

STUDENT SHADOWING GUIDELINES IN THE NURSING HOME: MAKING IT WORTHWHILE

Learning Objectives:

The purpose of shadowing experiences is to provide students the opportunity to learn about roles and responsibilities of individuals working in nursing homes, particularly registered nurses. In order for students to receive a rich and informative experience, students need some guidance about what they should be learning through this experience.

Student Preparation:

1. Read chapters in a course textbook related to various roles of staff and nurses in nursing homes.
2. Review the section on the competencies for leaders in long-term care facilities developed by the American Health Care Association:
http://www.ahcancal.org/quality_improvement/leadership_excellence/Documents/Section2-RolesAndCompetencies.pdf
3. Review the role of the Nurse Assessment Coordinator
[http://www.aanac.org/information-resources/article/2012/02/06/the-role-of-the-nac-position-paper-\(4-11\)](http://www.aanac.org/information-resources/article/2012/02/06/the-role-of-the-nac-position-paper-(4-11))
4. Review your faculty's expectations and shadowing guidelines for the assigned shadowing experiences.

Student Guidelines for Shadowing Experiences:

See the Shadowing Guidelines (below) that can be provided to the students for shadowing various individuals in the nursing home setting.

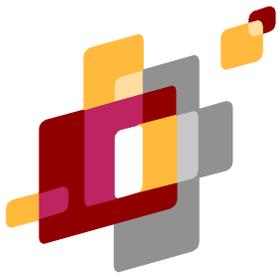


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Shadowing the Nurse Assessment Coordinator

When you are spending time with the Nurse Assessment Coordinator, find out the following information:

1. How does he/she describe the major functions of the position?
2. What does he/she view as the most rewarding aspect of their position? Why?
3. What does he/she view as the most challenging aspect of their position? Why?
4. What skills/knowledge does the MDS need to effectively fulfill his/her responsibilities? Why?
5. How does the Nurse Assessment Coordinator assure that they are obtaining accurate information about the resident to complete the MDS and develop the care plan?
6. How are the nursing assistants involved in the assessment and care planning process?
7. Ask the Nurse Assessment Coordinator to describe the care planning meetings that are held in the facility. Who attends?

Shadowing the Director of Nursing

When you are spending time with the Director of Nursing, find out the following information:

1. How does he/she describe the major functions of the position?
2. What does he/she view as the most rewarding aspect of their position? Why?
3. What does he/she view as the most challenging aspect of their position? Why?
4. What skills/knowledge does the DON need to effectively fulfill his/her responsibilities? Why?
5. How does he/she view the roles of the RN and the LPN? Are their roles viewed differently? If not, why not? If so, why?
6. What professional organization(s) does the DON belong to? Is he/she certified in gerontological nursing or in long-term care nursing administration?
7. How does the DON remain current in his/her position?
8. If the DON could change one thing about nursing homes, what would it be?
9. How does he/she view the purpose and value of the MDS?
10. Is the DON a member of the American Association of Nurse Assessment Coordination (AANAC)? If so, does he/she find the organization helpful to staying current in their role? If not, why isn't he/she a member?



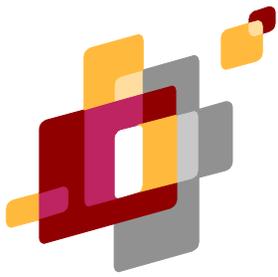
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Shadowing the Director of Staff Development

When you are spending time with the Director of Staff Development, find out the following information:

1. How does he/she describe the major functions of the position?
2. What does he/she view as the most rewarding aspect of their position? Why?
3. What does he/she view as the most challenging of their position? Why?
4. What skills/knowledge does the Director of Staff Development need to effectively fulfill his/her responsibilities? Why?
5. What strategies does he/she use to assess the learning needs of nursing staff?
6. What opportunities are there for nursing staff to attend in-services, outside conferences, etc?
7. How are new nursing staff members oriented to the facility and their role? How long is the orientation period for a registered nurse? A nursing assistant? Do you think this time is adequate?
8. How are the competencies of nursing staff identified and evaluated?
9. What professional organization(s) does the Director of Staff Development belong to? Is he/she certified in gerontological nursing?
10. Does the organization promote certification in gerontological nursing? Why or why not?

Shadowing a Registered Nurse (staff or unit coordinator role)

When you are spending time with a registered nurse, find out the following information:

1. How does he/she describe the major functions of the position?
2. What does he/she view as the most rewarding aspect of their position? Why?
3. What does he/she view as the most challenging aspect of their position? Why?
4. What skills/knowledge does the RN need to effectively fulfill his/her responsibilities? Why?
5. How does he/she view the roles of the RN and the LPN? Does he/she see those roles as different? If not, why not? If so, why?
6. What professional organization(s) does he/she belong to? Is he/she certified in gerontological nursing?
7. How does the RN remain current in his/her position?
8. If he/she could change one thing about nursing homes, what would it be?
9. How does he/she view the purpose and value of the MDS?



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