



Acclimation of International Nurses into U.S. Nursing Practice Course Syllabus



Developed by

NCSBN Learning Extension
National Council of State Boards of Nursing (NCSBN), Chicago, IL

Authors



Paulette Rollant PhD, MN, RN

Nationally recognized as an expert in curriculum and teaching, Dr. Rollant has a wealth of experience as an effective educator, administrator and consultant for over 33 years. As an adult health Clinical Nurse Specialist for the medical/surgical and critical care areas, she has had extensive experience in the development and implementation of orientation/acclimation programs. At present Dr. Rollant works one-on-one and in small groups with U.S. and international nurses/students who are at high-risk or who have testing difficulties. Dr. Rollant has created and applied a unique process, "telephone tutoring," for these nurses/students from varied backgrounds for over 22 years. Dr. Rollant, with a PhD in education, has her masters as a CNS and a diploma and BSN in nursing. Dr. Rollant's efforts with nurses/students endorse the theme of her company: "Education in Action with Efficiency and Effectiveness."



Debi St. Godard Gamble MA, MSN, RN

Ms. St. Godard Gamble is responsible for providing leadership and direction for staff (partners) in the Philippines related to the screening and recruitment of qualified nurses. Ms. St. Godard Gamble brings over 29 years experience as an international nursing professional, with 20 years in management. Her experience in every level of nursing, including director, allows her to effectively communicate with health care decision-makers. Ms. Gamble received her RN diploma from the University of Alberta Hospital School of Nursing in Edmonton, Alberta, in 1975, her BSN degree from the University of Alberta in 1979, her MSN with a major in administration from the University of Texas Medical Branch in Galveston in 1991, and her MA in private and public management from the University of Houston Clear Lake School of Business and Public Administration in 2001.

Syllabus Contents

- I. Course Description
- II. Course Policies
- III. Assignments & Grading
- IV. Course Schedule
- V. Getting Help/Office Hours

I. Course Description

Course Overview

This course was developed by NCSBN to help international nurses become familiar with the practice of nursing in the U.S. The content of this course is designed to facilitate a successful professional and personal acclimation for international nurses into nursing practice in the U.S. The course consists of an introduction, two course modules with a total of five lessons, a glossary, a reference list, Links to Knowledge, and a posttest. There are also several reflective and interactive exercises where learners can assess their comprehension.

Course Objectives

After completing this course, the international nurse will be better able to:

- Discuss the process and organizations associated with the regulation of nursing practice in the U.S.
- Discuss the process and organizations associated with the regulation of health care in the U.S.
- Recognize the personal challenges or issues associated with the adaptation to practicing as a professional nurse in the U.S.
- Recognize the personal challenges or issues associated with the adaptation to living in the U.S.
- Identify at least two resources to use to help have a successful acclimation to the professional and personal challenges as a nurse in the U.S.

Logistics

Course type

This course is subscription-based, self-paced and is not mediated by an instructor.

Time and schedule

Learners have immediate 24-hour access to the course materials for the entire subscription period of 3 weeks. Learners can access the course from anywhere with an Internet connection and a computer that meets the specified technical requirements by simply entering their username/password to access the course materials. The course should take approximately 4 hours to complete.

Extra time will not be given to complete the course.

Continuing Education (CE) Credit

Learners will be given 6.6 continuing education contact hours upon successful completion of the final exam.

Course Materials/Tools

Although an instructor does not facilitate this course, learners will find this course highly engaging and interactive. As you navigate through your continuing education course, connect with other nurses from around the world! Use the [Nurse's Connection](#) to solve problems, discuss topics, or ask questions relating to your courses, or just to chat with other nurses about life and the latest in nursing.

All course materials and exercises are divided by lesson and can be accessed by clicking anywhere on the course tree located on the left side of the screen. Course materials are listed and explained below.

Lesson Content

Readings are presented online. Throughout the text, learners will find key glossary terms, reference links to outside resources (referred to as "Links to Knowledge"), and visual/graphical aids to assist with the understanding of the presented concepts.

Downloadable Workbook

This workbook should be printed on the first day of study. The workbook download is found under the course "Features" button.

The workbook includes questions related to each lesson of the course that prompt learners to reflect upon learning concepts. This workbook may be required to meet state board of nursing requirements. Learners are encouraged to write their responses directly in the workbook. The (PDF) workbook can be saved to any computer drive and completed at the learner's convenience. **Please open the saved copy each time you would like to add information.** Save it in a folder where you regularly save other documents and you will find it again easily.

Posttest

In multiple-choice format, this test is the final indicator of the learner's understanding of the course material. Questions are based on the required readings. A certificate of completion will be issued once a score of 75% or higher is achieved on the posttest.

Course Evaluation

NCSBN Learning Extension is always looking for ways to improve the course and feedback is extremely important in this effort. Please remember to fill out the [course evaluation form](#) after course completion.

Prerequisites

Learners must be a student nurse or licensed RN or LPN/LVN.

It is assumed that the learner is familiar with Internet techniques, such as navigating between pages, following hyperlinks and closing browser windows. Learners must have the appropriate hardware and software in order to fully utilize the course features.

Technology Overview

NCSBN Learning Extension online courses were designed to make learning fun and interactive. Having the appropriate software and hardware will allow the learner to utilize all of the great features of this course. The GreenLight system requires using Internet Explorer Web browser to access and purchase courses. Pop-up blockers should be turned off and other Internet security software may need to be changed in order for the course to work properly. If necessary, review [technical requirements](#).

II. Course Policies

Privacy Policy

Learners are required to read and abide by the course user agreement, which outlines many policies, including the policy regarding usernames and passwords. Specifically, learners are not allowed to distribute their username and password to give others access to the course. Also included in the [end-user license agreement](#) is NCSBN's notice of ownership of copyright and the prohibition against distributing course materials to others.

Extension Policy

Learners are allowed 3 weeks of access to the course materials. Extra time will not be given to complete the course. Technical problems should be resolved by contacting [technical support](#). Refer to the [Getting Help](#) section for more information.

Contact Customer Service at elearning@ncsbn.org or call 312.525.3749 for questions regarding these policies.

III. Assignments & Grading

Learners are expected to complete the reading assignments, tests, and workbook exercises as listed on the course schedule. In order to receive continuing education credit, learners must only complete the posttest, which is in multiple-choice format. This test is the final indicator of the learner's understanding of the course material. Questions are based on the required readings. A certificate of completion will be issued once a score of 75% or higher is achieved on the posttest. The workbook and online interactive quizzes will not be recorded. Learners are strongly encouraged to utilize all of the features of the course to maximize the learning experience.

Some learners may be referred to the course by their board of nursing for disciplinary reasons. To satisfy requirements, learners may be required to present the certificate of completion, completed workbook, and attendance record directly to their board. Board of nursing officials will notify the learner of any required submissions.

IV. Course Schedule

Learners will complete the course materials and accompanying exercises in the order presented below. NCSBN Learning Extension recognizes that some learners may have inflexible schedules due to work or family commitments. This course schedule may be adjusted to meet the needs of the learner.

Get Started!

Take a mini tour of the course site. Start by reviewing the "Course Tree" on the left. To access a lesson page or test, simply click on its link.

Introduction

This section will briefly discuss the concept of acclimation and provide an overview of the course.

Reading

Complete the reading for the Introduction (2 pages).

Module 1: Acclimation to the Professional Nursing Role in the U.S.

Lesson 1: The Regulation of Nursing Practice

Learning Objectives

Discuss the processes and organizations associated with the regulation of nursing practice in the U.S.

Reading

Complete the reading for Lesson 1 (9 pages).

Workbook Exercises

- Complete Exercise: "Nurse Practice Acts"
- Complete Exercise: "Nurse Licensure Compact"

Lesson 2: Health Care Regulations & Accreditations

Learning Objectives

Discuss the process and organizations associated with the regulation of health care in the U.S.

Reading

Complete the reading for Lesson 2 (17 pages).

Workbook Exercise

Complete Exercise: "Blood-Borne Pathogens Standard."

Interactive Exercises

- Complete Exercise: "HIPAA" in the online course
- Complete Exercise: "Patient Identification Accuracy" in the online course
- Complete Exercise: "Abbreviations" in the online course
- Complete Exercise: "Lookalike Drugs" in the online course
- Complete Exercise: "2006 National Patient Safety Goals by JCAHO" in the online course

Module 2: Personal Acclimation – Role Changes in Practice & in Life

Lesson 3: Acclimation to Professional Practice

Learning Objectives

- Recognize the personal challenges or issues associated with the adaptation to practicing as a professional nurse in the U.S.
- Identify at least two resources to use to help have a successful acclimation to the professional and personal challenges as a nurse in the U.S.

Reading

Complete the reading for Lesson 3 (29 pages).

Workbook Exercise

- Complete Exercise: "Confidentiality, Clinical Protocol, and Clinical Pathways"
- Complete Exercise: "Delegation Part B"

Interactive Exercise

- Complete the "Delegation Part A" exercise in the online course
- Complete the "FMLA" exercise in the online course

Lesson 4: Acclimation to Living in the U.S.

Learning Objectives

- Recognize the personal challenges or issues associated with the adaptation to living in the U.S.
- Identify at least two resources to use to help have a successful acclimation to the professional and personal challenges as a nurse in the U.S.

Reading

Complete the reading for Lesson 4 (7 pages).

Workbook Exercise

Complete Exercise: "Resources for You."

Lesson 5: Summary & Reference

Reading

Complete the reading for Lesson 5 (3 pages).

Complete the Posttest

In order to receive contact hours, learners must complete this multiple-choice exam that tests understanding of the course material. Questions are based on the required readings.

Complete the Course Evaluation

NCSBN Learning Extension is always looking for ways to improve the course and feedback is extremely important in this effort. Please remember to fill out the [course evaluation form](#) after course completion.

Appendices

There are five downloadable appendices referenced within this course. They are found in the Features section.

- Appendix A: Confidentiality & Privacy of Health Information
- Appendix B: Delegation Decision-Making Trees
- Appendix C: Attendance: Example policy from St. Lukes Episcopal Hospital
- Appendix D: Clinical Protocols: Example policy from St. Lukes Episcopal Hospital
- Appendix E: Clinical Pathways: Examples from Marion General Hospital

V. Getting Help/Office Hours

Technical Support

Technical support is available 24/7:

Live Chat: <https://admin.instant-service.com/links/5668/21000>

E-mail: IS5668_21000@is.instant-service.com

Customer Service

E-mail: elearning@ncsbn.org

Phone: 312.525.3749 (for general course related or billing questions)

Monday–Friday, 9:00 am–5:00 pm Central