

Chapter 15

Professional Practice Models

Definitions

- Professional practice models
- Care delivery model

Professional Practice Models

- Represents importance and valuing of nurses in an organization
- Support nurse control over practice
- Enhance job satisfaction and retention
- Must be supported by management/leadership to work
- Work best when they parallel organization's mission, vision, values, philosophy

Theoretical Framework (1 of 2)

- Mission Statements
 - Focus on patient care delivery
 - Inform public of organization's key goals
 - Acts as a guide for developing objectives and actions
- Vision Statements
 - Focus on future direction of organization
 - Meant to be inspirational

Theoretical Framework (2 of 2)

- Value Statements
 - Reflect beliefs that guide organizational decisions
 - Drive how people act in organizations
- Philosophy
 - Explanation of beliefs that determine how the mission and vision will be achieved
 - Is abstract and describes an ideal state

Leadership

- Leadership for organization leaders:
 - Setting the vision to ensure alignment with organizational values and strategies
 - Ensuring that nurses have an equal voice at nursing and interprofessional decision-making groups, committees, forums, and councils
 - Empowering nurses to lead

Autonomy and Collaborative Relationships

- Autonomous decisions
- Engage various collaborative health care providers
- Requires effective communication techniques

Practice Environment

- Healthy Work Environments
- Found in Magnet organizations
- Have specific structures/processes that support nurses
- Baccalaureate nurses greatly decrease risk of patient death
- Decreased nurse workloads

Development and Recognition

- Requires a growth mindset
- Pursuit of professional development activities to ensure the safety of patients
- Expand professional knowledge and competence
- Meaningful recognition is important

Research and Innovation

- The goal of research is to develop, refine, and expand knowledge
- Innovation is utilization of problem-solving techniques
- Together they focus on what is possible and what is needed.

Policies and Procedures

- Extension of mission statement
- Policies
 - Formal guidelines
 - Help solve recurring problems
 - Direct decision making
- Procedures
 - Step-by-step directions of how to carry out activity
 - Evidence based
 - Includes necessary steps and supplies

Clinical Protocols

- Structured care methodologies (SCMs)
 - Critical pathways
 - Evidence-based algorithms
 - Protocols
 - Standards of care
 - Order sets
 - Clinical practice guidelines

Care Delivery Models

- Private duty
- Functional
- Team
- Primary
- Case management

Traditional Nursing Care Delivery Models

- Private duty
- Functional
- Team
- Primary
- Case management

Evolving Models

- Patient- and family-centered care
- Transitional Care
- Patient-Centered Medical Home

Innovative Models

- Virtual Nursing
- Artificial intelligence
- Machine Learning
- Robotics

Leadership and Management Implications

- Emphasis on interdisciplinary teams
- ACA
- Changing care delivery methods
- AONE's *Guiding Principles for the Role of the Nurse in Future Care Delivery*

Current Issues and Trends

- Care delivery model redesign
- Inter-professional collaborative leadership

Question #1

The registered nurse performs assessment, the licensed practical nurse administers medications, while the certified nursing assistant bathes the patient. This is an example of what type of nursing care delivery model?

- A. Private duty nursing
- B. Group nursing
- C. Functional nursing
- D. Primary nursing