Standards of Practice

Standard 1. Assessment

The registered nurse collects pertinent data and information relative to the healthcare consumer's health or the situation.

Competencies

The registered nurse:

► Collects pertinent data, including but not limited to demographics, social determinants of health, health disparities, and physical, functional, psychosocial, emotional, cognitive, sexual, cultural, age-related, environmental, spiritual/transpersonal, and economic assessments in a systematic, ongoing process with compassion and respect for the inherent dignity, worth, and unique attributes of every person.

► Recognizes the importance of the assessment parameters identified by WHO (World Health Organization), *Healthy People 2020*, or other organizations that influence nursing practice.

► Integrates knowledge from global and environmental factors into the assessment process.

► Elicits the healthcare consumer's values, preferences, expressed and unexpressed needs, and knowledge of the healthcare situation.

► Recognizes the impact of one's own personal attitudes, values, and beliefs on the assessment process.

► Identifies barriers to effective communication based on psychosocial, literacy, financial, and cultural considerations.

► Assesses the impact of family dynamics on healthcare consumer health and wellness.

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► Engages the healthcare consumer and other interprofessional team members in holistic, culturally sensitive data collection.

► Prioritizes data collection based on the healthcare consumer's immediate condition or the anticipated needs of the healthcare consumer or situation.

► Uses evidence-based assessment techniques, instruments, tools, available data, information, and knowledge relevant to the situation to identify patterns and variances.

► Applies ethical, legal, and privacy guidelines and policies to the collection, maintenance, use, and dissemination of data and information.

► Recognizes the healthcare consumer as the authority on their own health by honoring their care preferences.

► Documents relevant data accurately and in a manner accessible to the interprofessional team.

Additional competencies for the graduate-level prepared registered nurse

In addition to the registered nurse competencies, the graduate-level prepared registered nurse and the advanced practice registered nurse:

► Assesses the effect of interactions among individuals, family, community, and social systems on health and illness.

► Synthesizes the results and information leading to clinical understanding.

Additional competencies for the advanced practice registered nurse

In addition to the competencies of the registered nurse and the graduate-level prepared registered nurse, the advanced practice registered nurse:

► Initiates diagnostic tests and procedures relevant to the healthcare consumer's current status.

► Uses advanced assessment, knowledge, and skills to maintain, enhance, or improve health conditions.

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Standard 2. Diagnosis

The registered nurse analyzes assessment data to determine actual or potential diagnoses, problems, and issues.

Competencies

The registered nurse:

► Identifies actual or potential risks to the healthcare consumer's health and safety or barriers to health, which may include but are not limited to interpersonal, systematic, cultural, or environmental circumstances.

► Uses assessment data, standardized classification systems, technology, and clinical decision support tools to articulate actual or potential diagnoses, problems, and issues.

► Verifies the diagnoses, problems, and issues with the individual, family, group, community, population, and interprofessional colleagues.

► Prioritizes diagnoses, problems, and issues based on mutually established goals to meet the needs of the healthcare consumer across the health–illness continuum.

► Documents diagnoses, problems, and issues in a manner that facilitates the determination of the expected outcomes and plan.

Additional competencies for the graduate-level prepared registered nurse

In addition to the competencies of the registered nurse, the graduate-level prepared registered nurse:

► Uses information and communication technologies to analyze diagnostic practice patterns of nurses and other members of the interprofessional healthcare team.

► Employs aggregate-level data to articulate diagnoses, problems, and issues of healthcare consumers and organizational systems.

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Additional competencies for the advanced practice registered nurse

In addition to the competencies of the registered nurse and the graduate-level prepared registered nurse, the advanced practice registered nurse:

►   Formulates a differential diagnosis based on the assessment, history, physical examination, and diagnostic test results.

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Standard 3. Outcomes Identification

The registered nurse identifies expected outcomes for a plan individualized to the healthcare consumer or the situation.

Competencies

The registered nurse:

▶ Engages the healthcare consumer, interprofessional team, and others in partnership to identify expected outcomes.

▶ Formulates culturally sensitive expected outcomes derived from assessments and diagnoses.

▶ Uses clinical expertise and current evidence-based practice to identify health risks, benefits, costs, and/or expected trajectory of the condition.

▶ Collaborates with the healthcare consumer to define expected outcomes integrating the healthcare consumer's culture, values, and ethical considerations.

▶ Generates a time frame for the attainment of expected outcomes.

▶ Develops expected outcomes that facilitate coordination of care.

▶ Modifies expected outcomes based on the evaluation of the status of the healthcare consumer and situation.

▶ Documents expected outcomes as measurable goals.

▶ Evaluates the actual outcomes in relation to expected outcomes, safety, and quality standards.

Additional competencies for the graduate-level prepared registered nurse, including the APRN

In addition to the competencies of the registered nurse, the graduate-level prepared registered nurse or advanced practice registered nurse:

▶ Defines expected outcomes that incorporate cost, clinical effectiveness, and are aligned with the outcomes identified by members of the interprofessional team.

▶ Differentiates outcomes that require care process interventions from those that require system-level actions.

▶ Integrates scientific evidence and best practices to achieve expected outcomes.

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► Advocates for outcomes that reflect the healthcare consumer's culture, values, and ethical concerns.

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Standard 4. Planning

The registered nurse develops a plan that prescribes strategies to attain expected, measurable outcomes.

Competencies

The registered nurse:

► Develops an individualized, holistic, evidence-based plan in partnership with the healthcare consumer and interprofessional team.

► Establishes the plan priorities with the healthcare consumer and interprofessional team.

► Advocates for responsible and appropriate use of interventions to minimize unwarranted or unwanted treatment and/or healthcare consumer suffering.

► Prioritizes elements of the plan based on the assessment of the healthcare consumer's level of risk and safety needs.

► Includes evidence-based strategies in the plan to address each of the identified diagnoses, problems, or issues. These strategies may include but are not limited to:

　► Promotion and restoration of health,

　► Prevention of illness, injury, and disease,

　► Facilitation of healing,

　► Alleviation of suffering, and

　► Supportive care

► Incorporates an implementation pathway that describes steps and milestones.

► Identifies cost and economic implications of the plan.

► Develops a plan that reflects compliance with current statutes, rules and regulations, and standards.

► Modifies the plan according to the ongoing assessment of the healthcare consumer's response and other outcome indicators.

► Documents the plan using standardized language or recognized terminology.

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Additional competencies for the graduate-level prepared registered nurse

In addition to the competencies of the registered nurse, the graduate-level prepared registered nurse:

> ► Designs strategies and tactics to meet the multifaceted and complex needs of healthcare consumers or others.

> ► Leads the design and development of interprofessional processes to address the identified diagnoses, problems, or issues.

> ► Designs innovative nursing practices.

> ► Actively participates in the development and continuous improvement of systems that support the planning process.

Additional competencies for the advanced practice registered nurse

In addition to the competencies of the registered nurse and graduate-level prepared registered nurse, the advanced practice registered nurse:

> ► Integrates assessment strategies, diagnostic strategies, and therapeutic interventions that reflect current evidence-based knowledge and practice.

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Standard 5. Implementation
The registered nurse implements the identified plan.

Competencies

The registered nurse:

▶ Partners with the healthcare consumer to implement the plan in a safe, effective, efficient, timely, patient-centered, and equitable manner (IOM, 2010).

▶ Integrates interprofessional team partners in implementation of the plan through collaboration and communication across the continuum of care.

▶ Demonstrates caring behaviors to develop therapeutic relationships.

▶ Provides culturally congruent, holistic care that focuses on the healthcare consumer and addresses and advocates for the needs of diverse populations across the lifespan.

▶ Uses evidence-based interventions and strategies to achieve the mutually identified goals and outcomes specific to the problem or needs.

▶ Integrates critical thinking and technology solutions to implement the nursing process to collect, measure, record, retrieve, trend, and analyze data and information to enhance nursing practice and healthcare consumer outcomes.

▶ Delegates according to the health, safety, and welfare of the healthcare consumer and considering the circumstance, person, task, direction or communication, supervision, evaluation, as well as the state nurse practice act regulations, institution, and regulatory entities while maintaining accountability for the care.

▶ Documents implementation and any modifications, including changes or omissions, of the identified plan.

Additional competencies for the graduate-level prepared registered nurse

In addition to the competencies of the registered nurse, the graduate-level prepared registered nurse:

▶ Uses systems, organizations, and community resources to lead effective change and implement the plan.

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► Applies quality principles while articulating methods, tools, performance measures, and standards as they relate to implementation of the plan.

► Translates evidence into practice.

► Leads interprofessional teams to communicate, collaborate, and consult effectively.

► Demonstrates leadership skills that emphasize ethical and critical decision-making, effective working relationships, and a systems perspective.

► Serves as a consultant to provide additional insight and potential solutions.

► Uses theory-driven approaches to effect organizational or system change.

Additional competencies for the advanced practice registered nurse

In addition to the competencies of the registered nurse and graduate-level prepared registered nurse, the advanced practice registered nurse:

► Uses prescriptive authority, procedures, referrals, treatments, and therapies in accordance with state and federal laws and regulations.

► Prescribes traditional and integrative evidence-based treatments, therapies, and procedures that are compatible with the healthcare consumer's cultural preferences and norms.

► Prescribes evidence-based pharmacological agents and treatments according to clinical indicators and results of diagnostic and laboratory tests.

► Provides clinical consultation for healthcare consumers and professionals related to complex clinical cases to improve care and patient outcomes.

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Standard 5A. Coordination of Care

The registered nurse coordinates care delivery.

Competencies

The registered nurse:

► Organizes the components of the plan.

► Collaborates with the consumer to help manage health care based on mutually agreed upon outcomes.

► Manages a healthcare consumer's care in order to reach mutually agreed upon outcomes.

► Engages healthcare consumers in self-care to achieve preferred goals for quality of life.

► Assists the healthcare consumer to identify options for care.

► Communicates with the healthcare consumer, interprofessional team, and community-based resources to effect safe transitions in continuity of care.

► Advocates for the delivery of dignified and holistic care by the interprofessional team.

► Documents the coordination of care.

Additional competencies for the graduate-level prepared registered nurse

In addition to the competencies of the registered nurse, the graduate-level prepared registered nurse:

► Provides leadership in the coordination of interprofessional health care for integrated delivery of healthcare consumer services to achieve safe, effective, efficient, timely, patient-centered, and equitable care (IOM, 2010).

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Additional competencies for the advanced practice registered nurse

In addition to the competencies of the registered nurse and graduate-level prepared registered nurse, the advanced practice registered nurse:

► Manages identified consumer panels or populations.

► Serves as the healthcare consumer's primary care provider and coordinator of healthcare services in accordance with state and federal laws and regulations.

► Synthesizes data and information to prescribe and provide necessary system and community support measures, including modifications of environments.

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Standard 5B. Health Teaching and Health Promotion

The registered nurse employs strategies to promote health and a safe environment.

Competencies

The registered nurse:

► Provides opportunities for the healthcare consumer to iden-
tify needed healthcare promotion, disease prevention, and
self-management topics.

► Uses health promotion and health teaching methods in collabora-
tion with the healthcare consumer's values, beliefs, health practices,
developmental level, learning needs, readiness and ability to learn,
language preference, spirituality, culture, and socioeconomic status.

► Uses feedback and evaluations from the healthcare consumer to
determine the effectiveness of the employed strategies.

► Uses technologies to communicate health promotion and disease
prevention information to the healthcare consumer.

► Provides healthcare consumers with information about intended
effects and potential adverse effects of the plan of care.

► Engages consumer alliance and advocacy groups in health teaching
and health promotion activities for healthcare consumers.

► Provides anticipatory guidance to healthcare consumers to promote
health and prevent or reduce the risk of negative health outcomes.

Additional competencies for the graduate-level prepared registered nurse, including the APRN

In addition to the competencies of the registered nurse, the graduate-level
prepared registered nurse or advanced practice registered nurse:

► Synthesizes empirical evidence on risk behaviors, gender roles,
learning theories, behavioral change theories, motivational theories,
translational theories for evidence-based practice, epidemiology, and
other related theories and frameworks when designing health educa-
tion information and programs.

► Evaluates health information resources for applicability, accuracy,
readability, and comprehensibility to help healthcare consumers
access quality health information.

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Standard 6. Evaluation

The registered nurse evaluates progress toward attainment of goals and outcomes.

Competencies

The registered nurse:

► Conducts a holistic, systematic, ongoing, and criterion-based evaluation of the goals and outcomes in relation to the structure, processes, and timeline prescribed in the plan.

► Collaborates with the healthcare consumer and others involved in the care or situation in the evaluation process.

► Determines, in partnership with the healthcare consumer and other stakeholders, the patient-centeredness, effectiveness, efficiency, safety, timeliness, and equitability (IOM, 2001) of the strategies in relation to the responses to the plan and attainment of outcomes. Other defined criteria (e.g., Quality and Safety Education for Nurses) may be used as well.

► Uses ongoing assessment data to revise the diagnoses, outcomes, plan, and implementation strategies.

► Shares evaluation data and conclusions with the healthcare consumer and other stakeholders in accordance with federal and state regulations.

► Documents the results of the evaluation.

Additional competencies for the graduate-level prepared registered nurse, including the APRN

In addition to the competencies of the registered nurse, the graduate-level prepared registered nurse or the advanced practice registered nurse:

► Synthesizes evaluation data from the healthcare consumer, community, population and/or institution to determine the effectiveness of the plan.

► Engages in a systematic evaluation process to revise the plan to enhance its effectiveness.

► Uses results of the evaluation to make or recommend process, policy, procedure, or protocol revisions when warranted.

Standards of Professional Performance

Standard 7. Ethics

The registered nurse practices ethically.

Competencies

The registered nurse:

► Integrates the *Code of Ethics for Nurses with Interpretive Statements* (ANA, 2015) to guide nursing practice and articulate the moral foundation of nursing.

► Practices with compassion and respect for the inherent dignity, worth, and unique attributes of all people.

► Advocates for healthcare consumers' rights to informed decision-making and self-determination.

► Seeks guidance in situations where the rights of the individual conflict with public health guidelines.

► Endorses the understanding that the primary commitment is to the healthcare consumer regardless of setting or situation.

► Maintains therapeutic relationships and professional boundaries.

► Advocates for the rights, health, and safety of the healthcare consumer and others.

► Safeguards the privacy and confidentiality of healthcare consumers, others, and their data and information within ethical, legal, and regulatory parameters.

► Demonstrates professional accountability and responsibility for nursing practice.

► Maintains competence through continued personal and professional development.

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► Demonstrates commitment to self-reflection and self-care.

► Contributes to the establishment and maintenance of an ethical environment that is conducive to safe, quality health care.

► Advances the profession through scholarly inquiry, professional standards development, and the generation of policy.

► Collaborates with other health professionals and the public to protect human rights, promote health diplomacy, enhance cultural sensitivity and congruence, and reduce health disparities.

► Articulates nursing values to maintain personal integrity and the integrity of the profession.

► Integrates principles of social justice into nursing and policy.

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Standard 8. Culturally Congruent Practice
The registered nurse practices in a manner that is congruent with cultural diversity and inclusion principles.

Competencies

The registered nurse:

► Demonstrates respect, equity, and empathy in actions and interactions with all healthcare consumers.

► Participates in life-long learning to understand cultural preferences, worldview, choices, and decision-making processes of diverse consumers.

► Creates an inventory of one's own values, beliefs, and cultural heritage.

► Applies knowledge of variations in health beliefs, practices, and communication patterns in all nursing practice activities.

► Identifies the stage of the consumer's acculturation and accompanying patterns of needs and engagement.

► Considers the effects and impact of discrimination and oppression on practice within and among vulnerable cultural groups.

► Uses skills and tools that are appropriately vetted for the culture, literacy, and language of the population served.

► Communicates with appropriate language and behaviors, including the use of medical interpreters and translators in accordance with consumer preferences.

► Identifies the cultural-specific meaning of interactions, terms, and content.

► Respects consumer decisions based on age, tradition, belief and family influence, and stage of acculturation.

► Advocates for policies that promote health and prevent harm among culturally diverse, under-served, or under-represented consumers.

► Promotes equal access to services, tests, interventions, health promotion programs, enrollment in research, education, and other opportunities.

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► Educates nurse colleagues and other professionals about cultural similarities and differences of healthcare consumers, families, groups, communities, and populations.

Additional competencies for the graduate-level prepared registered nurse

In addition to the competencies of the registered nurse, the graduate-level prepared registered nurse:

► Evaluates tools, instruments, and services provided to culturally diverse populations.

► Advances organizational policies, programs, services, and practice that reflect respect, equity, and values for diversity and inclusion.

► Engages consumers, key stakeholders, and others in designing and establishing internal and external cross-cultural partnerships.

► Conducts research to improve health care and healthcare outcomes for culturally diverse consumers.

► Develops recruitment and retention strategies to achieve a multicultural workforce.

Additional competencies for the advanced practice registered nurse

In addition to the competencies of the registered nurse and graduate-level prepared registered nurse, the advanced practice registered nurse:

► Promotes shared decision-making solutions in planning, prescribing, and evaluating processes when the healthcare consumer's cultural preferences and norms may create incompatibility with evidence-based practice.

► Leads interprofessional teams to identify the cultural and language needs of the consumer.

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Standard 9. Communication
The registered nurse communicates effectively in all areas of practice.

Competencies
The registered nurse:

► Assesses one's own communication skills and effectiveness.

► Demonstrates cultural empathy when communicating.

► Assesses communication ability, health literacy, resources, and preferences of healthcare consumers to inform the interprofessional team and others.

► Uses language translation resources to ensure effective communication.

► Incorporates appropriate alternative strategies to communicate effectively with healthcare consumers who have visual, speech, language, or communication difficulties.

► Uses communication styles and methods that demonstrate caring, respect, deep listening, authenticity, and trust.

► Conveys accurate information.

► Maintains communication with interprofessional team and others to facilitate safe transitions and continuity in care delivery.

► Contributes the nursing perspective in interactions with others and discussions with the interprofessional team.

► Exposes care processes and decisions when they do not appear to be in the best interest of the healthcare consumer.

► Discloses concerns related to potential or actual hazards and errors in care or the practice environment to the appropriate level.

► Demonstrates continuous improvement of communication skills.

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Additional competencies for the graduate-level prepared registered nurse, including the APRN

In addition to the competencies of the registered nurse, the graduate-level prepared registered nurse or advanced practice registered nurse:

► Assumes a leadership role in shaping or fashioning environments that promote healthy communication.

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Standard 10. Collaboration

The registered nurse collaborates with the healthcare consumer and other key stakeholders in the conduct of nursing practice.

Competencies

The registered nurse:

- ► Identifies the areas of expertise and contribution of other professionals and key stakeholders.

- ► Clearly articulates the nurse's role and responsibilities within the team.

- ► Uses the unique and complementary abilities of all members of the team to optimize attainment of desired outcomes.

- ► Partners with the healthcare consumer and key stakeholders to advocate for and effect change, leading to positive outcomes and quality care.

- ► Uses appropriate tools and techniques, including information systems and technologies, to facilitate discussion and team functions, in a manner that protects dignity, respect, privacy, and confidentiality.

- ► Promotes engagement through consensus building and conflict management.

- ► Uses effective group dynamics and strategies to enhance team performance.

- ► Exhibits dignity and respect when interacting with others and giving and receiving feedback.

- ► Partners with all stakeholders to create, implement, and evaluate a comprehensive plan.

Additional competencies for the graduate-level prepared registered nurse, including the APRN

In addition to the competencies of the registered nurse, the graduate-level prepared registered nurse, or advanced practice registered nurse:

- ► Participates in interprofessional activities, including but not limited to education, consultation, management, technological development, or research to enhance outcomes.

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▶ Provides leadership for establishing, improving, and sustaining collaborative relationships to achieve safe, quality care for healthcare consumers.

▶ Advances interprofessional plan-of-care documentation and communications, rationales for plan-of-care changes, and collaborative discussions to improve healthcare consumer outcomes.

Standard 11. Leadership

The registered nurse leads within the professional practice setting and the profession.

Competencies

The registered nurse:

- ► Contributes to the establishment of an environment that supports and maintains respect, trust, and dignity.

- ► Encourages innovation in practice and role performance to attain personal and professional plans, goals, and vision.

- ► Communicates to manage change and address conflict.

- ► Mentors colleagues for the advancement of nursing practice and the profession to enhance safe, quality health care.

- ► Retains accountability for delegated nursing care.

- ► Contributes to the evolution of the profession through participation in professional organizations.

- ► Influences policy to promote health.

Additional competencies for the graduate-level prepared registered nurse, including the APRN

In addition to the competencies of the registered nurse, the graduate-level prepared registered nurse or advanced practice registered nurse:

- ► Influences decision-making bodies to improve the professional practice environment and healthcare consumer outcomes.

- ► Enhances the effectiveness of the interprofessional team.

- ► Promotes advanced practice nursing and role development by interpreting its role for healthcare consumers and policy makers.

- ► Models expert practice to interprofessional team members and healthcare consumers.

- ► Mentors colleagues in the acquisition of clinical knowledge, skills, abilities, and judgment.

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Standard 12. Education

The registered nurse seeks knowledge and competence that reflects current nursing practice and promotes futuristic thinking.

Competencies

The registered nurse:

► Identifies learning needs based on nursing knowledge and the various roles the nurse may assume.

► Participates in ongoing educational activities related to nursing and interprofessional knowledge bases and professional topics.

► Mentors nurses new to their roles for the purpose of ensuring successful enculturation, orientation, and emotional support.

► Demonstrates a commitment to lifelong learning through self-reflection and inquiry for learning and personal growth.

► Seeks experiences that reflect current practice to maintain and advance knowledge, skills, abilities, attitudes, and judgment in clinical practice or role performance.

► Acquires knowledge and skills relative to the role, population, specialty, setting, and global or local health situation.

► Participates in formal consultations or informal discussions to address issues in nursing practice as an application of education and knowledge.

► Identifies modifications or accommodations needed in the delivery of education based on healthcare consumer and family members' needs.

► Shares educational findings, experiences, and ideas with peers.

► Supports acculturation of nurses new to their roles by role modeling, encouraging, and sharing pertinent information relative to optimal care delivery.

► Facilitates a work environment supportive of ongoing education of healthcare professionals.

► Maintains a professional portfolio that provides evidence of individual competence and lifelong learning.

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Standard 13. Evidence-based Practice and Research

The registered nurse integrates evidence and research findings into practice.

Competencies

The registered nurse:

► Articulates the values of research and its application relative to the healthcare setting and practice.

► Identifies questions in the healthcare setting and practice that can be answered by nursing research.

► Uses current evidence-based knowledge, including research findings, to guide practice.

► Incorporates evidence when initiating changes in nursing practice.

► Participates in the formulation of evidence-based practice through research.

► Promotes ethical principles of research in practice and the health-care setting.

► Appraises nursing research for optimal application in practice and the healthcare setting.

► Shares peer reviewed research findings with colleagues to integrate knowledge into nursing practice.

Additional competencies for the graduate-level prepared registered nurse, including the APRN

In addition to the competencies of the registered nurse, the graduate-level prepared registered nurse or advanced practice registered nurse:

► Integrates research-based practice in all settings.

► Uses current healthcare research findings and other evidence to expand knowledge, skills, abilities, and judgment; to enhance role performance; and to increase knowledge of professional issues.

► Uses critical thinking skills to connect theory and research to practice.

► Integrates nursing research to improve quality in nursing practice.

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► Contributes to nursing knowledge by conducting or synthesizing research and other evidence that discovers, examines, and evaluates current practice, knowledge, theories, criteria, and creative approaches to improve healthcare outcomes.

► Encourages other nurses to develop research skills.

► Performs rigorous critique of evidence derived from databases to generate meaningful evidence for nursing practice.

► Advocates for the ethical conduct of research and translational scholarship with particular attention to the protection of the healthcare consumer as a research participant.

► Promotes a climate of collaborative research and clinical inquiry.

► Disseminates research findings through activities such as presentations, publications, consultation, and journal clubs.

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Standard 14. Quality of Practice
The registered nurse contributes to quality nursing practice.

Competencies
The registered nurse:

► Ensures that nursing practice is safe, effective, efficient, equitable, timely, and patient-centered (IOM, 1999; IOM, 2001).

► Identifies barriers and opportunities to improve healthcare safety, effectiveness, efficiency, equitability, timeliness, and patient-centeredness.

► Recommends strategies to improve nursing quality.

► Uses creativity and innovation to enhance nursing care.

► Participates in quality improvement initiatives.

► Collects data to monitor the quality of nursing practice.

► Contributes in efforts to improve healthcare efficiency.

► Provides critical review and/or evaluation of policies, procedures, and guidelines to improve the quality of health care.

► Engages in formal and informal peer review processes.

► Collaborates with the interprofessional team to implement quality improvement plans and interventions.

► Documents nursing practice in a manner that supports quality and performance improvement initiatives.

► Achieves professional certification, when available.

Additional competencies for the graduate-level prepared registered nurse
In addition to the competencies for the registered nurse, the graduate-level prepared registered nurse:

► Analyzes trends in healthcare quality data, including examination of cultural influences and factors.

► Incorporates evidence into nursing practice to improve outcomes.

► Designs innovations to improve outcomes.

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► Provides leadership in the design and implementation of quality improvement initiatives.

► Promotes a practice environment that supports evidence-based health care.

► Contributes to nursing and interprofessional knowledge through scientific inquiry.

► Encourages professional or specialty certification.

► Engages in development, implementation, evaluation, and/or revision of policies, procedures, and guidelines to improve healthcare quality.

► Uses data and information in system-level decision-making.

► Influences the organizational system to improve outcomes.

Additional competencies for the advanced practice registered nurse

In addition to the competencies for the registered nurse and graduate-level prepared registered nurse, the advanced practice registered nurse:

► Engages in comparison evaluations of the effectiveness and efficacy of diagnostic tests, clinical procedures and therapies, and treatment plans, in partnership with healthcare consumers, to optimize health and healthcare quality.

► Designs quality improvement studies, research, initiatives, and programs to improve health outcomes in diverse settings.

► Applies knowledge obtained from advanced preparation, as well as current research and evidence-based information, to clinical decision-making at the point of care to achieve optimal health outcomes.

► Uses available benchmarks as a means to evaluate practice at the individual, departmental, or organizational level.

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Standard 15. Professional Practice Evaluation

The registered nurse evaluates one's own and others' nursing practice.

Competencies

The registered nurse:

▶ Engages in self-reflection and self-evaluation of nursing practice on a regular basis, identifying areas of strength as well as areas in which professional growth would be beneficial.

▶ Adheres to the guidance about professional practice as specified in the *Nursing: Scope and Standards of Practice* and the *Code of Ethics for Nurses with Interpretive Statements*.

▶ Ensures that nursing practice is consistent with regulatory requirements pertaining to licensure, relevant statutes, rules, and regulations.

▶ Uses organizational policies and procedures to guide professional practice.

▶ Influences organizational policies and procedures to promote inter-professional evidence-based practice.

▶ Provides evidence for practice decisions and actions as part of the formal and informal evaluation processes.

▶ Seeks formal and informal feedback regarding one's own practice from healthcare consumers, peers, colleagues, supervisors, and others.

▶ Provides peers and others with formal and informal constructive feedback regarding their practice or role performance.

▶ Takes action to achieve goals identified during the evaluation process.

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Standard 16. Resource Utilization

The registered nurse utilizes appropriate resources to plan, provide, and sustain evidence-based nursing services that are safe, effective, and fiscally responsible.

Competencies

The registered nurse:

- ► Assesses healthcare consumer care needs and resources available to achieve desired outcomes.

- ► Assists the healthcare consumer in factoring costs, risks, and benefits in decisions about care.

- ► Assists the healthcare consumer in identifying and securing appropriate services to address needs across the healthcare continuum.

- ► Delegates in accordance with applicable legal and policy parameters.

- ► Identifies impact of resource allocation on the potential for harm, complexity of the task, and desired outcomes.

- ► Advocates for resources that support and enhance nursing practice.

- ► Integrates telehealth and mobile health technologies into practice to promote positive interactions between healthcare consumers and care providers.

- ► Uses organizational and community resources to implement inter-professional plans.

- ► Addresses discriminatory healthcare practices and the impact on resource allocation.

Additional competencies for the graduate-level prepared registered nurse

In addition to the competencies of the registered nurse, the graduate-level prepared registered nurse:

- ► Designs innovative solutions to use resources effectively and maintain quality.

- ► Creates evaluation strategies that address cost effectiveness, cost benefit, and efficiency factors associated with nursing practice.

- ► Assumes complex and advanced leadership roles to initiate and guide change.

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Additional competencies for the advanced practice registered nurse

In addition to the competencies of the registered nurse and graduate-level prepared registered nurse, the advanced practice registered nurse:

► Engages organizational and community resources to formulate and implement interprofessional plans.

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Standard 17. Environmental Health
The registered nurse practices in an environmentally safe and healthy manner.

Competencies
The registered nurse:

► Promotes a safe and healthy workplace and professional practice environment.

► Uses environmental health concepts in practice.

► Assesses the environment to identify risk factors.

► Reduces environmental health risks to self, colleagues, and health-care consumers.

► Communicates information about environmental health risks and exposure reduction strategies.

► Advocates for the safe, judicious, and appropriate use and disposal of products in health care.

► Incorporates technologies to promote safe practice environments.

► Uses products or treatments consistent with evidence-based practice to reduce environmental threats.

► Participates in developing strategies to promote healthy communities and practice environments.

Additional competencies for the graduate-level prepared registered nurse, including the APRN
In addition to the competencies of the registered nurse, the graduate-level prepared registered nurse:

► Analyzes the impact of social, political, and economic influences on the global environment and human health experience.

► Creates partnerships that promote sustainable global environmental health policies and conditions that focus on prevention of hazards to people and the natural environment (ANA, 2007).

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