

COURSE NAME: PNE240 Professional Growth II

Credit Value: 3
Total Course Hours: 42
Prerequisite Course(s): PNE 229
Corequisite Course(s): PNE 249 F25 PNE 251 W 2026

COURSE DESCRIPTION

This course will prepare the learner for entry into the nursing profession through exploration of nursing practice regulation, ethics, leadership, conflict resolution, advocacy, political action and inter-professionalism. Leadership, mentoring and management roles within health care will be examined. The process of transition from student to nurse will be explored. This course builds upon PNE 110 and is closely linked to the College of Nurses Standards/ Guidelines, Scope of Practice and Code of Conduct. This course is, in part, a preparatory course for the Jurisprudence exam.

LAND ACKNOWLEDGEMENT

Canadore College resides on the traditional territory of the Anishinaabeg and within lands protected by the Robinson Huron Treaty of 1850. This land is occupied by the people of Nipissing First Nation since time immemorial.

PLAR INFORMATION

This course is eligible for Prior Learning Assessment and Recognition. Students are advised to discuss options with their program coordinator.

COURSE LEARNING OUTCOMES

Upon completion of this course, the student will have reliably demonstrated the ability to:

- | | |
|--|---|
| <p>1.0 Examine the regulation of nursing practice.</p> <p>1.1 Review the purpose, essential elements and impact of the Regulated Health Professions Act (RHPA) and the Nurses Act on a nurse's scope of practice.</p> <p>1.2 Explore the Mandate College of Nurses of Ontario (CNO), its mission and vision, and its relevance to being a nurse in Ontario.</p> <p>1.3 Define and describe the rationale, process and requirements for registration with the CNO.</p> <p>1.4 Utilize critical thinking to enhance understanding of the CNO Standards and Guidelines of Practice, Code of Conduct, Scope of Practice and the RPN Entry to Practice Competencies.</p> <p>1.5 Utilizing the CNO QA process and resource documents, the student will develop one learning plan for anticipated practice in PNE 260.</p> <p>1.6 Explore legal aspects of selected nursing</p> | <p>practice issues and the related CNO practice standards and guidelines (Topics include malpractice, informed consent, DNR orders, abuse, documentation of care, incident reports, fitness to practice, confidentiality, Duty of Care and circle of care).</p> <p>1.7 Develop an understanding of the CNO's complaints, investigation and disciplinary processes.</p> <p>2.0 Explore moral and ethical dilemmas from a variety of perspectives including an interprofessional perspective.</p> <p>2.1 Differentiate between moral and ethical dilemmas.</p> <p>2.2 Will identify their personal values and biases and the impact on professional nursing practice.</p> <p>2.3 Compare personal values to the CNO ethical values.</p> <p>2.4 Explore how one's personal values, goals</p> |
|--|---|

- and obligations relate to those of other professionals within and outside of nursing.
- 2.5 Identify and discuss common current ethical issues in health care including potential legal implications.
- 2.6 Explore how a nurse can assist clients to clarify their personal values.
- 2.7 Utilizing the CNO Practice Standard: Ethics, participate in learning activities to clarify ethical decision-making involving the total health care team.
- 3.0 Examine leadership, mentoring and management in nursing.
- 3.1 Differentiate between leadership and management.
- 3.2 Describe the characteristics/styles, roles and skills of leaders, change agents and managers.
- 3.3 Discuss the impact of working collaboratively in a leadership role.
- 3.4 Explore opportunities for leadership and mentoring in the RPN role.
- 3.5 Understand the RPN role with respect to leadership, mentoring and delegation by examining the relevant CNO practice standards and guidelines.
- 3.6 Explore factors including relevant CNO practice guidelines to consider when collaborating with RNs and Unregulated Care Providers in making decisions about the provision of care.
- 3.7 Explore teaching, supervising and delegation to UCP's in nursing practice.
- 4.0 Discuss power and political action and the processes of change and influence in nursing.
- 4.1 Define power and empowerment.
- 4.2 Explore the role that power plays in nursing practice.
- 4.3 Explore how an agency's organizational culture can influence one's nursing practice and the ability to facilitate change.
- 4.4 Explain the relevance of political action to nursing.
- 4.5 Describe various strategies used to influence political decision-making.
- 4.6 Identify skills essential to effective political action.
- 4.7 Discuss the purpose and mandate of nursing unions (eg. ONA, CUPE, CFNU) and describe the impact of collective bargaining on nursing practice.
- 5.0 Demonstrate an understanding of, and practice novice skills utilized in Intraprofessional and Interprofessional conflict prevention and management.
- 5.1 Define conflict and conflict resolution.
- 5.2 Identify personal conflict management style.
- 5.3 Identify the potential positive nature of conflict.
- 5.4 Utilizing the relevant CNO Practice guideline(s), recognize the potential for conflict to occur and identify constructive strategies to address it. Discuss how to evaluate and refine strategies as needed.
- 5.5 Identify common Interprofessional and Intraprofessional situations that are likely to lead to conflicts in nursing practice (e.g., working with UCP's, clarifying orders with physicians) and discuss potential strategies.
- 5.6 Explore the concept of Horizontal violence in the nursing profession.
- 6.0 Identify challenges associated with client advocacy.
- 6.1 Define advocacy.
- 6.2 Identify situations in which advocacy by the nurse is required.
- 6.3 Describe advocacy strategies (E.g., S-situation B-background A-assessment R-recommendations).
- 7.0 Explore the transition from student to nurse.
- 7.1 Describe Benner's model of role transition.
- 7.2 Identify strategies to deal with role transition.
- 7.3 Discuss the importance of professional association affiliation
- 7.4 Discuss health care system changes that may impact future nursing practice and employment (Staffing mix, Workload formula's, Hospital vs Community based care, funding).
- 7.5 Identify strategies for effectively securing initial employment.
- 7.6 Discuss the use of Predictor tests as

preparation for regulatory examinations (REX-
PN)

GENERAL EDUCATION

This is not a General Education course.

PROGRAM OUTCOMES

This course contributes to the following Ministry of Colleges and Universities approved program learning outcomes (PLO):

Practical Nursing

6. act equitably and justly with clients and members of the health care team.
7. adapt to a variety of health care settings, using different leadership skills and styles as appropriate to each setting.
8. contribute to creating a healthy and safe work environment in a variety of health care settings.
9. practise in a self-regulated, professional and ethical manner, complying with relevant legislation and with the standards of both the regulatory body and the practice setting to provide safe and competent client care.

ESSENTIAL EMPLOYABILITY SKILLS OUTCOMES

This course contributes to the following Ministry of Colleges and Universities approved essential employability skills (EES) outcomes:

1. Communicate clearly, concisely, and correctly in the written, spoken, and visual form that fulfils the purpose and meets the needs of the audience.
2. Respond to written, spoken, or visual messages in a manner that ensures effective communication.
4. Apply a systematic approach to solve problems.
5. Use a variety of thinking skills to anticipate and solve problems.
6. Locate, select, organize, and document information using appropriate technology and information systems.
7. Analyse, evaluate, and apply relevant information from a variety of sources.
8. Show respect for the diverse opinions, values, belief systems, and contributions of others.
9. Interact with others in groups or teams in ways that contribute to effective working relationships and the achievement of goals.
10. Manage the use of time and other resources to complete projects.
11. Take responsibility for one's own actions, decisions, and consequences.

EXTERNAL COURSE ACCREDITATIONS AND CONDITIONS

This course is a compulsory course within the Canadore College Practical Nursing program, as reviewed and approved by the College of Nurses of Ontario

COURSE EVALUATION

Evaluation Item	Weight
Projects	40%

Progress Tests	50%
Adaptive Quizzes and Case studies	10%

COURSE PASS GRADE

60

GRADING SYSTEM

A+:	90-100%	B+:	77-79%	C+:	65-69%	D:	50-54%	S - Satisfactory
A:	85-89%	B:	73-76%	C:	60-64%	F:	0-49%	I - Incomplete
A-:	80-84%	B-:	70-72%	D+:	55-59%			F- Repeat Course, included in GPA
								FS- Failure Supplemental
								FR- Repeat course, excluded from GPA

*For a complete chart of grades and descriptions, please see the Grading Policy.

LEARNING RESOURCES

No textbooks have been identified for this course.

Additional Learning Resources:

Most of the required textbooks for the program are bundled into a Total Solution Package (TSP) through our publisher Elsevier. The TSP package includes eBooks as well as access to all the required online resources such as Sherpath, Clinical Skills videos, Shadow Health simulations, Adaptive Quizzing EAQ's, HESI preparatory exams and software for this course and many others throughout the program. Textbooks and course resources that are not included in the TSP must be purchased independently, as listed in each course outline and syllabus. Resources listed on the course outline support the achievement of learning outcomes and may be used throughout the course/program to varying degrees depending on the instructor's teaching methodology and the nature of the resource. Faculty may, at their discretion, integrate TSP resources into class activities, graded assessments, or preparatory work for courses/labs/clinicals and the College of Nurses of Ontario registration exam.

The fee for this bundle will be charged to your student account as part of the semester program fees. The bundle fee is intended to be rolled into your Program Fees at the beginning of each academic year; however, the Administration reserves the right to post it as a separate charge later in the term or each semester. Please monitor your student account for any subsequent billing and direct any questions to the Admissions Office. For the fee structure please see <https://cdn.agilitycms.com/canadore-college/eText%20eResource%20Fees.pdf> Upon entry to the program students will have the option of accepting the full package or to "opt out" of the nonevaluative resources of the package. If they choose to "opt out", they will be required to meet with the program coordinator to discuss the TSP and sign a declaration prior to 4:00 pm on the first Friday of the first

semester of the program/year. After this deadline, access for the entirety of the program is final and non-refundable. Full deployment of the resources will begin shortly after the opt-out window closes. Various websites will be used with particular emphasis on the following website: www.cno.org.

BYOD <https://www.canadorecollege.ca/bring-your-own-device>

Please see the [Campus Bookstore](#) to verify the current textbook costs and your [program page](#) for additional program fees and/or learning material requirements (see the "Tuition Fees" and "What You Need" sections).

Resources listed on the course outline support the achievement of learning outcomes, and may be used throughout the course to varying degrees depending on the instructor's teaching methodology and the nature of the resource.

Technology requirements - <https://www.canadorecollege.ca/BYOD>

The Harris Learning Library's staff can help you find resources to support your learning - www.eclibrary.ca

LEARNING ACTIVITIES

Lectures with in class activities, discussions, case studies, website exploration

DELIVERY MODE

This course may be delivered, in whole or in part, in a number of modalities, including In-Person, Remote (synchronous and/or asynchronous), hybrid, or Hyflex, as per accreditation and/or regulatory standards where appropriate. This information is identified on the course schedule (student and faculty).

RECORDING GUIDELINES

This class may be recorded by faculty of the College. Faculty will inform students when recording of the class commences and ceases. 'Recorded' means that the audio-visual and chat portions of the class will be recorded and then be stored on the College or vendor provider server. They will be made available to students, but only for the express and sole use of those registered in this course. If you have any questions or concerns about this recording, please contact your instructor or the College's privacy officer at privacy.officer@canadorecollege.ca. Full recording guidelines can be found at: <https://cdn.agilitycms.com/canadore-college/academic-centre-of-excellence/Canadore%20Recording%20Guidelines.pdf>. Recordings are to be managed (or removed) as per the College's Recording Guidelines following the completion of the course.

INTERPROFESSIONAL EDUCATION

All full-time programs of study at Canadore College strive to provide students with opportunities for interprofessional education. This course provides students with interprofessional education through:

Core course content

Case discussions

ACADEMIC POLICIES

Canadore College is committed to the highest standards of academic integrity, and expects students to adhere to these standards as part of the learning process in all environments. The College's Academic Integrity policy seeks to ensure that all students understand their rights and responsibilities in upholding academic integrity and that students receive an accurate and fair assessment of their work. Please review the Academic Integrity policy (A-18) and other academic policies found on our website:

<https://www.canadorecollege.ca/about/policies>.

COLLEGE POLICIES

- Protecting human rights in support of a respectful college community

For college policies please see: <http://www.canadorecollege.ca/about-us/college-policies>.

Accessibility Learning Services for Students with Disabilities - Student Success Services

Student Success Services provides comprehensive support to students. We aim to ensure that all students have equal access to educational opportunities and can succeed in their academic journey. Our services focus on reducing and eliminating barriers related to education through individualized accommodations and support. If you are a student with a disability, we encourage you to register with Accessible Learning by completing the Student Success – Accessible Learning Services Form (https://canadorecollege-accommodate.symphlicity.com/public_accommodation/).

For more detailed information about the services offered, please visit our webpage:

<https://isucceed.canadorecollege.ca/students>. To connect with Student Success Services email studentsuccessnow@canadorecollege.ca or call 705.474.7600 ext 5205.

FIRST PEOPLES' CENTRE:

A culturally supportive and comfortable environment where you can study, socialize, and access a wide range of resources and confidential student focused services.

- Counselling services
- Elders on Campus and Cultural Advisors
- Cultural and Spiritual Wellness
- Peer tutoring/Peer Mentorship
- wholistic support network
- Social events and workshops on study skills, self-care & life skills

Drop by our offices at C254 College Drive, W103 Commerce Court or Call 705-474-7600 Ext. 5961

<https://www.canadorecollege.ca/first-peoples-centre>

WAIVER OF RESPONSIBILITY

Every attempt is made to ensure the accuracy of this information as of the date of publication. The college reserves the right to modify, change, add, or delete content.

HISTORICAL COURSE OUTLINES

Students use course outlines to support their learning. Students are responsible for retaining course outlines for future use in applications for transfer of credit to other educational institutions.

ADDITIONAL DISCLAIMER NOTE

Students are expected to adhere to the policies and procedures as outlined in the Practical Nursing Student Success Guide 2024-2025. All previous guides will not apply.