Home Health Nursing:
Scope and Standards of Practice:
How to Use Them for Nurse Evaluation

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American Nurses Association

- Started developing *Scope & Standards for Nursing* in late 1960s.
- Published first *Standards of Home Health Nursing* in 1986
  - Revised *S&S for HHN* in 1992, 1999, 2007...
ANA S&S Process

- ANA updates specialty S&Ss approximately every 5 years.
- Specialty S&Ss based on *Nursing S&S’s* generic template
- ANA invites members to volunteer for work group
- Work group meets via conference call.
  - 2014 group met every 2 weeks from 7-9 PM for 6 months
- Individuals work on S&S sections between calls & email documents to the group.
- ANA posts draft document on website & invites public comment
- All comments reviewed by work group & considered.
- Final document published

Purpose of *Scope & Standards*

- **Micro Applications:**
  - Define, direct and guide the practice of home health nurses.

- **Macro Applications:**
  - Inform policy makers, litigators, home health agency leaders/staff & the public:
    - Expected standards of care and performance
    - Potential for meeting new challenges
New Realities

- Reimbursement models (ACA, value purchasing)
- Increasing diversity of patient populations
- Institute of Medicine (2010). *Future of Nursing*
- APRNs with prescriptive authority
- Research & evidence based guidelines
- Emerging infections & disasters
- Technology: EMRs, communication, patient devices
- Nurse safety & safe movement initiative
- ANA’s *Magnet & Pathway to Excellence* programs
- ANA’s revised *Code of Ethics*

Discussion & Decisions

- New definition of HHN
- Patient vs. client or consumer
- BSN-preferred entry level
- Trends & Issues
  - Practice environment
  - Ethics
  - Research
  - Health technology
  - Finances & reimbursement
- National vs. international standards
Table of Contents

- Introduction
- Scope of Practice
- Standards of Practice
- Standards of Professional Performance
- Glossary
- References
- Historical documents
- Index

Scope of Practice Topics

- Evolution of HHN
- Definition of HHN
- Distinguishing Characteristics
- Nursing Process in HHN
- Education of HHNs
- Certification of HHNs
- Roles & Responsibilities of HHNs
- Trends, Issues & Opportunities
Evolution of Home Health Nursing

- Care provided for centuries by lay & trained nurses through churches and settlement houses.
- VNAs established in mid-1800’s, established & led by prominent wealthy women.
- Nurses provided care of the sick & health promotion services.
- USA 1965: Medicare Home Health Benefit.

Definition of Home Health Nursing

- Home health nursing is a specialty area of nursing practice that promotes optimal health and well-being for patients, their families, and caregivers within their homes.
- Home health nurses use a holistic approach aimed at empowering patients, families, and caregivers to achieve their highest levels of physical, functional, spiritual, and psychosocial health.
- Home health nurses provide nursing services to patients of all ages and cultures and at all stages of health and illness, including end of life.
Distinguishing Characteristics

- Practice independently
- Require highly-developed assessment & care coordination skills
- Expert in clinical decision-making and practice
- Assess learning needs and health literacy
- Emphasize patient and caregiver teaching; health promotion, disease prevention, medication management, safety & resources
- Use teach-back and return demonstrations
- Knowledge of reimbursement systems to help patients obtain the care they need

Nursing Process

- Basis for the Standards of Practice for Home Health Nursing.
- Six steps:
  - Assessment
  - Diagnosis
  - Outcomes Identification
  - Planning
  - Implementation
  - Evaluation
Education & Certification

- Recommends BSN as “appropriate & preferred educational preparation,” including:
  - Public/community health principles & practice
  - Patient education principles & practice
  - Leadership principles & practice
- Extensive orientation to master competencies
- Lifelong learning & continuing education
- Certification
  - Currently unavailable

Practice Roles & Responsibilities

- Home Health Nurse
- Advanced Practice RN
  - Clinical Nurse Specialist
  - Nurse Practitioner
- Care/case manager
  - Patient educator
  - Patient advocate
- Administrator
- Supervisor/Clinical Manager
- Quality/PI Nurse
- Clinical Educator
Trends, Issues & Opportunities

- Practice environment
- Ethics
- Research
- Informatics & health technology
- Finances & reimbursement

Opportunities: “Home health services will be more important in the changing healthcare delivery model and will require leadership, innovation, and risk-taking. Nurses need to embrace change, adapt to external forces and changed payment models and seize the opportunity to define and lead a new and more effective world of home care.”

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Understanding the *Standards*

- Two Types
  - Practice = “Nursing Process”
  - Professional Performance = Other responsibilities
- Very specific to home health nursing practice
- Anatomy of a Standards
  - The Standard – single sentence
  - Competencies for Generalist Nurse
  - Competencies for APRNs & graduate-prepared RNs

**Standards of Practice**

1. Assessment (15/4)*
2. Diagnosis (5/3)
3. Outcomes Identification (10/5)
4. Planning (11/4)
5. Implementation (17/5)
   - A. Coordination of Care (7/2)
   - B. Health Teaching & Promotion (6/6)
   - C. Consultation (APRN = 4)
   - D. Prescriptive Authority/Treatment (APRN = 7)
6. Evaluation (8/4)

*Numbers in () indicate number of Generalist Nurse/APRN competencies*
Standards of Professional Performance

7. Ethics (12/3)
8. Education (10/2)
9. Evidence-Based Practice & Research (4/3)
10. Quality of Practice (15/6)
11. Communication (11/-)
12. Leadership (18/7)
13. Collaboration (8/4)
14. Profess. Practice Evaluation (8/1)
15. Resource Utilization (9/4)
16. Environmental Health (7/9)

* Numbers in () indicate number of Generalist Nurse/APRN competencies

Micro Applications

- Agency policies and procedures
- Job descriptions
- Basis for:
  - Nurse Evaluations (self, supervisor, peer)
  - Professional development plans & agency inservices
  - Clinical ladders
Micro Applications

- Evaluate on 16 Standards:
  - 181 Generalist Nurse Competencies
  - 83 Graduate/APRN Competencies
- Use for:
  - Self-evals & personal profess. development plans
  - Supervisor/peer evaluations
  - Use data to develop inservice plans

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### Competency Evaluation - 1

**Using Standards/Competencies for Evaluation: Version 1**

<table>
<thead>
<tr>
<th>Home Health Registered Nurse Evaluation: Standard 2</th>
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<tbody>
<tr>
<td><strong>Standard</strong></td>
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Competency Evaluation - 2

Using Standards/Competencies for Evaluation: Version 2

Home Health Registered Nurse Evaluation: Standard 2

<table>
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<tr>
<th>Standard</th>
<th>Competencies</th>
<th>Rating</th>
<th>Validation</th>
<th>Comments/Recommendation</th>
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<td>Standard 2: Diagnosis: Analyzes the assessment data to determine diagnoses, needs, or issues.</td>
<td>Derives the diagnoses, needs, or issues from assessment data. Validates the diagnoses, needs, or issues with the patient, family, caregivers, and other healthcare providers. Identifies actual or potential risks to the patient’s health and safety or barriers to health which may include but are not limited to interpersonal, system, or environmental circumstances. Uses standardized classification systems and clinical decision support tools, when available, in identifying diagnoses. Documents diagnoses, needs, or issues in a manner that facilitates the determination of the expected outcomes and plan.</td>
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Macro Applications

- Agency-Systems Strategic Planning
  - Scope’s “Issues, Trends, and Opportunities”
- National/International Goals and Plans
  - Basis for certification in Home Health Nursing
  - Foundational document for the IHCNO
Welcome to the International Home Care Nurses Organization

The International Home Care Nurses Organization is a world-wide network of nurses interested in promoting excellence in home-based healthcare throughout the world. We strive to achieve this goal through three initiatives:

An International Conference which attracts nurse clinicians, educators, researchers, administrators, policy makers and others interested in care models, initiatives and research aimed at enhancing the health and well-being of patients receiving care in their homes. To be updated about our next conference or about submitting an abstract, e-mail Mary Nabayan@ihcno.org to be placed on our e-mail list.

A LinkedIn Discussion Group in which you can ask questions and discuss issues of interest to an international group of nurse researchers, education, clinicians and administrators about home-based care. To become part of this discussion group, click on LinkedIn Discussion Group.

Significant Interest Groups (SIGs) are the groups of nurses who “meet” virtually to address opportunities, questions and concerns in particular areas of home-based practice. Currently, there are three SIGs.

Ordering Information

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www.nursesbooks.org
Thank You!

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