



## WORKING AS A TEAM IN NURSING HOMES

### Learning Objectives:

Using knowledge about the roles of staff and the care of residents in nursing homes, students will:

1. Manage the care of a group of residents and work as a team with nursing and interdisciplinary staff applying knowledge about delegation, teamwork, leadership, and team communication.

### Student Preparation:

1. Become familiar with principles of delegation.
  - a. Log on to the National Council of State Boards of Nursing Website:  
<https://www.ncsbn.org/index.htm>
  - b. Click on the “Nurses and Faculty” tab and select “Delegation”
  - c. Read the position paper “*Working with Others: Delegation and Other Health Care Interfaces*” This is a downloadable PDF file.
2. Review nursing roles and principles of leadership and management nursing in the long term care setting.
  - a. Read chapters in course textbook related to leadership and management roles in long term care.
  - b. Read chapters in course textbook related to the roles of Licensed Practical Nurses, Certified Nursing Assistants and Registered Nurses in long term care.
3. Familiarize self with plan of care for each resident in assigned group.
  - a. Review appropriate nursing references to gather information about medications and nursing interventions and nursing skills for assigned group of residents.
  - b. Review CNA responsibilities for each assigned resident.

### Student Activities:

1. Groups of 2-4 students comprise a team that consists of 6-10 residents. Student team members are responsible for the care of all residents, supervising the care of nursing assistants, and will “cover” for peers during meal and other breaks. Possible assignments include:
  - a. **Week One:** Students meet residents, review MDS, Care Plan as well as medications, and ordered delegated medical treatments. Students also review CNA assignment plans. Students plan how to learn medications for all residents by the following week.
  - b. **Week Two:** Two students listen to shift report, share information with peers and do phone calls to providers related to residents; two students administer medications to the residents; and two students complete the ordered delegated medical treatments as well as delegate to CNAs who are assigned to the residents. All students complete documentation as per facility policy.
  - c. **Remaining weeks of rotation:** Students rotate through the roles described in Week Two per the discretion of faculty.



UNIVERSITY OF MINNESOTA

School of Nursing

Driven to Discover<sup>SM</sup>

For additional *Quick and Easy* tips, visit:

<http://www.nursing.umn.edu/Hartford/ClinicalTeachinginNursingHomes/ClinicalTeachingResources/index.htm>