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Regulatory





Overview of the Alabama Nurse Practice Act, Nursing Regulations, & Board Functions

Hours **1.75**

Objectives:

- 1. Discuss the purpose & background of laws regulating nursing.
- 2. Describe the functions of the ABN, & the composition & minimum qualifications of Board members.
- 3. Differentiate between Laws & Rules.

- 4. Locate the Alabama Nurse Practice Act ("NPA") & the ABN Administrative Code.
- 5. Summarize the AL NPA.
- 6. Summarize regulations that govern nursing in Alabama.



Alabama Licensure & Continuing Education Regulations



Objectives:

- 1. Identify two examples of interstate compacts.
- 2. Explain the levels of licensure and paths to nursing licensure in Alabama.
- 3. Define licensure terms, including the multistate practice privilege.
- 4. Describe licensure types, status, and renewal.
- 5. Discuss select licensure regulations.
- 6. Give examples of CE documentation requirements.
- 7. Understand the implications of the CE earning period in a given situation.



Nursing Professional Conduct & Accountability



- 1. Define accountability, responsibility, and professional boundary.
- 2. Identify how personal behaviors can violate conduct and accountability rules.
- 3. Summarize scope of practice for registered nurses and practical nurses.
- 4. Differentiate between comprehensive and focused assessments.





Social Media

Hours **1.30**

Objectives:

- 1. Define social media.
- 2. Examine the impact of social media in the healthcare setting.
- 3. Identify the ethical and legal obligations of healthcare personnel related to social media use in the healthcare setting.
- 4. Examine strategies for the nurse leaders to manage social media use by healthcare personnel.
- 5. Discuss how nurse leaders can leverage social media use to promote safe, quality patient-centered care and facilitate team and organizational success.



Scope of Practice for RNs & LPNs



Objectives:

- 1. Identify rules and regulations that apply to scope of practice for RNs and LPNs per the ABN Administrative Code.
- 2. Summarize nursing scope of practice in Alabama.
- 3. Describe resources provided by the ABN to guide scope of practice decisions.
- 4. Apply the Scope of Practice Decision-Making Model ABN Administrative Code in two case studies.



Standardized Procedure: Practice Beyond Basic Nursing Education



- 1. Summarize nursing scope of practice.
- 2. Define standardized procedures.
- 3. Identify nursing skills or tasks that require standardized procedures.
- 4. Discuss the requirements for a licensed nurse to perform standardized procedures.
- 5. Describe the implementation of standardized procedures in healthcare settings.
- 6. Examine the implications of standardized procedures to nursing practice.





Delegation & Assignment: Definitions & the Application of ABN Rules

Hours **1.30**

Objectives:

- 1. Define the terms delegation and assignment.
- 2. Summarize ABN Rules pertaining to delegation and assignment.
- 3. Distinguish the difference between delegation and assignment.
- 4. Apply the principles of delegation and assignments.



Medication Administration & Safety for Charge Nurses



Objectives:

- 1. Identify and apply the Alabama Administrative Code for medication administration and safety.
- 2. Identify the general principles in medication administration.
- 3. Define the legal liabilities of a charge nurse.



Substance Use & Drug Diversion for Licensees: Recognizing & Intervention for Peers Displaying Diversion Symptoms



- 1. Define substance use disorder and drug diversion.
- 2. Recognize signs of substance use disorder and drug diversion.
- 3. Perform intervention actions by reporting suspected substance use disorder, impairment, or diversion.





A Century of Nursing in Alabama



Objectives:

- 1. Know the year the Alabama Nurse Practice Act was enacted.
- 2. Summarize the focus of nursing regulation in Alabama through decades.



Documentation: A Case Study



Objectives:

- 1. Identify two reasons documentation protects the public.
- 2. Describe a situation that violates principles of documentation according to the Alabama Administrative Code.
- 3. Identify three barriers to completing appropriate documentation.



Understanding Competency



- 1. Define nursing competency.
- 2. Identify who needs and who performs competency assessment and the components of each phase.
- 3. Summarize the three phases of competency assessment and the components of each phase.





Your Body Language May Shape Who You Are: TED Talk



Objectives:

- 1. Identify one's own usual body language.
- 2. Describe how to perform a Power Pose.
- 3. Draw conclusions on the impact of a Power Pose on the hormones Testosterone & Cortisol.



Professional Boundaries



Objectives:

- 1. Define boundaries.
- 2. Explain the Alabama Board of Nursing (ABN) Administrative Code related to professional boundaries of licensed nurses.
- 3. Examine possible professional boundary issues.
- 4. Identify strategies to maintain boundaries.
- 5. Explain consequences of boundary violations.
- 6. Examine responsibilities of the nurse leader to professional boundaries.
- 7. Explain reporting boundary violations.



We Need to Talk: Crucial Conversations & The Nurse Leader



- 1. Describe crucial conversations.
- 2. Discuss the importance of crucial conversations.
- 3. Explain crucial concerns that make up the most frequent topics of crucial conversations.
- 4. Examine barriers to crucial conversations.
- 5. Develop strategies to help the nurse leader with crucial conversations.





The Enhanced Nurse Licensure Compact



Objectives:

- 1. Identify key provisions of the Enhanced Nurse Licensure Compact (eNCL).
- 2. Examine definition changes inherent to the eNCL.
- 3. Discuss license verification changes for employers.
- 4. Explain ABN Subscription Service changes.

4. Explain ABN Subscription Service changes.



The Power of Civility



Objectives:

- 1. Define civility and incivility.
- 2. Describe the impact of incivility in the patient care environment.
- 3. Discuss strategies for nurse leaders to demonstrate and foster civility.



Conflict: An Overview



- 1. Define conflict.
- 2. Describe reasons for conflict.
- 3. Describe types of conflict.
- 4. Identify sources of conflict.

- 5. Describe examples of conflict in the healthcare environment.
- 6. Examine the impact of conflict on the healthcare environment.
- 7. Discuss strategies to prevent conflict.





Decision-Making: A Critical Competency for Nurse Leaders



Objectives:

- 1. Define decision-making.
- 2. Use the Alabama Board of Nursing (ABN) Scope of Practice RN/LPN Decision Making Model to make decisions in a simulated situation.
- 3. Define delegation, accountability, responsibility, and supervision.
- 4. Explain the principles of delegation.

- 5. Explain the ABN Standards of Practice related to delegation.
- 6. Discuss strategies by the nurse leader to improve delegation skills.
- 7. Use the ABN Scope of Practice RN/LPN Decision Making Model to delegate in a simulated situation.



The Role of the Nurse Leader in Detecting Conflict



Objectives:

- 1. Describe the manifestations of conflict.
- 2. Discuss the role of the nurse leader in the detection of conflict among frontline staff, administrative equals, and organizational leaders.
- 3. Apply the Alabama Board of Nursing (ABN) Scope of Practice-RN/LPN Decision Making Model to make decisions in a simulated conflict situation.



An Introduction to Conflict Managment for Nurse Leaders



- Define conflict management.
- Discuss strategies for nurse leaders to avoid conflict.
- 3. Identify objectives of conflict management

Advanced Practice





An Overview of Collaborative Practice in Alabama

Hours **1.70**

Objectives:

- 1. Define collaborative practice.
- 2. Describe the collaborative relationship between an advanced practice nurse & a licensed physician.
- 3. Identify the rules governing collaborative practice in Alabama.
- 4. Apply the rule specific to FTE limitations.



The Approval Process for CRNPs and CNMs



Objectives:

- 1. Define the minimum requirements for approval as a CRNP or CNM in the state of Alabama
- 2. Identify various applications a CRNP or CNM might use in applying to the Board of Nursing
- 3. Explain the application review process
- 4. Summarize various approval statuses available to applicants for approval as CRNPs or CNMs
- 5. Discuss the role of the Joint Committee of the State Board of Medical Examiners and the Board of Nursing for Advanced Practice Nurses



Protocols Skills and Professional Responsibilities for CRNPs and CNMs



- 1. Discuss the Standard and Specialty Protocols
- 2.Describe the skill request process for advanced practice (AP)
- 3. Summarize renewal of AP approval and recertification
- 4. Identify AP resources on the ABN website



Advanced Practice





Advanced Practice Beyond Basic Education: Opportunities for the Future



Objectives:

- 1. Discuss the rules governing an APRN's ability to carry out functions beyond basic APRN education.
- 2. Summarize Standardized Procedures and the ability to apply several factors, including organizational medical protocols, standing orders, and a Standardized Procedure to augment APRN skills and procedures under the oversight of the medical executive committee.
- 3. Apply the Standardized Procedures rules to a given APRN practice scenario.
- 4. Compare the use of a Standardized Procedure to the Standard Protocol and a licensed healthcare organization's emergency or disaster plan in allowing APRNs to practice to the full extent of their education, training, and national certification.



Covering Physician Requirements for Collaborative Practice



Objectives:

1. Discuss covering physician requirements for collaborative practice.



Monitoring



VDAP Monitoring

Hours **0.80**

Objectives:

1. Summarize various VDAP Agreement stipulations.



Drug Screen Monitoring



Objectives:

1. Apply the various requirements of drug screen monitoring.



Probation Monitoring



Objectives:

1. Discuss various requirements of probation monitoring.

Monitoring

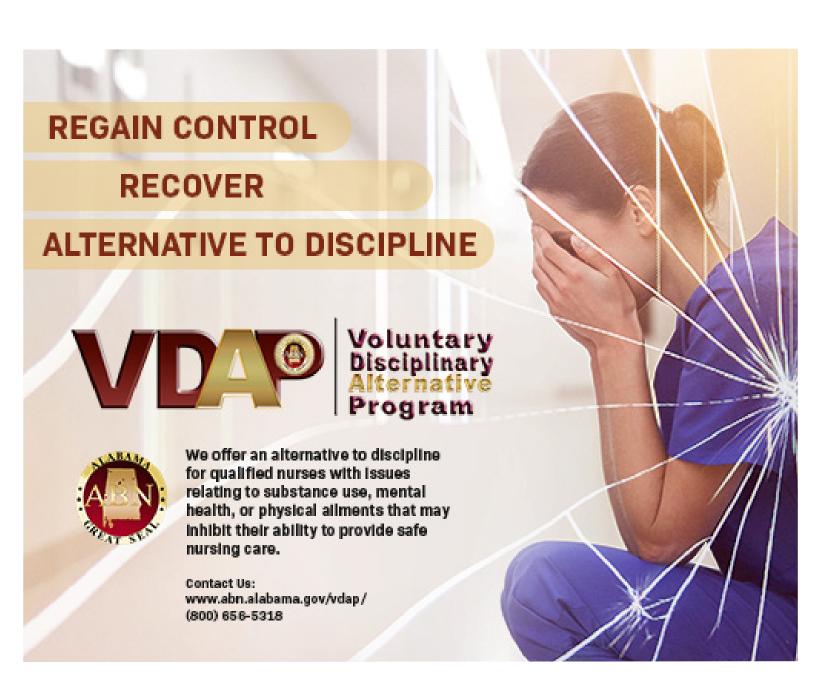




Substance Use Disorder in Nursing & the Voluntary Disciplinary Alternative Program (VDAP)



- 1. Describing substance use disorder and its incidence in nurses.
- 2. Summarizing the pathophysiology of substance use disorder and risks that may contribute to its development.
- 3. Discussing the ABN's legal authority to offer VDAP.
- 3. Discussing the ABN's legal authority to offer VDAP.
- 4. Identifying issues of nurse impairment and diversion that can impact patient safety and associated nurse leader interventions.
- 5. Applying tools to facilitate nurse re-entry into the workplace.





Leadership Institute

START YOUR LEADERSHIP JOURNEY TODAY!

01

Complete the online CE courses (available in My Profile for nurses who have an Alabama nursing license). HINT: Complete the Worksheet as you complete the courses to help you with the Applied Leadership Activity.

03

Complete the Applied Leadership Activity.

02

Submit the enrollment form after completing the online CE courses for each tier: Individual, Team, & Organization.

04

Attend an ABN-sponsored Workshop or Conference.

ENROLL HERE



<u>abn.alabama.gov/leadership-institute/</u>
(334) 293-5200

770 Washington Avenue Montgomery, AL 36104









ENROLL

WORKSHEET



Introduction to Crucial Conversations



Objectives:

- 1. Describe crucial conversations.
- 2. Discuss the importance of crucial conversations.
- 3. Explain crucial concerns that make up the most frequent topics of crucial conversations.
- 4. Examine barriers to crucial conversations.
- 5. Develop strategies to help the nurse leader with crucial conversations.



Professional Communication Techniques



Objectives:

- 1. Identify unprofessional communication methods that occur in the workplace.
- 2. Explain how unprofessional communication methods can lead to unhealthy communication interactions in the workplace.
- 3. Apply professional communication techniques (RESCUE & RESTORE methods) to evaluate and analyze communication behaviors.
- 4. Utilize professional communication techniques (RESTORE & RESTORE methods) to respectfully and openly repair communication interactions.



Discipline Basics and Just Culture



- 1. Discuss discipline basics.
- 2. Explain the Just Culture concept.
- 3. Discuss the benefits of a Just Culture.
- 4. Identify human behaviors described by the Just Culture Model.
- 5. Discuss the application of Just Culture discipline by nurse managers.
- 6. Discuss the application of Just Culture discipline by the Alabama Board of Nursing, or ABN.





Effective Communication for Nurse Leaders



Hours

Objectives:

- 1. Define effective communication.
- 2. Describe effective communication.
- 3. Identify the styles of communication.
- 4. Discuss assertive communication strategies.
- 5. Discuss leadership communication to facilitate effective and professional therapeutic communication verbally, electronically, and in written form with culturally diverse front-line staff, administrative equals, and organizational leaders.
- 6. Discuss tools for effective communication as a nurse leader.

Leading a Diverse Nursing Team

Objectives:

- 1. Define diversity and summarize its significance in the workplace.
- 2. Define emotional intelligence (EI), generational differences, and cultural diversity.
- 3. Relate emotions to professional behavioral standards.
- 4. Discuss the importance of using emotional intelligence to improve relationships, manage differences, and promote quality patient-centered care.
- 5. Explain the impact of generational differences and describe strategies to use generational diversity to improve relationships, manage differences, and promote
- 6. Explain the impact of cultural diversity and describe and describe strategies to use cultural diversity to improve relationships, manage differences, and promote patient-centered care.

Effective Public Speaking: An Opportunity to Showcase Your Leadership



Objectives:

- 1. Discuss the basic principles of public speaking.
- 2. Apply the basic principles of public speaking in a scenario.
- 3. Discuss effective strategies for managing apprehension associated with public speaking.
- 4. Explain the importance of effective public speaking in nurse leaders.

patient-centered care.





Workplace Incivility, Bullying, & Violence: A Threat to Nurse & Patient Safety



Objectives:

- 1. Behaviors reflecting incivility, bullying, and workplace violence.
- 2. Discuss the impact of aggressive behavior on nurses, patients, and organizations.
- 3. Consider strategies to reduce harmful behaviors imposed on others in the workplace.



Critical Thinking & Clinical Reasoning



Objectives:

- 1. Define critical thinking and clinical reasoning.
- 2. Describe the relationship between the nursing process and critical thinking.
- 3. Explain the significance of critical thinking to nursing leadership.
- 4. Identify resources to improve critical thinking and clinical reasoning skills.



Emotional Intelligence in Healthcare



- 1. Identify the components of emotional intelligence.
- 2. Describe examples of El within the healthcare community.
- 3. Examine ways to use EI to promote success, safety, and patient-centered care.





Therapeutic Relationships: Defining Nursing Boundaries



Objectives:

- 1. Define professional nursing boundaries.
- 2. Explain provisions of the ABN Administrative Code related to professional boundaries.
- 3. Examine nurses' professional boundaries.



Principles of Leadership



- 1. Build team member resilience, by helping them maintain their self-esteem, by focusing on behavior, rather than attitude.
- 2.Apply job satisfaction "motivators" & job dissatisfaction "hygiene factors" using Herzberg's Hygiene-Motivation Model.
- 3.Utilize communication fundamentals including listening and upward & downward communication.
- 4. Differentiate between job performance and work habits and identify opportunities to improve employee work habits.
- 5. Resolve conflict.
- 6. Be a motivator for change.



ENROLL

WORKSHEET



The Standardized Procedure Application Process

Hours **1.10**

Objectives:

- 1. Define the term standardized procedure.
- 2. Identify skills which require a standardized procedure.
- 3. Summarize the standardized procedure application process.
- 4. State the annual reporting requirements for standardized procedure application process.



Delegation for Leadership



Objectives:

- 1. Discuss reasons for managers or executives to develop delegation skills.
- 2. Verbalize the values of effective delegation.
- 3. Identify questions that must be answered prior to delegation of tasks.
- 4. Identify guidelines & common mistakes in delegation.
- 5. Discuss strategies for improving delegation skills.

Drug Diversion: Information for Nurse Leaders



- 1. Summarize types of risk from diversion in healthcare facilities.
- 2. Describe barriers to colleague confrontation & reporting.
- 3. Identify best practices in diversion investigations.
- 4. List two types of monitoring at ABN (Nursing practice re-entry).
- 5. Recall facility & patient risks of diversion.



Hours



Monitor Training for Employers

Objectives:

- 1. Discuss reasons for licensure sanctions and remediation for continued licensure.
- 2. Differentiate between the ABN's two monitoring programs: Probation and the Voluntary Disciplinary Alternative Program (VDAP).
- 3. Explain the role of employers in monitoring nursing practice.
- 4. Summarize common monitoring stipulations detailed in an ABN Order or VDAP Agreement.

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- 5. Describe components to be included on the Online Employer Quarterly Report submitted to the ABN.
- 6. Identify employment restrictions which apply to all monitored nurses and others which may apply to some monitored nurses.
- 7. Name available tools and resources for employers of monitored nurses.



The Nurse Leader's Guide to Social Media Use in the Workplace



Objectives:

- 1. Define social media.
- 2. Examine the impact of social media in the healthcare setting.
- 3. Identify the ethical and legal obligations of healthcare personnel related to social media use in the healthcare setting.
- 4. Examine strategies for nurse leaders to manage social media use by healthcare personnel.
- 5. Discuss how nurse leaders can leverage social media use to promote safe, quality patient-centered care and facilitate team and organizational success.



Applying Strategies to Manage and/or Resolve Conflict



- 1. Discuss strategies to manage conflict and mitigate risk among frontline staff, administrative equals, and organization leaders, and ensure safety of the workplace.
- 2. Determine the best approach to conflict in a simulated situation.
- 3. Discuss the importance of documenting conflicts.





Conflict Management Strategies for Nurse Leaders



Objectives:

1. Discuss strategies for nurse leaders to manage conflict and mitigate risks among frontline staff, administrative equals, and organizational leaders, and ensure safety of the workplace



Service Recovery in Difficult Situations



Objectives:

- 1. Understand the differences between patient rights, concerns, and grievances.
- 2. Develop a framework for communication in difficult situations.
- 3. Identify best practices for service recovery.

4. Discuss regulations and risk management related to grievances.



Crucial Conversations in the Workplace



- 1. Describe crucial conversations.
- 2. Discuss the importance of crucial conversations.
- 3. Explain concerns that constitute the most frequent topics of crucial conversations.
- 4. Examine barriers to crucial conversations.
- 5. Develop strategies to manage crucial conversations.





Managing Healthcare Business Resources



Objectives:

- 1. Identify healthcare business resources.
- 2. Describe effective management of resources.
- 3. Discuss the importance of managing those resources effectively.



Clinical Policy & Procedure Development



Objectives:

- 1. Describe types and the purpose of clinical policies and procedures.
- 2. Identify content to include in clinical policies and procedures.
- 3. Discuss maintenance of clinical policies and procedures.
- 4. Define competency assessment.
- 5. Develop clinical policies, procedures, and competency assessments.



Coaching & Providing Constructive Feedback: Developing a Supportive Relationship



- 1. Distinguish between precepting, coaching, & giving feedback.
- 2. Identify the roles of the preceptor & how to build a supportive relationship.
- 3. Determine employee learning needs.
- 4. Give effective feedback, including constructive criticism.
- 5. Discuss what coaching is and why and how to do it, as well as develop a plan to address job performance issues.





Pillars of Leadership



Objectives:

- 1. Identify healthcare business resources.
- 2. Describe effective management of resources.
- 3. Discuss the importance of managing those resources effectively.



Implementing Changes: Encouraging Participation & Process Documentation



- 1. Describe types and the purpose of clinical policies and procedures.
- 2. Identify content to include in clinical policies and procedures.
- 3. Discuss maintenance of clinical policies and procedures.
- 4. Define competency assessment.
- 5. Develop clinical policies, procedures, and competency assessments.

Leadership Institute: Organizational Tier



Enrollment & Worksheet Coming Soon!



The Relationship of Accreditation, Licensure, Certification & Regulation to Healthcare Policies & Procedures



Objectives:

- 1. Identify the similarities and differences between accreditation, certification, licensure, & regulatory entities for healthcare organizations.
- 2. Discuss the roles of Joint Commission (TJC), the Alabama Department of Public Health (ADPH), the Centers for Medicare and Medicaid Services (CMS), and regulatory boards.
- 3. Explain how accreditation, certification, licensure, and regulatory requirements influence healthcare organizational policies and procedures.
- 4. Describe the impact of accreditation, certification, licensure, and regulatory requirements on individual competency assessments.



State of the Nursing Workforce: Seeking Solutions for Recruitment & Retention



Objectives:

- 1. Summarize Alabama nursing workforce characteristics.
- 2. Compare the number of nursing graduates entering the workforce with your organization's needs.
- 3. Describe ABN initiatives to lead workforce change.
- 4. Analyze strategies for retaining your current workforce.
- 5. Adapt your current recruitment strategies to attract staff.

Additional Courses Coming Soon!

ALAHOPE



ALAHOPE Recorded Course - Multidisciplinary and Patient Hours .30 **Centered Approach to Substance Use Disorder** Hours **ALAHOPE Recorded Course - Harm Reduction** .30 Hours **ALAHOPE Recorded Course - Stigma and Language** .30 Hours **ALAHOPE Recorded Course - Patient Communication** .30 **ALAHOPE Recorded Course - Safe Tapering of** Hours .30 **Benzodiazepines** Hours **ALAHOPE Recorded Course - Overdose Antidote Therapy** .30 Hours **ALAHOPE Recorded Course - Substance Use in the US** .30 **ALAHOPE Recorded Course - Neuromechanisms of Substance** Hours .30 **Use Disorder**

ALAHOPE



ALAHOPE Recorded Course - Overdose Risk Factors, Signs, and Response

Hours _30

ALAHOPE Recorded Course - Substance Use Disorder and Associated Co-Morbidities



ALAHOPE Recorded Course - Substance Use Disorder Assessment, Diagnosis, and Risk Factors



ALAHOPE Recorded Course - Pharmacologic Treatment for Substance Use Disorder and Related Conditions





Other: Non-ABNP Classes

Courses will not be added to your Individual CE Record. You must manually add the course/certificate to your Individual CE Record.



Other: Non-ABNP





Mandated Reporter Training



Licensed nurses are mandatory reporters of suspected physical abuse, neglect, exploitation, sexual abuse, or emotional abuse of children and/or aged adults or adults with a disability.

Code of Alabama, 1975 §§ 26-14-3 and 38-9-8.

These courses are offered by the Alabama Department of Human Resources (DHR) and are recognized for one contact hour of continuing education (CE) by the Alabama Board of Nursing. Professional development credit information appears at the end of the course(s).

To earn CE, nurses must electronically upload the Certificate of Completion to their Individual CE Record in My Profile.



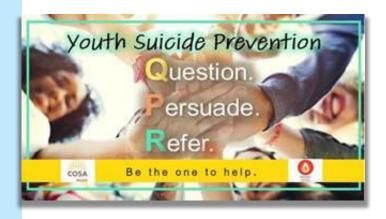
Mental Health Non-ABNP Classes



Example Courses







Various Topics: Non-ABNP Classes



FreeCME.com: Various Courses		Hours Varies
CDC Train		Hours Varies
Medscape: Various Courses		Hours Varies
See You Now: Focus on Health E	Equity	Hours 4.00
See You Now: Focus on Mental	Health	Hours 4.00
Stat Pearls: Various Courses		Hours Varies
Seizure Training for School Nurs	ses	Hours Varies
	4-1 (000) (FC F040	

Substance Abuse: Non-ABNP Classes



Free Psychiatric Pharmacy CE Courtesy of The American Association of Psychiatric Pharmacists



Time to Listen: What the Experts Have to Say About Safe Opioid Prescribing and Addiction Treatment



Other: Non-ABNP



Endemic Content: Non-ABNP Classes

