CORE COMPETENCIES DEVELOPED FOR LICENSED PRACTICAL NURSES (LPNs) IN MASSACHUSETTS

Five years after the publication of the Nurse of the Future Nursing Core Competencies© - Registered Nurse (NOFNCC-RN) and their implementation into academic and practice settings across the state, Massachusetts nurse leaders have developed a similar set of competencies specific to the skills and abilities of the Licensed Practical Nurse (LPN).

Adapted from the RN-focused NOFNCC, the Nurse of the Future Nursing Core Competencies© - Licensed Practical Nurse (NOFNCC-LPN) are based on the understanding that LPNs share with the entire nursing community a commitment to providing safe, quality, cost-effective care and are an essential member of the healthcare team.

The MA NOFNCC-LPN were created by a task force convened by the Practical Nurse Educator Council of the Massachusetts and Rhode Island League for Nursing. The group has been working with the Nurse of the Future Working Group who originally developed the RN competencies. This work aligns with the priorities of the Massachusetts Action Coalition (MAAC) efforts to promote the use of competencies in all academic and practice settings throughout the state. With the MA Department of Higher Education and the Organization of Nurse Leaders of MA & RI as co-leaders, the MAAC is engaging health care providers, nurse educators, and public sector leaders to affect and support changes in how nurses are educated, trained, and practice in order to better serve the health care needs of the Commonwealth.

In developing the competencies, the task force reviewed and incorporated current practice standards, national and state-specific models, education accreditation standards, and projected patient demographic and healthcare profiles for Massachusetts. Extensive feedback was gathered from a variety of sources, including surveys and meetings with nursing education faculty, clinical practice partners, and nurse leaders from a variety of healthcare organizations.

Core Competencies for Licensed Practical Nurses in Massachusetts

As with the MA NOFNCC-RN, each of the core competencies is broken down into three specific areas – essential knowledge, attitudes and behaviors, and skills – each of which identifies expectations for initial nursing practice following completion of a pre-licensure professional nursing educational program. The order of the competencies does not indicate any hierarchy, as all the competencies are of equal importance.

The core competencies for the LPN of the Future are:

**Patient and Family-Centered Care:** provide holistic care that recognizes the individual’s and family preferences, values and needs and respects the client or designee as a full partner in providing compassionate, coordinated, age and culturally appropriate, safe and effective care.
**Professionalism**: demonstrate accountability for the delivery of standard-based nursing care that is consistent with moral, altruistic, legal, ethical, regulatory, and humanistic principles.

**Leadership**: influence the behavior of individuals or groups of individuals in a way that will facilitate the achievement of shared goals. Includes problem solving, accountability, delegation, courage,

**Systems-Based Practice**: demonstrate an awareness of and responsiveness to the larger context of the health care system, and will demonstrate the ability to effectively call on microsystem resources to provide care that is of optimal quality and value.

**Informatics and Technology**: use information and technology to communicate, manage knowledge, mitigate error, and support decision-making.

**Communication**: interact effectively with patients, families and colleagues, fostering mutual respect and shared decision making, to enhance client satisfaction and health outcomes.

**Teamwork and Collaboration**: function effectively within nursing and the interdisciplinary health care teams, fostering open communication, mutual respect, shared decision making, team learning and development (Adapted from QSEN, 2007). Noteworthy – understands, contributes to impact of effective team functioning on patient safety and quality of care

**Safety**: minimize risk of harm to patients and providers through both system effectiveness and individual performance.

**Quality Improvement**: collect data to monitor the outcomes of care and use data to continuously improve the quality and safety of health care systems.

**Evidence-Based Practice**: will identify the value of using the best current evidence coupled with clinical expertise and consideration of patient’s preferences, experience and values to make practice decisions.


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The Massachusetts Action Coalition is a partnership of the MA Department of Higher Education and the Organization of Nurse Leaders of MA & RI. We are part of the nationwide Campaign for Action, a joint initiative of the AARP Foundation and the Robert Wood Johnson Foundation, to help implement the Institute of Medicine's report, *The Future of Nursing: Leading Change, Advancing Health* (2010). Nurses are the largest workforce in America and are playing a pivotal role in advancing health care and improving patient care nationwide and in the Commonwealth. More at http://campaignforaction.org/state.massachusetts