today Handy concise format that allows for quick topic lookup Complements any staff development program Perfect resource for new educators or unit based trainers who need no nonsense information fast Topics Education and Training Tips to facilitate orientation deal with disruptive learners enhance attendance and more Communication Practical strategies to resolve conflict improve communication and reduce the incidence of horizontal violence Nurturing the professional growth and development of nursing professional development NPD specialists Career advancement strategies tips for taking the professional development certification exam practical suggestions for writing for publication and additional ideas for NPD professional growth NPD Administrative Issues Tips for writing NPD job descriptions how to differentiate between **Nursing Staff Development** Roberta Straessle Abruzzese,1996 NURSING STAFF DEVELOPMENT is a concise practical text and reference that discusses the conceptual foundations of staff development assesses the current status of the field and provides information useful for designing conducting and managing staff development programs This edition reflects new trends in health care reorganization and resulting changes needed in staff development It also provides expanded coverage of the certification process *Nursing Professional Development Review and Resource Manual* Diane DePew,Patricia Kummeth,2011-01-01 Rev ed of Nursing professional development review and resource manual Adrienne Avillion Barbara Brunt Mary Jane Ferrell c2007

Learning Styles in Nursing Education Adrienne E. Avillion,2009 This text delivers a myriad of strategies to help educators correlate their teaching methods with nurses various learning styles to achieve optimal educational outcomes Designing Nursing Orientation Adrienne E. Avillion,2006 *Professional Growth in Staff Development* Adrienne E. Avillion,2011-02-16 This training resource is a professional development career ladder for nursing professional development specialists and educators at any experience level Whether you are new to the profession or a seasoned veteran this book provides all the steps you need to progress professionally or chart the professional development of your staff **Nursing Professional Development Review and Resource Manual** Adrienne E. Avillion,Barbara A. Brunt,Mary Jane Ferrell,2007-01-01

Charting Lippincott Williams & Wilkins,2006-11-01 Charting An Incredibly Easy Pocket Guide provides time starved nurses with essential documentation guidelines in a streamlined bulleted format with illustrations logos and other Incredibly

Easy features The book is conveniently pocket sized for quick reference anytime and anywhere The first section reviews the basics of charting including types of records dos and dont s and current HIPAA and JCAHO regulations The second section alphabetically organized presents hundreds of examples and guidelines for accurately charting everyday occurrences Logos include Help Desk best practices tips Form Fitting completed forms that exemplify top notch documentation Making a Case documentation related court cases and Memory Jogger mnemonics *The Journal of Continuing Education in Nursing*, 2004

Case Studies in Trauma Nursing Robert H. Welton, Kathy Ann Shane, 1990 National Library of Medicine Current Catalog National Library of Medicine (U.S.), 1989 *Improving Quality* Claire Gavin Meisenheimer, 1992 Upgrade your QA effort into a state of the art program of continuous quality improvement This practical resource shows you how Improving Quality provides step by step instructions for assessing programs and designing implementing and evaluating a new program that meets current standards as well as the needs of individual organizations and patients it includes models for quality programs in seven practice areas and dozens of ready to use charts forms and questionnaires Current Catalog National Library of Medicine (U.S.), First multi year cumulation covers six years 1965 70 **Evidence-based Staff Development** Adrienne E. Avillion, 2007 Evidence based practice is becoming the standard across all areas of nursing for improving patient outcomes and quality of care With an increasing focus on cost containment and accountability in staff development it is critical that staff educators learn to use evidence and measurable results to justify and improve their processes *The Survival of Staff Development* Adrienne E. Avillion, 2011 High quality clinical care comes from high quality education Avillion offers clear guidance to help you put your program s worth into quantifiable terms and align staff development with your organization s goals Educators of all levels will be able to evaluate the effect of training on retention staff competency and patient outcomes **Staffing Analyzer** Laura Cook Harrington, 2004 Nurse shortages and increased government scrutiny on how staffing levels affect patient safety mean it s more important than ever to collect and report accurate data Now nurse managers have a new tool to help them put their staffing level issues under the microscope analyze and present complete data and devote more of their time to managing the clinical and operational demands of their departments This workbook and fully customizable Excel spreadsheet on CD ROM will change and simplify the way nurse managers track analyze and report staffing levels The workbook walks users through the step by step process of customizing the Staffing Analyzer CD ROM Excel spreadsheet to best reflect your organization s staffing issues Nurse managers can then use it to track staff level data unit by unit day by day shift by shift along with the reasons for variances between their actual and planned staffing levels and the interventions they used to correct the problems The workbook also gives readers background about the JCAHO s Staffing Effectiveness Standards and nurse to patient ratio regulations along with general guidance on statistical analysis topics like identifying and analyzing trends You don t have to be a technical wizard to use the Staffing Analyzer The user manual complete with screenshots will help guide everyone from the savviest to the technically challenged through the

simple process of customizing entering saving and presenting your data in this easy to tailor tool Novices and experienced managers alike will find guidance on choosing useful indicators and presenting data to management Staffing Analyzer is the ideal tool for the job and a small investment in managing your most important asset your staff

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