**Background**

- A Nursing Professional Practice Model (PPM) is a powerful framework for nursing practice that outlines how nurses practice, make decisions, collaborate, communicate, and develop professionally.
- While, role clarity and accountability are key components of a robust PPM, understanding the role and obligation of the professional practicing nurse, varied across the UCLA Health System.
- In order to reinforce the principles and the nursing professional role including national standards and state and local regulations, a large system wide initiative titled the Professional Role Development Program (PRDP) was launched in 2012.

**Purpose**

- PRDP, a strategic initiative in a large academic health center was designed to align nursing practice to the PPM, review specific regulatory requirements of professional nurses, introduce key decision making models, and ultimately to empower clinical nurses to increase their autonomy in practice to the full extent of their licensure.
- In between classes participants complete an exercise utilizing a shift handover observation tool, as a means to standardize communication during the bedside report. This tool captured key information about clinical nurses’ autonomous decision making practices throughout a given shift.
- Nurses who underwent PRDP training display high levels of explicit decision-making processes at the bedside as noted by handover observations.

**Intervention**

- During the three-year initiative, inpatient nurses were enrolled in a non-consecutive three-day cohort workshop.
- Nurses discuss in depth how to translate these theories and models into practice through flipped classroom methodology, experiential learning activities, and small group break out discussions.
- Upon completion of the three-day workshop nurses are required to reflect on their own professional practice and conduct a self-assessment of 46 professional behaviors specific to nursing practice.
- After reflecting on their practice, nurses develop a professional development goal for the upcoming year and explicitly request the resources needed to be successful.

**Outcomes**

Pie charts depict the change in the learners’ perceptions on how role-based their individual nursing practice is on a scale of 1 through 10. At the beginning of the course, 24% of learners rated their practice as a 10 or fully “role-based”. At the conclusion of the 3-day trainings, only 15% of the learners maintained their practice rating at role base ranking.

**Implications**

The health system recognizes that nurses are autonomous practitioners and critical thinkers that own their practice, and are accountable for patient outcomes. The PRDP program will continue to be evaluated through correlations with autonomous practice, nurse-sensitive clinical indicators and nurse satisfaction.

**REFERENCES**

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**Outcomes**

- Nurse Autonomy Scale
- Professional Practice Model Assessment
- Educational Intervention (Flipped Classroom)
- Handover Observations