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Aligning AONE and Quad Council Nursing Leadership Competencies in an Online Graduate Nursing Administration Program

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This presentation illustrates the utilization of a leadership, competency-based clinical evaluation tool for students

enrolled in a graduate-level nursing administration program. Emerging nurse leaders must be well

prepared to facilitate high quality, safe patient care in an ever-changing healthcare environment. In 2010, the

Institute of Medicine (IOM) published a report, *The Future of Nursing: Leading Change; Advancing Health*,

recommending that nursing education provide learning opportunities that promote leadership competencies in

decision-making, quality improvement, systems thinking, and team leadership. The Institute for Healthcare

Improvement (IHI) *Triple Aim* highlights priority areas in which nurses must be prepared to lead (IHI, 2018).

The IHI report calls for nurse leaders to be prepared to understand and stratify the needs of their populations,

to activate those populations to improve their health, and to map and utilize all of the assets

in their communities to achieve improvements in health, experience of care, and costs. The American

Association of Colleges of Nursing's (AACN) Essentials of Masters Education in Nursing (2011) parallels the

IOM (2010) and IHI Triple Aim (2018) recommendations by highlighting organizational and systems

leadership as core curriculum components. Two nationally recognized professional practice organizations, the

American Organization for Nurse Executives (AONE, 2015) and the Quad Council of Public Health Nursing

Organizations (Association of Community Health Nursing Educators [ACHNE], 2011) have developed core

competencies for nurse leaders that are critical for impacting both population health outcomes and health

systems change. A university-based online Master of Science in Nursing (MSN), with a nursing administration

focus, has been designed to incorporate both AONE and Quad Council leadership competency domains. The

program embeds a population health focus into the knowledge and skills acquisition processes of advanced

practice nurse leaders. Based on the AONE and Quad Council competency domains, a clinical evaluation tool

was developed and implemented throughout the curriculum. Students are engaged in a variety of clinical settings

that emphasize population health outcomes across health systems. Clinical learning experiences are designed

collaboratively among students, faculty, and community partners. Specific competency domains are

emphasized at each designated level of the clinical learning experience. Competency in each applicable domain

is evaluated from the level of foundational to proficient as the student progresses in clinical knowledge and

experience. Upon completion of the MSN Nursing Administration program, experiences have been designed

and clinical competency has been evaluated across all domains. Development and utilization of a clinical

evaluation tool based on professional competencies provides a means for documenting the student's progression

and growth in both leadership knowledge and skill.

Title:

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References:

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Abstract Summary:

This presentation describes the development and utilization of a clinical evaluation tool that integrates AONE and Quad Council Nursing Leadership domains in an online Master of Science in Nursing Administration program that. The tool promotes the development of population-focused nursing practice and leadership competency.

Content Outline:

I. Introduction

Emerging nurse leaders must be well prepared to facilitate high quality, safe patient care in an ever-changing healthcare environment. Landmark reports from the Institute of Medicine (IOM), the Institute for Healthcare Improvement (IHI), and the American Association of Colleges of Nursing (AACN) charge the nursing profession to prepare advanced practice nurses to lead population and health-system improvements.

II. Clinical Evaluation Tool

Faculty within an online university setting developed a comprehensive clinical evaluation tool for graduate nursing students. The tool was constructed using the AONE and Quad Council of Public Health Nursing organizations' identified leadership competencies.

a. The evaluation tool provides a means to document advancing and progressive leadership skill and knowledge attainment across varying leadership domains. Nursing Administration student competencies are evaluated at the end of each clinical or preceptorship rotation.

b. The leadership domains also provides a framework for faculty and students to develop and guide individualized clinical learning experiences across the curriculum.

III. Faculty and Student Engagement

a. The clinical competency development process and corresponding evaluation tool promotes inter-professional collaboration among graduate-nursing faculty and students across diverse health systems.

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