

# Standards of Professional Performance for Faith Community Nursing

## ■ Standard 1. Assessment

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

### Competencies

The faith community 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 World Health Organization (WHO), 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, spiritual, religious, and cultural considerations.
- Assesses the impact of family dynamics on healthcare consumer health and wellness.
- Engages the healthcare consumer and other interprofessional team members, in culturally sensitive data collection related to health and wholeness.
- 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 confidential manner and accessible to the interprofessional team when applicable.

## ■ Standard 2. Diagnosis

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

### Competencies

The faith community nurse:

- Identifies actual, perceived, or potential risks to the healthcare consumer's health and safety or barriers to health and wholeness, which may include but are not limited to interpersonal, systematic, cultural, spiritual, or environmental circumstances.
- Uses assessment data, standardized classification systems when available, 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, spiritual leader, community, population, and interprofessional colleagues when possible and appropriate.

- 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.
- Identifies strengths that enhance health and spiritual well-being.

### ■ Standard 3. Outcomes Identification

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

#### Competencies

The faith community nurse:

- Engages the healthcare consumer, interprofessional team, family, spiritual leaders, 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 in supporting decision-making shared between the healthcare consumer and healthcare providers to define expected outcomes, integrating the individual's culture, spiritual and faith beliefs and practices, values, ethical considerations, environment, and current evidence-based practice.
- Generates a time frame for the attainment of expected outcomes.
- Develops expected outcomes that facilitate coordination of care.
- Develops expected outcomes that facilitate attaining, maintaining, or regaining health, healing, and hope.
- 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.

### ■ Standard 4. Planning

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

#### Competencies

The faith community nurse:

- Develops a whole-person-centered, evidence-based plan in partnership with the healthcare consumer, family, and interprofessional team that considers the person's characteristics or situation, but not limited to values, spiritual beliefs and practices, health practices, preferences, choices, developmental level, coping style, culture, religious rites, environment, and available technology.
- Establishes the plan priorities with the healthcare consumer, family, interprofessional team, and others, as appropriate.
- Advocates for responsible and appropriate use of interventions to minimize unwarranted or unwanted treatment and/or suffering of the individual.
- 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, issues, and strengths. These strategies may include but are not limited to:
  - Promotion and restoration of health,
  - Spiritual enhancement,
  - Prevention of illness, injury, and disease,
  - Facilitation of healing,
  - Alleviation of suffering, and
  - Provision of supportive care

- Incorporates an implementation pathway that describes steps and milestones.
- Identifies cost and economic implications of the plan for healthcare consumer, family, caregivers, or other affected parties and how faith community resources and local community resources may be of assistance.
- Develops a plan that reflects compliance with current statutes, rules and regulations, and standards.
- Includes the synthesis of healthcare consumers' values and spiritual beliefs regarding nursing and medical therapies in the plan.
- 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.
- Includes strategies for whole-person health, with a focus on spirituality and growth across the life span.

## ■ Standard 5. Implementation

The faith community nurse implements the identified plan.

### Competencies

The faith community nurse:

- Partners with the healthcare consumer, family, and significant others to implement the plan in a safe, effective, efficient, timely, patient-centered, and equitable manner (IOM, 2010).
- Integrates interprofessional team partners including spiritual leaders, caregivers, and volunteers from diverse backgrounds in implementation of the plan through collaboration and communication across the continuum of care.
- Demonstrates caring behaviors toward healthcare consumers, significant others, and groups of people receiving care to develop therapeutic relationships necessary for health and healing.
- Provides culturally congruent, whole-person care that focuses on the healthcare consumer and addresses and advocates for the needs of diverse and vulnerable populations across the lifespan with particular emphasis on spiritual needs.
- 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, family, or population group 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.
- Uses community and faith community resources and systems to implement the plan.
- Documents implementation and any modifications, including changes or omissions, of the identified plan.

## ■ Standard 5A. Coordination of Care

The faith community nurse coordinates care delivery.

### Competencies

The faith community nurse:

- Organizes the components of the plan.
- Collaborates with the consumer to help manage health care based on mutually agreed-upon outcomes.
- Coordinates implementation of a whole-person-centered plan of care with particular emphasis on the spiritual needs of diverse populations.
- Manages a healthcare consumer's care in order to maximize independence and quality of life in accordance with mutually agreed upon outcomes.
- Engages healthcare consumers in self-care to achieve preferred goals for quality of life with attention to mind, body, and spirit.

- Assists the healthcare consumer to identify options for care.
- Communicates with the healthcare consumer, family, interprofessional team, and community-based resources to effect safe transitions in continuity of care.
- Advocates for the delivery of dignified and whole-person humane care by the interprofessional team.
- Documents the coordination of care.

## ■ Standard 15. Professional Practice Evaluation

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

### Competencies

The faith community 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 and spiritual 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 interprofessional 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, faith leaders, 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.

## ■ Standard 10. Collaboration

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

### Competencies

The faith community 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.
- Communicates with the healthcare consumer, family, groups, spiritual leaders, hospital and hospice chaplains, and other healthcare providers regarding healthcare consumer care and the faith community nurse's role in the provision of that 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, evaluate, and document a comprehensive plan.

## ■ Standard 12. Education

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

### Competencies

The faith community nurse:

- Identifies learning needs based on nursing knowledge and the various roles the nurse may assume and the changing needs of the population.
- Participates in ongoing educational activities related to nursing and interprofessional knowledge bases and professional topics and spiritual care.
- 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 for faith community nursing.
- Acquires knowledge and skills relative to the role, population, specialty of faith community nursing, 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.

## ■ Standard 14. Quality of Practice

The faith community nurse contributes to quality nursing practice.

### Competencies

The faith community nurse:

- Ensures that nursing practice is safe, effective, efficient, equitable, timely, and patient centered (IOM, 1999, 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 in faith community nursing.