

Indiana State University  
School of Nursing  
Baccalaureate Nursing Program

Baccalaureate Nursing New Graduate Outcomes and Level Competencies

1. The baccalaureate prepared student will provide safe and holistic patient centered care by demonstrating the following competencies:
  - 1.1 Integrate patients' differences, values preferences, and expressed needs with an awareness of how personal values and beliefs can impact care delivery.
  - 1.2 Conduct comprehensive and focused bio-psychosocial and environmental assessments of health and illness in diverse settings.
  - 1.3 Formulate plans of care for diverse populations across the health care continuum.
  - 1.4 Communicate effectively with patients, families, groups, and communities.
  - 1.5 Demonstrate appropriate patient teaching that reflects holistic patient preferences and fosters the informed engagement in care.

Initial Program Competencies	Intermediate Program Competencies	Terminal Program Competencies
1.1i Recognize patients' differences, values preferences, and expressed needs with an awareness of how personal values and beliefs can impact care delivery.	1.1m Evaluate patients' differences, values preferences, and expressed needs with an awareness of how personal values and beliefs can impact care delivery.	1.1f Integrate patients' differences, values preferences, and expressed needs with an awareness of how personal values and beliefs can impact care delivery.
1.2i Conduct defined bio-psychosocial and environmental assessments of health and illness in selected settings.	1.2m Conduct complex bio-psychosocial and environmental assessments of health and illness in multiple settings.	1.2f Conduct comprehensive and focused bio-psychosocial and environmental assessments of health and illness in diverse settings.
1.3i Formulate plans of care for selected populations.	1.3m Formulate plans of care for selected populations across the health care continuum.	1.3f Formulate plans of care for diverse populations across the health care continuum.
1.4i Communicate effectively with patients and families in select settings.	1.4m Communicate effectively with patients, families, and groups in select settings.	1.4f Communicate effectively with patients, families, groups, and communities.
1.5i Recognize patient teaching needs in the plan of care.	1.5m Develops patient teaching that reflects holistic patient needs and fosters the informed engagement in care.	1.5f Demonstrate appropriate patient teaching that reflects holistic patient preferences and fosters the informed engagement in care.

## Baccalaureate Nursing New Graduate Outcomes and Level Competencies

2. The baccalaureate prepared student will work effectively in inter-professional teams by demonstrating the following competencies:
- 2.1 Contribute the unique nursing perspective to inter-professional teams to enhance patient outcomes.
  - 2.2 Incorporate effective inter-professional communication, negotiation, and conflict resolution to deliver evidence-based and patient-centered care.

Initial Program Competencies	Intermediate Program Competencies	Terminal Program Competencies
<p>2.1i Identify roles for various members of the health team.</p> <p>2.2i Demonstrate appropriate team building and collaborative strategies when working with peers and other members of the health care team.</p>	<p>2.1m Use effective inter-professional communication and collaborative skills to deliver evidence-based, patient-centered care.</p> <p>2.2m Advocate for high quality and safe patient care as a member of the inter-professional team.</p>	<p>2.1f Contribute the unique nursing perspective to inter-professional teams to enhance patient outcomes.</p> <p>2.2f Incorporate effective inter-professional communication, negotiation, and conflict resolution to deliver evidence-based and patient-centered care.</p>

## Baccalaureate Nursing New Graduate Outcomes and Level Competencies

3. The baccalaureate prepared student will employ evidence-based practice by demonstrating the following competencies:
- 3.1 Integrate best research with clinical expertise and patient values for optimum safe care.
  - 3.2 Implement methods of retrieval, appraisal, and synthesis of evidence-based learning and research activities to improve patient outcomes.
  - 3.3 Propose mechanisms to resolve identified discrepancies between standards and practices that impact patient outcomes.

Initial Program Competencies	Intermediate Program Competencies	Terminal Program Competencies
3.1i Discuss research findings related to safe patient care.	3.1m Investigate research findings and clinical experiences supporting safe patient care in multiple settings.	3.1f Integrate best research with clinical expertise and patient values for optimum safe care.
3.2i Identify and locate evidenced-based materials related to patient care.	3.2m Participate in retrieval, appraisal, and synthesis of evidenced-based activities related to improved outcomes.	3.2f Implement methods of retrieval, appraisal, and synthesis of evidence-based learning and research activities to improve patient outcomes.
3.3i Describe possible sources of discrepancies found between standards and practice.	3.3m Examine discrepancies between best practice standards and existing practices impacting patient outcomes.	3.3f Propose mechanisms to resolve identified discrepancies between standards and practices that impact patient outcomes.

## Baccalaureate Nursing New Graduate Outcomes and Level Competencies

4. The baccalaureate prepared student will apply quality improvement principles by demonstrating the following competencies:
- 4.1 Demonstrate leadership skills to effectively implement patient safety in the identification of variances and hazards in health care.
  - 4.2 Analyze quality improvement processes and safety design principles such as standardization and simplification.
  - 4.3 Evaluate quality of care in terms of structure, process, and outcomes in relation to patient and community needs.
  - 4.4 Design interventions to change the processes and system of care with the objective of improving quality.

Initial Program Competencies	Intermediate Program Competencies	Terminal Program Competencies
4.1i List methods to identify potential hazards and to record variances in health care.	4.1m Distinguish the roles of nurses working within an inter-professional team to improve patient safety.	4.1f Demonstrate leadership skills to effectively implement patient safety in the identification of variances and hazards in health care.
4.2i Identify the steps in the quality improvement process.	4.2m Examine a quality improvement process that plans, collects data, and conducts analysis.	4.2f Analyze quality improvement processes and safety design principles such as standardization and simplification.
4.3i Describe the structure, process, and outcomes related to patient care.	4.3m Construct methods of analysis including root cause, trended data, and workflow in relation to patient care.	4.3f Evaluate quality of care in terms of structure, process, and outcomes in relation to patient and community needs.
4.4i List types of quality improvement activities and measures used to determine patient outcomes.	4.4m Compare targeted changes based on data analysis and best practices.	4.4f Design interventions to change the processes and system of care with the objective of improving quality.

## Baccalaureate Nursing New Graduate Outcomes and Level Competencies

5. The baccalaureate prepared student will utilize Informatics by demonstrating the following competencies:
- 5.1 Integrate information systems, communication, and technology methods in the management of safe nursing practice.
  - 5.2 Evaluate data from all relevant sources, including technology, to deliver care.
  - 5.3 Uphold ethical principles when using patient care technologies.

Initial Program Competencies	Intermediate Program Competencies	Terminal Program Competencies
5.1i Distinguish information systems, communication, and technology methods in the management of safe nursing practice.	5.1m Apply information systems, communication, and technology methods in the management of safe nursing practice.	5.1f Integrate information systems, communication, and technology methods in the management of safe nursing practice.
5.2i Evaluate data from selected relevant sources, including technology, to deliver care.	5.2m Use data from multiple relevant sources, including technology, to deliver care.	5.2f Evaluate data from all relevant sources, including technology, to deliver care.
5.3i Describe ethical principles related to patient information.	5.3m Demonstrate ethical principles related to patient information and patient care technologies.	5.3f Uphold ethical principles when using patient care technologies.

## Baccalaureate Nursing New Graduate Outcomes and Level Competencies

6. The baccalaureate prepared student will demonstrate leadership skills by demonstrating the following competencies:
- 6.1 Appraise the impact of health care policies, including financial, regulatory, and organizational mission, vision, and value statements.
  - 6.2 Apply leadership concepts, skills, and decision-making in the provision of high quality safe nursing care and emergency preparedness.
  - 6.3 Participate in the development and implementation of imaginative and creative strategies to enable systems to change.
  - 6.4 Discuss the role of the nurse as a leader in the delivery of safe and effective healthcare.

Initial Program Competencies	Intermediate Program Competencies	Terminal Program Competencies
6.1i Discuss implications of health care policies and organizational mission and vision statements.	6.1m Examine implications of health care polices and organizational mission, vision, and value statements.	6.1f Appraise the impact of health care policies, including financial, regulatory, and organizational mission, vision, and value statements.
6.2i Examine characteristics and qualities of current and historical nurse leaders.	6.2m Demonstrate leadership skills in providing high quality safe nursing care.	6.2f Apply leadership concepts, skills, and decision-making in the provision of high quality safe nursing care and emergency preparedness.
6.3i Identify change agents and discuss approaches to enable change within healthcare.	6.3m Examine and propose methods to put into practice.	6.3f Participate in the development and implementation of imaginative and creative strategies to enable systems to change.
6.4i List characteristics of a nurse leader.	6.4m Examine the roles of an effective nurse leader.	6.4f Discuss the role of the nurse as a leader in the delivery of safe and effective healthcare.

## Baccalaureate Nursing New Graduate Outcomes and Level Competencies

7. The baccalaureate prepared student will demonstrate health promotion by demonstrating the following competencies:
- 7.1 Advocate for health promotion and disease prevention at the individual and population level necessary to improve population health, wellness, and the promotion of healthy lifestyles.
  - 7.2 Collaborate with other healthcare professionals and patients to provide spiritual and cultural appropriate health promotion.

Initial Program Competencies	Intermediate Program Competencies	Terminal Program Competencies
7.1i Identify need for health promotion and disease prevention for individual and selected populations to promote healthy lifestyles.	7.1m Construct health promotion and disease prevention models to improve the health and wellness and promotion of healthy lifestyles in multiple settings.	7.1f Advocate for health promotion and disease prevention at the individual and population level necessary to improve population health, wellness, and the promotion of healthy lifestyles.
7.2i Identify own spiritual and cultural values and those of selected populations related to health promotion.	7.2m Investigate aspects of nursing care to appropriately provide for spiritual and cultural competent health promotion.	7.2f Collaborate with other healthcare professionals and patients to provide spiritual and cultural appropriate health promotion.

## Baccalaureate Nursing New Graduate Outcomes and Level Competencies

8. The baccalaureate prepared student will display professional behaviors by demonstrating the following competencies:
- 8.1 Incorporate nursing values into daily practice.
  - 8.2 Demonstrate accountability and responsibility for one’s own academic, professional, and public actions.
  - 8.3 Demonstrate ethical and legal decisions surrounding health care dilemmas.
  - 8.4 Serve as an advocate for the nursing profession.

Initial Program Competencies	Intermediate Program Competencies	Terminal Program Competencies
8.1i List the nursing values.	8.1m Discuss the application of nursing values in patient care.	8.1f Incorporate nursing values into daily practice.
8.2i Define personal accountability for civility, honesty, and fairness in academic, professional, and public behavior.	8.2m Demonstrate the principles of professional conduct in academic, professional and public behavior.	8.2f Demonstrate accountability and responsibility for one’s own academic, professional, and public actions.
8.3i Identify the legal scope and ethical principles of nursing.	8.3m Apply ethical and legal principles to patient care situations.	8.3f Demonstrate ethical and legal decisions surrounding health care dilemmas.
8.4i Identify the expectations of the role of the professional nurse.	8.4m Discuss trends and issues that apply to the nursing profession.	8.4f Serve as an advocate for the nursing profession.



**Guiding Framework – Essential of Baccalaureate Education  
for Professional Nursing Practice – Roles of the baccalaureate prepared generalist nurse**

**Provider of Care**

**Designer/Manager/Coordinator  
of Care**

**Member of Profession**

**New Graduate Outcomes based on the IOM Core Healthcare Professional Competencies & AACN Essentials of Baccalaureate Education**

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**2. The baccalaureate prepared student will effectively work in inter-professional teams:**

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4. Discuss the role of the nurse as a leader in the delivery of safe and effective healthcare.

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