APN Professional Development Plan

Guidelineswith Scoring Rubric

**Purpose**

The purpose of this application is to provide the student an opportunity to explore the role of the advanced practice nurse (APN) and develop an APNprofessional development plan.

**Course Outcomes**

Through this assignment, the student will demonstrate the ability to:

CO1: Synthesize knowledge and concepts from advanced practice nursing with supporting disciplines as a foundation for APN/specialty nurse practitioner practice that is culturally competent and population-specific (PO #1).

CO3: Assimilate primary care competencies into APN/specialty nurse practitioner practice that exemplify professional values, scholarship, service, and culturally competent global awareness and support ongoing professional and personal development.(PO #5)

CO5: Contribute to the body of advanced practice nursing knowledge through participation in systematic inquiry, utilization of evidence-based practice, and dissemination of findings to support high-quality care and healthcare innovation.(PO #9)

CO9: Evaluate strategies for contract negotiation, CV/resume writing, credentialing, national board certification, hospital privileges, and reimbursement (PO #8).

CO 10: Develop visionary leadership skills that combine best evidence with nursing expertise to support quality improvement, safety, and change across healthcare organizations and systems (PO #1, 3, 8, and 9).

CO 11: Differentiate leadership strategies that strengthen interprofessional collaboration and incorporate an ethic of care, values, and ethical principles into the role of the nurse leader across healthcare organizations and systems (PO #2, 4, 5, 6, and 7).

**Due Date:** Sunday 11:59 p.m. MT at the end of Week6

**Total Points Possible: 200**

# Requirements:

1. To complete this application, you will need to access to the following databases: CINAHL, MEDLINE, Cochrane Library, and the Joanna Briggs Institute. You may access these databases through the Chamberlain College of Nursing Online Library.
2. The **APN Professional Development Plan paper** is worth 200 points and will be graded on quality of information, use of citations, use of Standard English grammar, sentence structure, and overall organization based on the required components as summarized in the directions and grading criteria/rubric.
3. Create your manuscript using Microsoft Word 2007 (a part of Microsoft Office 2007), which is the required format for all Chamberlain College of Nursing documents. You can tell that the document is saved as a MS Word 2007 document because it will end in “.docx”
4. Follow the directions and grading criteria closely. Any questions about this paper may be posted under the Q & A Forum.
5. The length of the paper is to be no less than 6 and no greater than 8 pages excluding title page and reference pages.
6. APA (2010) format is required with both a title page and reference page. Use the required components of the review as Level 1 headers (upper and lower case, centered):
	1. Introduction to the APN professional development plan
	2. APN Scope of Practice
	3. Personal Assessment
	4. Networking and Marketing Strategies
	5. Conclusion

# Preparing the paper

The following are best practices for preparing this paper:

1. Review Chapter 30- Role Transition: Strategies for Success in the Marketplace in

DeNisco and Barker (2015).

1. Nurse practitioners need to take into account the state rules and regulations that guide advanced practice. Research and review the Nurse Practice Act and APN scope of practice guidelines in your particular state.Identify information regarding educational requirements, licensure and regulatory requirements, as well as practice environment details. Review information regarding full, limited, or restricted practice limitations as well as prescriptive authority.
2. Review [Guidelines for APN Role Transition Using Benner’s Self-Assessment Tool](file:///C%3A%5CUsers%5Cd01045145%5CAppData%5CLocal%5CMicrosoft%5CWindows%5CTemporary%20Internet%20Files%5CContent.Outlook%5CKIB4CNGZ%5CGuidelines%20for%20APN%20Role%20Transition%20Using%20Benners%20Self-Assessment%20Tool.pdf) inCourse Resources. Prior to engaging in pursuit for employment, APNs should complete a comprehensive, honest, affirmative personal assessment to identify their strengths and weaknesses as well as their goals and objectives. Research assessment tools, conduct a personal assessment, and reflect upon your strengths, weaknesses, goals, and objectives.
3. To complete the transition from students to expert nurse practitioners working in the healthcare field, graduating APN students will need to secure their first position. Research local and national professional organizations that advertise employment opportunities for APNs. Identify networking and marketing strategies and provide a rationale for your selections.
4. Write your Curriculum Vitae (CV). Refer to the template on pages 772-773 in DeNisco and Barker (2015). Your CV should not exceed 2 pages in length.
5. When concluding the paper, summarize important aspects of the APN professional development plan.

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| **Category** | **Points** | **%** | **Description** |
| Introduction to the APN professional development plan | 20 | 10% | Introduces the purpose of the paper and addresses all background information elements (who, what, where, when, and why) for the APN professional development plan. |
| APN Scope of Practice | 35 | 18% | Provide detailed information regarding education, licensure, and regulatory requirements, as well as practice environment details. Include information regarding full, limited, or restricted practice limitations as well as prescriptive authority. |
| Personal Assessment | 25 | 12% | Perform a personal assessment and reflect upon your strengths, weaknesses, goals, and objectives. |
| Networking and Marketing Strategies | 25 | 12% | Provide detailed information regarding local and national professional organizations that advertise employment opportunities for APNs. Identify networking and marketing strategies and provide a rationale for your selections |
| Curriculum Vitae | 35 | 18% | Provide accurate information regarding the nurse practitioner’s abilities, skills, and accomplishments. |
| Conclusion | 20 | 10% | An effective conclusion identifies the main ideas and major conclusions from the body of your manuscript. Minor details should not be included. Summarize important aspects of the APN professional development plan. |
| Clarity of writing | 20 | 10% | Use of standard English grammar and sentence structure. No spelling errors or typographical errors. Organized around the required components using appropriate headers. |
| APA format | 20 | 10% | All information taken from another source, even if summarized, must be appropriately cited in the manuscript and listed in the references using APA (6th ed.) format:1. Document setup
2. Title and reference pages
3. Citations in the text and references.
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| **Total** | **200** | **100** | **A quality assignment will meet or exceed all of the above requirements.** |

**Grading Rubric**

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| **Assignment Criteria** | ExceptionalOutstanding or highest level of performance | ExceedsVery good or high level of performance | MeetsSatisfactory level of performance | Needs ImprovementPoor or failing level of performance | DevelopingUnsatisfactory level of performance |
| **Content****Possible Points = 130 Points** |  |  |  |  |  |
| Introduction to the APN professional development plan  | **20 Points** | **18 Points** | **16 Points** | **8 Points** | **0 Points** |
| Excellent introduction of APN professional development plan. Rationale is well presented and purpose fully developed.  | Good introduction of APN professional development plan. Rationale is presented and purpose provided. | Basic information and/or limited elements addressed regarding APN professional development plan and/or inappropriate emphasis on an area. | Little or very general introduction of APN professional development plan. Little to no original explanation; inappropriate emphasis on an area. | No introduction of APN professional development plan provided. |
| APN Scope of Practice | **35 Points** | **31 Points** | **28 Points** | **13 Points** | **0 Points** |
| Provided detailed information regarding education, licensure, and regulatory requirements, as well as practice environment details per the student’s state. Included information regarding full, limited, or restricted practice limitations as well as prescriptive authority. | Provided some information regarding education, licensure, and regulatory requirements, as well as practice environment details per the student’s state. Included information regarding full, limited, or restricted practice limitations as well as prescriptive authority. | Provided non-state specific information regarding education, licensure, and regulatory requirements, as well as practice environment details. Included information regarding full, limited, or restricted practice limitations as well as prescriptive authority. | Lacking detailed information regarding education, licensure, regulatory requirements, or practice environment. Missing information regarding practice limitations and/or prescriptive authority. | Did not provide information regarding education, licensure, and regulatory requirements, as well as practice environment details per the student’s state. Not provide information regarding full, limited, or restricted practice limitations as well as prescriptive authority. |
| Personal Assessment | **25 Points** | **22 Points** | **20 Points** | **10 Points** | **0 Points** |
| Provided detailed information following a personal assessment and reflected upon strengths, weaknesses, goals, and objectives. | Provided some detailed information following a personal assessment and reflected upon some of the strengths, weaknesses, goals, and objectives. | Provided some detailed information following a personal assessment. Missed providing reflection upon strengths, weaknesses, goals, or objectives. | Provided information following a personal assessment, but did not reflect upon strengths, weaknesses, goals, or objectives. | Did not provide a personal assessment and did not reflect upon personal strengths, weaknesses, goals, or objectives. |
| Networking and Marketing Strategies | **25 Points** | **22 Points** | **20 Points** | **10 Points** | **0 Points** |
| Provided detailed information regarding local and national professional organizations that advertise employment opportunities for APNs. Identified networking and marketing strategies and provide a rationale for their selections. | Provided some detailed information regarding local and national professional organizations that advertise employment opportunities for APNs. Identified networking and marketing strategies and provide a rationale for their selections. | Provided information but lacked specific details regarding local and national professional organizations that advertise employment opportunities for APNs. Identified networking and marketing strategies and provide a rationale for their selections. | Provided information regarding professional organizations that advertise employment opportunities, but missed providing information regarding networking and marketing strategies and/or a rationale for their selections. | Did not provide detailed information regarding local and national professional organizations that advertise employment opportunities for APNs. Did not identify networking and marketing strategies or provide a rationale. |
| Curriculum Vitae | **35 Points** | **31 Points** | **28 Points** | **13 Points** | **0 Points** |
| Provided detailed information which included demographics, education, professional employment, licensure and certification, professional honors, research, scholarship, and service. Free from typographical errors. | Provided detailed information. Missing 1-2 key elements. Free from typographical errors. | Provided moderately detailed information. Missing 3 key elements. Free from typographical errors. | Provided minimal detail. Missing 4 or more key elements. Contains 1-2 typographical errors. | Information provided was inaccurate and vague. Contains 3 or more typographical errors. Did not provide curriculum vitae. |
| Conclusion | **20 Points** | **18 Points** | **16 Points** | **8 Points** | **0 Points** |
| Excellent summary of APN professional development plan. Conclusions are well evidenced and fully developed.  | Good summary of APN professional development plan. Conclusions are supported by evidence and developed. | Basic and/or limited summary regarding APN professional development plan. | Little or no summary of APN professional development plan; inappropriate emphasis on an area. | No summary of APN professional development plan and/or conclusions were provided. |
| **Content Subtotal** |  |  | **\_\_\_\_\_of 160 points** |
| **Format****Possible Points = 40 Points** |  |  |  |  |  |
| Clarity of Writing | **20 Points** | **18 Points** | **16 Points** | **8 Points** | **0 Points** |
| Excellent use of standard English showing original thought. No spelling or grammar errors. Well organized with proper flow of meaning.  | Good use of standard English showing original thought. No more than two spelling or grammar errors. Well organized with proper flow of meaning. | Some evidence of own expression and competent use of language. No more than three spelling or grammar errors. Well organized thoughts and concepts. | Language needs development. Four or more spelling and/or grammar errors. Poorly organized thoughts and concepts. | More than six spelling and/or grammar errors. Poorly organized thoughts and concepts |
| APA Format | **20 Points** | **18 Points** | **16 Points** | **8 Points** | **0 Points** |
| APA format, grammar, spelling, and/or punctuation are accurate, or with zero to one errors. | Two to four errors in APA format, grammar, spelling, and syntax noted. | Five to seven errors in APA format, grammar, spelling, and syntax noted. | Eight to nine errors in APA format, grammar, spelling, and syntax noted. | Post contains greater than ten errors in APA format, grammar, spelling, and/or punctuation or repeatedly makes the same errors after faculty feedback. |
| **Format Subtotal** |  | **\_\_\_\_\_of 40 points** |
| **Total Points** |  |  | **\_\_of 200 points** |