

# NURSING PROFESSIONAL DEVELOPMENT:

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A Practical Guide for  
Evidence-Based Education

Adrianne E. Avillion, DEd, RN



# Nursing Professional Development Adrienne Avillion

**CL Gary**



## **Nursing Professional Development Adrienne Avillion:**

*The Path to Stress-Free Nursing Professional Development* Adrienne E. Avillion, 2012 Practical advice to solve your most common problems How do I engage resistant learners How can I cover all the mandatory topics while getting orientation done faster How do I show that my education and training programs have a link to job performance and patient outcomes Sound familiar These are some of the most ever present challenges for staff development professionals and unit based educators The Path to Stress Free Nursing Professional Development offers quick practical advice from experts who have been there Author and veteran nursing professional Adrienne E Avillion DEd RN and contributing author Barbara A Brunt MA MN RN BC NE BC condense their years of knowledge and experience into easy to implement strategies that will guide you through your NPD efforts no matter your background or experience reducing your stress saving time and making your job easier Unlike anything else on the market this book gives you instant solutions and quick tips you can use immediately Benefits Priceless teaching tips from top nursing educators practicing in the field today Handy concise format that allows for quick topic lookup Complements any staff development program Perfect resource for new educators or unit based trainers who need no nonsense information fast Topics Education and Training Tips to facilitate orientation deal with disruptive learners enhance attendance and more Communication Practical strategies to resolve conflict improve communication and reduce the incidence of horizontal violence Nurturing the professional growth and development of nursing professional development NPD specialists Career advancement strategies tips for taking the professional development certification exam practical suggestions for writing for publication and additional ideas for NPD professional growth NPD Administrative Issues Tips for writing NPD job descriptions how to differentiate between

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book will help you Implement ideas for dealing with some of the big issues including getting buy in working with different learning styles and professions and assimilating new technological approaches Teach evaluate and use best practices in healthcare professional development Structure teach and evaluate training programs Table of Contents Introduction Unit 1 Foundations Chapter 1 Evolution of Nursing Professional Development Chapter 2 Departmental Structure Chapter 3 The Evolving Roles of the Nursing Professional Development Specialist Chapter 4 Using History Politics and Healthcare Trends to Prepare for the Future Unit 2 Teaching Adults Chapter 5 Principles of Adult Learning Chapter 6 Identifying Learning Styles Chapter 7 Teaching Multigenerational Learners Unit 3 The Evidence Based Department Chapter 8 Elements of an Evidence Based Practice Nursing Professional Development Department Chapter 9 Using Evidence as a Basis for All Nursing Professional Development Activities Chapter 10 Assessing the Effectiveness of Education Unit 4 Teaching Strategies Chapter 11 Selecting the Proper Teaching Methodology Chapter 12 Resourceful Teaching Strategies Chapter 13 Meeting the Needs of Novice to Expert Learners Unit 5 Nursing Professional Development Challenges Chapter 14 Managing Resistant Learners Chapter 15 Orientation Chapter 16 Mandatory Education Chapter 17 On the Job Training Chapter 18 Continuing Education Chapter 19 Challenges Relating to Preceptor and Mentor Programs Chapter 20 Incorporating Elements of Cultural Diversity in Education Chapter 21 Ethical and Legal Aspects of Nursing Professional Development Practice If you would like to find out about the availability of nursing contact hours on this or any other HCPro nursing book please visit our Continuing Education information page here [http://www.strategiesfornursemanagers.com/nursing\\_contact.cfm](http://www.strategiesfornursemanagers.com/nursing_contact.cfm)

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advancement strategies tips for taking the professional development certification exam practical suggestions for writing for publication and additional ideas for NPD professional growth NPD Administrative Issues Tips for writing NPD job descriptions how to differentiate between      **Professional Growth in Staff Development** Adrienne E. Avillion, 2011-02-16

This training resource is a professional development career ladder for nursing professional development specialists and educators at any experience level Whether you are new to the profession or a seasoned veteran this book provides all the steps you need to progress professionally or chart the professional development of your staff      *Staff Educator's Guide to Professional Development: Assessing and Enhancing Nurse Competency* Alvin D. Jeffery, M. Anne Longo, Angela Nienaber, 2015-09-15

We all know how important it is to help professional nurses maintain and grow their competence in order to provide excellent care for the people they serve but when busy nurse educators and development specialists are often just trying to put out the next fire they need a concise just in time aid to help make competency assessments and educational delivery programs successful for their nurses From assessing and evaluating competency to developing creative learning activities to revising large educational programs Staff Educator's Guide to Nursing Competences book explores the nuts and bolts of nursing professional development practice along with some theory related to promoting competency Whether you're new to leading assessment and development programs or a seasoned nursing staff development specialist this book will help you Design develop and analyze professional development activities Implement professional development activities Evaluate and individual's growth Evaluate an education program's performance Understand ethical and legal consideration Use technology to enhance learning activities      **Conversations in Nursing Professional Development** Belinda E. Puetz, Julia W. Aucoin, 2002

This text answers questions about the basics of nursing staff development such as roles and responsibilities educational designs and learning styles as well as advanced topics such as accreditation approval and certification Written in a controversial style readers can quickly identify topics of interest      **Nursing Orientation Program Builder** Adrienne E. Avillion, Debbie Buchwach, 2010

This binder and CD ROM walk you through each step of a well run orientation program so you can incorporate field tested evidence based practices at your facility Use this resource to evaluate your program outcomes fulfill Joint Commission orientation requirements train new graduates and meet the needs of a diverse workforce      *Nursing Professional Development Review and Resource Manual* Diane DePew, Patricia Kummeth, 2011-01-01

Rev ed of Nursing professional development review and resource manual Adrienne Avillion Barbara Brunt Mary Jane Ferrell c2007      **Evidence-Based Competency Management System** Barbara A. Brunt, 2008-03-28

Annotation End your struggle to assess validate and document the competency of your nurses Assess nurses in five key specialties Now you don't have to spend time researching evidence based competencies to assess your nurses skill sets Author Barbara A Brunt MA MN RN BC has taken her best selling toolkit and cited each competency with solid reputable evidence so you can benchmark your staff against industry standards Evidence Based Competency Management System

Toolkit for Validation and Assessment Second Edition ensures you have everything you need to meet and exceed evidence based competency requirements This binder and CD ROM pair is a complete evidence based competency program created specifically for assessing validating and documenting the skills of your nurses You ll find proven tips and strategies for effectively evaluating the training needs of your staff This toolkit will bring you the evidence based solutions you need to ensure safe patient care in the Medical surgical unit Operating room Emergency department Obstetrics unit Intensive care unit What s included This proven and easy to use resource provides 206 evidence based competency skill sheets plus 29 role related checklists we ve done the work for you by putting together ready to use assessment skill sheets 150 pages of invaluable information to help you develop or revamp your competency assessment program Best practices for selecting annual competencies for validation The Competencies Analyzer spreadsheet to help you document and track staff skills A CD ROM containing each skill sheet ready for you to implement or customize for use in your facility today Evidence Based Competency Management System Toolkit for Validation and Assessment Second Edition is jam packed with expert advice to help you Schedule and organize competency assessments Develop an evidence based competency assessment program Recognize the differences between mandatory annual training and competency validation Maintain a consistent validation system Keep up with new competencies Table of Contents at a glance Chapter 1 Why is competency validation required Chapter 2 What is competency validation Chapter 3 Include competency validation in job descriptions and the performance evaluation process Chapter 4 Train staff to perform competency validation Chapter 5 Keep up with new competencies Chapter 6 Using your skills checklists Learning objectives Design a competency plan to effectively assess employee competence Identify advantages of competency based education Describe methods of validating competencies Recognize the benefits of incorporating competency assessment into job descriptions and performance evaluation tools Discuss the key elements required of performance based job descriptions Develop a training program to train staff to perform competency assessment Maintain consistency in a competency validation system Identify steps for effective program documentation Recognize the essential qualities needed by competency assessors List potential categories for new competencies Identify best practices for implementing new competencies Discuss dimensions of competencies Differentiate between orientation checklists and skill checklists

Competency Management for the Operating Room Adrienne E. Avillion, 2006 Competency Management for the Operating Room is a complete competency program created specifically for assessing validating and documenting the skills of your OR nurses This resource has everything you need to meet and exceed the competency requirements of the JCAHO and other regulatory bodies Within its pages you ll also find many helpful tips and strategies for effectively assessing and evaluating the training needs of your staff

Competency Management for the Obstetrics Unit Adrienne E. Avillion, 2005 Customizable electronic versions of all the skill sheets can be found on the CD ROM accompanying the book

**Competency Management for the Emergency Department** Adrienne E. Avillion, 2005 Competency

Management for the Emergency Department is a complete competency program created specifically for assessing validating and documenting the skills of ED nurses This resource addresses topics and skills needed to meet and exceed the competency requirements of the JCAHO and other regulatory bodies Also includes helpful tips and strategies for effectively assessing and evaluating the training needs of ED nursing staff

**Competency Management for the Medical-surgical Unit** Adrienne E. Avillion,2005      *Nursing Staff Development* Roberta Straessle Abruzzese,1996 NURSING STAFF DEVELOPMENT is a concise practical text and reference that discusses the conceptual foundations of staff development assesses the current status of the field and provides information useful for designing conducting and managing staff development programs This edition reflects new trends in health care reorganization and resulting changes needed in staff development It also provides expanded coverage of the certification process

**Charting** Lippincott Williams & Wilkins,2006-11-01 Charting An Incredibly Easy Pocket Guide provides time starved nurses with essential documentation guidelines in a streamlined bulleted format with illustrations logos and other Incredibly Easy features The book is conveniently pocket sized for quick reference anytime and anywhere The first section reviews the basics of charting including types of records dos and dont s and current HIPAA and JCAHO regulations The second section alphabetically organized presents hundreds of examples and guidelines for accurately charting everyday occurrences Logos include Help Desk best practices tips Form Fitting completed forms that exemplify top notch documentation Making a Case documentation related court cases and Memory Jogger mnemonics

*Improving Quality* Claire Gavin Meisenheimer,1992 Upgrade your QA effort into a state of the art program of continuous quality improvement This practical resource shows you how Improving Quality provides step by step instructions for assessing programs and designing implementing and evaluating a new program that meets current standards as well as the needs of individual organizations and patients it includes models for quality programs in seven practice areas and dozens of ready to use charts forms and questionnaires

**Learning Styles in Nursing Education** Adrienne E. Avillion,2009 This text delivers a myriad of strategies to help educators correlate their teaching methods with nurses various learning styles to achieve optimal educational outcomes

*The Survival of Staff Development* Adrienne E. Avillion,2011 High quality clinical care comes from high quality education Avillion offers clear guidance to help you put your program s worth into quantifiable terms and align staff development with your organization s goals Educators of all levels will be able to evaluate the effect of training on retention staff competency and patient outcomes

National Library of Medicine Current Catalog National Library of Medicine (U.S.),1989      Evidence-based Staff Development Adrienne E. Avillion,2007 Evidence based practice is becoming the standard across all areas of nursing for improving patient outcomes and quality of care With an increasing focus on cost containment and accountability in staff development it is critical that staff educators learn to use evidence and measurable results to justify and improve their processes

## Embracing the Beat of Phrase: An Emotional Symphony within **Nursing Professional Development Adrienne Avillion**

In some sort of taken by screens and the ceaseless chatter of instantaneous communication, the melodic splendor and emotional symphony created by the written term often diminish in to the back ground, eclipsed by the persistent sound and disruptions that permeate our lives. However, set within the pages of **Nursing Professional Development Adrienne Avillion** a stunning literary prize overflowing with fresh feelings, lies an immersive symphony waiting to be embraced. Constructed by an outstanding musician of language, this charming masterpiece conducts visitors on a psychological trip, well unraveling the hidden songs and profound affect resonating within each cautiously constructed phrase. Within the depths with this emotional review, we will explore the book is central harmonies, analyze its enthralling publishing design, and submit ourselves to the profound resonance that echoes in the depths of readers souls.

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