

## **Applying the Revised NPD Practice Model: Strategies and Lessons Learned - Outline**

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### **Outcomes:**

Explain the rationale for applying the NPD Practice Model  
Critique case examples of application of the model  
Develop strategies for application of the model in your setting

### **Resources:**

NPD Scope & Standards of Practice  
NPD Practice Model

### **Get it out there!**

Share  
Discuss  
Department/team meetings  
Councils  
Colleagues

### **Case Scenario 1: NPD Team Meeting**

Led by an NPD Specialist/Administrator (Director)  
Coordinator of Continuing Education; Clinical Nurse Specialists, Certified Wound Ostomy Care Nurses and (new!) Staff Development Educator  
Ideas generated: use terminology in job descriptions, use as a self-assessment tool

### **Case Scenario 2: NPD Council**

Market Nursing Professional Development  
NPD Week  
Mark your calendars: September 24 – 30, 2017  
Include model in displays and presentations

### **Case Scenario 3: Meet with System Colleagues**

Share and discuss the model  
Review copies of the ANPD publications

### **Case Scenario 4: NPD Practitioner Orientation**

Review NPD practice model  
Give copy of NPD Scope & Standards of Practice

Review ANPD resources

NPD Model as a Framework for Orientation

Orientation Checklist revised using model

### **Final Case Scenario: Position/Job descriptions**

#### *Nursing Professional Development Practitioner*

A registered nurse who influences professional role competence and professional growth of learners in a variety of settings.

Supports lifelong learners in an interprofessional environment that facilitates continuous development and learning for the healthcare team.

#### *Nursing Professional Development Generalist*

Uses the tools, theories, skills, and knowledge of the specialty to improve the healthcare practice of learners.

Bachelor's prepared nurse with or without NPD certification OR a graduate-level prepared nurse without NPD certification.

#### *Nursing Professional Development Specialist*

Develops tools, theories, skills, and knowledge to advance the practice of the NPD specialty.

Prepared at the graduate level in nursing or a related field and certified in NPD. If the graduate degree is in a related field, the baccalaureate degree must be in nursing.

NPD leader should be NPD Specialist and doctorate preferred

### **Job Description Requirements**

Minimum qualifications

Required competencies

Defined duties and responsibilities of position

### **Strategies & Lessons Learned**

Use the NPD Scope & Standards as a guide

Involve your HR partners early on

Include those who are in the roles in the process

Sample NPD Practitioner job description –Smith & Harper (2016), p. 144-145

### **Using the NPD Model for ROI**

Agenda formats

Philosophy, mission, vision

Department goals/plan

Department reports

Input, throughput, output

### **What's Your Take-Away Strategy??**

#### **References**

Harper, M. G., & Maloney, P. (2016). Nursing professional development: Scope and standards of practice (3rd ed.). Chicago, IL: Association for Nursing Professional Development.

Miller, L. (2014). Job descriptions made easy. Medical practice management. May/June, 394-396

Smith, C., & Harper, M. G. (Eds.). (2016). Leadership in nursing professional development: An organizational and system focus. Chicago, IL: Association for Nursing Professional Development.