# Contents

## Contributors * ix
- Nursing Scope and Standards Workgroup, 2019–2020 * ix
- Others * x
- ANA Committee on Nursing Practice Standards—Reviewers * x
- ANA Staff * x
- About the American Nurses Association * xi
- About the American Nurses Association Publishing Program * xi

## Scope of Nursing Practice * 1
- Definition of Nursing * 1
- Other Definitions * 2
- Description of the Scope of Nursing Practice * 3
- Development and Function of the Standards of Professional Nursing Practice * 4
- The Art and Science of Nursing * 5
  - The Art of Nursing * 5
  - Care and Caring in Nursing Practice * 6
  - Professional Nursing Model * 9
  - Nursing Process * 11
  - Ethics for Nurses * 12
    - Code of Ethics Provisions * 14
    - Ethical Decision-Making Models * 15
      - Case Study: Using the Nursing Process in Ethical Situations * 15
  - Respect, Equity, Inclusion, and Social Justice * 19
- The Science of Nursing * 26
  - Nursing Knowledge and Scholarly Inquiry * 27
- The How of Nursing * 32
  - Ways * 32
  - Processes * 32
  - Means * 33
  - Methods * 33
Manner 33
Advocacy 34
High-Performing Interprofessional Teams 36
Regulation of Nursing Practice 38
Context and Environment: When Nursing Occurs 42
Professional Registered Nurses Today: The Who of Nursing 44
Licensure and Education of Registered Nurses 44
  Certified Nurse-Midwife (CNM) 46
  Certified Nurse Practitioner (CNP) 47
  Certified Registered Nurse Anesthetist (CRNA) 49
  Clinical Nurse Specialist (CNS) 50
Professional Competence, Self-Determination, and Professional Identity in Nursing 51
  Professional Competence 51
  Self-Determination 53
  Professional Identity 54
  The Professional Responsibility of Mentoring in Nursing: Paying It Forward 55
A Potpourri of Opportunities for the Future 56
Environment 58
  Disaster Planning and Management 58
  Reimbursement and Cost-Effective Care
    Economic Structures 60
  Structural Competency 62
  Protection of Healthcare Workers 63
Health 64
  Quality of Life 68
    Aging in Place 68
    Palliative Care Conversations 70
    Reimagining Nursing Initiative 71

Standards of Professional Nursing Practice 73
  Significance of Standards 73
  The Function of Competencies in Standards 74

Standards of Practice 75
  Standard 1. Assessment 75
Competencies 75
Additional Competencies for the Graduate-Level Prepared Registered Nurse 77
Additional Competencies for the Advanced Practice Registered Nurse 77
Standard 2. Diagnosis 77
Competencies 77
Additional Competencies for the Graduate-Level Prepared Registered Nurse 78
Additional Competencies for the Advanced Practice Registered Nurse 78
Standard 3. Outcomes Identification 79
Competencies 79
Additional Competencies for the Graduate-Level Prepared Registered Nurse, Including the Advanced Practice Registered Nurse 79
Standard 4. Planning 80
Competencies 80
Additional Competencies for the Graduate-Level Prepared Registered Nurse 81
Additional Competencies for the Advanced Practice Registered Nurse 81
Standard 5. Implementation 82
Competencies 82
Additional Competencies for the Graduate-Level Prepared Registered Nurse 82
Additional Competencies for the Advanced Practice Registered Nurse 83
Standard 5A. Coordination of Care 84
Competencies 84
Additional Competencies for the Graduate-Level Prepared Registered Nurse 84
Additional Competencies for the Advanced Practice Registered Nurse 85
Standard 5B. Health Teaching and Health Promotion 85
Competencies 85
Additional Competencies for the Graduate-Level Prepared Registered Nurse, Including the Advanced Practice Registered Nurse 86

Standard 6. Evaluation 86
Competencies 86

Additional Competencies for the Graduate-Level Prepared Registered Nurse, Including the Advanced Practice Registered Nurse 87

Standards of Professional Performance • 89

Standard 7. Ethics 89
Competencies 89
Additional Competencies for the Graduate-Level Prepared Registered Nurse 90

Standard 8. Advocacy 91
Competencies 91
Additional Competencies for the Graduate-Level Prepared Registered Nurse 92
Additional Competencies for the Advanced Practice Registered Nurse 92

Standard 9. Respectful and Equitable Practice 93
Competencies 93
Additional Competencies for the Graduate-Level Prepared Registered Nurse, Including the Advanced Practice Registered Nurse 94

Standard 10. Communication 94
Competencies 94
Additional Competencies for the Graduate-Level Prepared Registered Nurse, Including the Advanced Practice Registered Nurse 95

Standard 11. Collaboration 95
Competencies 96
Additional Competencies for the Graduate-Level Prepared Registered Nurse, Including the Advanced Practice Registered Nurse 96
Standard 12. Leadership  97
   Competencies  97
   Additional Competencies for the Graduate-Level Prepared
   Registered Nurse, Including the Advanced Practice
   Registered Nurse  98
Standard 13. Education  98
   Competencies  98
   Additional Competencies for the Graduate-Level Prepared
   Registered Nurse, Including the Advanced Practice
   Registered Nurse  99
Standard 14. Scholarly Inquiry  100
   Competencies  100
   Additional Competencies for the Graduate-Level Prepared
   Registered Nurse, Including the Advanced Practice
   Registered Nurse  101
Standard 15. Quality of Practice  101
   Competencies  101
   Additional Competencies for the Graduate-Level Prepared
   Registered Nurse  102
   Additional Competencies for the Advanced Practice
   Registered Nurse  103
Standard 16. Professional Practice Evaluation  103
   Competencies  103
   Additional Competencies for the Graduate-Level Prepared
   Registered Nurse  104
   Additional Competencies for the Advanced Practice
   Registered Nurse  105
Standard 17. Resource Stewardship  105
   Competencies  105
   Additional Competencies for the Graduate-Level Practice
   Registered Nurse, Including the Advanced Practice
   Registered Nurse  106
Standard 18. Environmental Health  106
   Competencies  106
   Additional Competencies for the Graduate-Level Prepared
   Registered Nurse, Including the Advanced Practice
   Registered Nurse  107
Glossary • 109

References • 117

Appendix A. Ethics, Morals, and Ethical Theories and Approaches • 129
  Ethics and Morals  129
  Ethical Theories and Approaches  129
  Consequentialism and Deontology  130
  Ethical Principlism  131
  Ethics of Care and Virtue Ethics  132

Appendix B. Selected Nurse Theorists • 135

Appendix C. The Development of Essential Nursing Documents • 139
  A Timeline of Development  139

Appendix D. Position Statement: Professional Role Competence • 143
  Definitions and Concepts in Competence  145
  Competence and Competency in Nursing Practice  146
  Evaluating Competence  147
    Recommendations/Next Steps  149
  References  149

Index • 151