



NR452 Capstone Course

Required Uniform Assignment: Career Planning

PURPOSE

Having a clear vision for the future, setting reasonable goals, and developing strategies for meeting those goals are important steps in ensuring control of one's professional future. This assignment provides the student with the opportunity to demonstrate a commitment to ongoing personal and professional development through the creation of a one-year and five-year professional career plan in nursing. It also creates an awareness of/partnership with Chamberlain's Career Services professionals, Career Care Plan, and resources available through Chamberlain Career Care.

COURSE OUTCOMES

This assignment enables the student to meet the following course outcomes:

- CO # 1: Synthesize knowledge from the sciences, humanities, and nursing in managing the needs of humans as consumers of healthcare in a patient-centered environment. (PO# 1)
- CO # 5: Explore the impact of professional standards, legislative issues, ethical principles, and values on professional nursing, using data to monitor outcomes and improve quality and safety. (PO# 5, 6)
- CO # 2: Integrate communication and relationship skills in teamwork and collaboration functioning effectively with health team members and consumers of care. (PO 3)

DUE DATE

Unless otherwise instructed by the faculty, this assignment is due to be submitted in the course drop box no later than 12 am (midnight) on the Sunday at the end of Unit 4. The College's Late Assignment Policy applies to this activity.

TOTAL POINTS POSSIBLE

200 points

REQUIREMENTS

1. **Write a 4-5 page essay that includes the following components:**
 - Transition into the Professional Nursing Role: Identify actions to be considered in the transition from student to BSN graduate nurse including:
 - Identify the state in which the student is seeking employment.
 - Detail a minimum of three (3) criteria set forth by the Board of Nursing for obtaining an RN license in that state.
 - Research and identify three (3) positions/employers the student could work for as a new graduate BSN in the geographic area the student is seeking employment. Identify motivators and

- possible detractors for working in those positions/with the selected employers.
 - Hint: Check out the LiquidCompass job board to identify New Graduate nursing positions in your geographic area. LiquidCompass is available in CareerCare under the 'Additional Resources' tab.
- Provide the details of what is required to submit an application for the positions identified above.
- Determine career goals through the completion of a Career Assessment Profile in CareerCare.
- **Holistic Life Balance:** Provide a description of the ways in which the student intends to maintain holistic balance in their personal life as well as in the role of professional nurse within the first year and at five years.
- **Stressors and Challenges:** Identify known stressors and anticipated challenges as well as plans for managing each of them within the first year and at five years. Career Services can provide assistance with this assignment element (i.e., How do I get to where I want to go in nursing? What are my goals? What challenges must be addressed to reach my goals? etc.).
- **Lifelong Learning:** Determine a plan for lifelong learning and educational development anticipated within the first year and at five years.
 - This plan can include, but is not limited to, specialty certification, advanced nursing education, and the pursuit of formal education outside of the nursing discipline.
- **Professional Contributions:** Summarize plans for (a) contributing to at least one professional nursing community as well as the student's general community in the healthcare professional role within the first year and at five years, and (b) examining the need for the student's own professional nursing development related to monitoring outcomes data for patient quality & safety (i.e., how do I need to develop to better assess data that helps me deliver safe patient care and improve the quality of that care?).
- **Scholarly Resources:**
 - A minimum of three (3) peer-reviewed scholarly sources are required in support of this assignment.
 - A minimum of one (1) professional nursing organization website or Board of Nursing website is required in support of this assignment.

PREPARING THE ASSIGNMENT

- Maximum of 4-5 pages including the title page and the reference page.
- Students may find the following list of resources helpful in completing the assignment:
 - American Nurses Credentialing Center at <http://www.nursecredentialing.org/certification.aspx>
 - Board of Nursing Contact at <https://www.ncsbn.org/contact-bon.htm>
 - Holistic Nursing at <http://www.ahna.org/About-Us/What-is-Holistic-Nursing>
 - National Council of State Boards of Nursing at <https://www.ncsbn.org/index.htm>
 - Nursing Community at <http://www.thenursingcommunity.org/>
 - Robert Wood Johnson Foundation at <http://www.rwjf.org/>
 - Sigma Theta Tau International at <http://www.nursingsociety.org>
- Update Career Assessment Profile
 - To complete the profile access CareerCare through your student portal at my.chamberlain.edu (Resources → Support Services → Career Services → Access CareerCare)

- First time Log-in: You will be prompted to complete a profile, of which includes the question “Do you want career services assistance”
- Returning user: Upon login, select ‘My Account’ – ‘My profile’. Locate the question “Do you want Career Services assistance”
- Take a screen shot of the completed Career Assessment Profile – see example below
 - Profile Last Modified Date should reflect recent updates.
 - Career Assessment Profile Screenshot Example:



- The sources cited both in text and on the reference page for this assignment will be formatted according to APA 6th edition guidelines.
- Plan early to contact Career Services professionals on campus to help in your collections of resource material, ideas, and professional career planning counsel.

DIRECTIONS AND ASSIGNMENT CRITERIA

Assignment Criteria	Points	%	Description
Transition into the Professional Nursing Role	50	25	<ul style="list-style-type: none"> Identifies the state in which the student is seeking employment. Details a minimum of three (3) criteria set forth by the Board of Nursing for obtaining an RN licensed in that state. Identifies three or more positions/employers for new graduate BSN employment, including motivators and detractors for each. Include an appendix with a screenshot of a completed Career Assessment Profile from the CareerCare system with "Profile Last Modified" date that is within the session. Collaborate with Career Services professionals at your campus for additional assistance with this assignment element.
Holistic Life Balance	20	10	Provides a description of the ways in which the student intends to maintain holistic balance in their personal life as well as in the role of professional nurse within the first year and at five years.
Stressors and Challenges	20	10	Identifies known stressors and anticipated challenges as well as plans for managing each of them within the first year and at five years. Career Services can provide assistance with this assignment element (i.e., How do I get to where I want to go in nursing? What are my goals? What challenges must be addressed to reach my goals? etc.).
Lifelong Learning	20	10	Determine a plan for lifelong learning and educational development anticipated within the first year and at five years. This plan can include, but is not limited to, specialty certification, advanced nursing education, and the pursuit of formal education outside of the nursing discipline.
Professional Contributions	30	15	<p>(a) Summarize plans for contributing to at least one professional nursing community as well as the student's general community, in the healthcare professional role, within the first year and at five years</p> <p>(b) Examine the need for your own professional nursing development related to monitoring outcomes data for patient quality & safety (i.e., how do I need to develop to better assess data that helps me deliver safe patient care and improve the quality of that care?).</p>
Scholarly Resources	40	20	<ul style="list-style-type: none"> A minimum of three (3) peer-reviewed scholarly sources are required in support of this assignment. A minimum of one (1) professional nursing organization website or Board of Nursing website is required in support of this assignment.
APA 6th ed. Format, Grammar, & Punctuation	20	10	<ul style="list-style-type: none"> Uses clear and correct grammar. Uses proper sentence structure and flow. Adheres to all APA 6th edition formatting guidelines for title page, margins, and in-text citations.
Total	200	100	

GRADING RUBRIC

Assignment Criteria	Outstanding or Highest Level of Performance A (92–100%)	Very Good or High Level of Performance B (84–91%)	Competent or Satisfactory Level of Performance C (76–83%)	Poor, Failing or Unsatisfactory Level of Performance F (0–75%)
Transition into the Professional Nursing Role (50 points)	Thoroughly addresses all elements below: (a) Identified the state in which the student is seeking employment. (b) Thoroughly detailed three or more criteria set forth by the Board of Nursing for obtaining an RN license in that state. (c) Identified three or more positions/employers for new graduate BSN employment, including motivators and detractors for each. (d) Included an appendix with a screenshot of a completed Career Assessment Profile from the CareerCare system with Profile Last Modified date that is within the session. 46-50 points	One to two elements are missing or inadequately explained in one or more of the following: (a) Identified the state in which the student is seeking employment. (b) Thoroughly detailed three or more criteria set forth by the Board of Nursing for obtaining an RN license in that state. (c) Identified three or more positions/employers for new graduate BSN employment, including motivators and detractors for each. (d) Included an appendix with a screenshot of a completed Career Assessment Profile from the CareerCare system with Profile Last Modified date that is within the session. 41-45 points	Three to four elements are missing or inadequately explained in one or more of the following: (a) Identified the state in which the student is seeking employment. (b) Thoroughly detailed three or more criteria set forth by the Board of Nursing for obtaining an RN license in that state. (c) Identified three or more positions/employers for new graduate BSN employment, including motivators and detractors for each. (d) Included an appendix with a screenshot of a completed Career Assessment Profile from the CareerCare system with Profile Last Modified date that is within the session. 36-40 points	Five or more elements are missing or inadequately explained in one or more of the following: (a) Identified the state in which the student is seeking employment. (b) Thoroughly detailed three or more criteria set forth by the Board of Nursing for obtaining an RN license in that state. (c) Identified three or more positions/employers for new graduate BSN employment, including motivators and detractors for each. (d) Included an appendix with a screenshot of a completed Career Assessment Profile from the CareerCare system with Profile Last Modified date that is within the session. 0-35 points
Holistic Life Balance (20 points)	Clearly describes the ways in which the student intends to maintain holistic balance in their personal life as well as in the role of professional nurse within the first year and at five years. 18-20 points	Partially describes the ways in which the student intends to maintain holistic balance in their personal life as well as in the role of professional nurse within the first year and at five years. 15-17 points	Minimally describes the ways in which the student intends to maintain holistic balance in their personal life as well as in the role of professional nurse within the first year and at five years. 13-14 points	Missing description of the ways in which the student intends to maintain holistic balance in their personal life as well as in the role of professional nurse within the first year and at five years. 0-12 points

<p>Stressors and Challenges (20 points)</p>	<p>Establishes a clear description of known stressors and anticipated challenges as well as plans for managing each of them within the first year and at five years. 18-20 points</p>	<p>Provides a partial description of known stressors and anticipated challenges as well as plans for managing each of them within the first year and at five years. 15-17 points</p>	<p>Provides a minimal description of known stressors and anticipated challenges as well as plans for managing each of them within the first year and at five years. 13-14 points</p>	<p>Missing description of stressors and/or anticipated challenges or management of both. 0-12 points</p>
<p>Lifelong Learning (20 points)</p>	<p>Establishes a clear plan for lifelong learning and educational development anticipated within the first year and at five years. 18-20 points</p>	<p>Provides a partial plan for lifelong learning and educational development anticipated within the first year and at five years. 15-17 points</p>	<p>Provides a minimal plan for lifelong learning and educational development anticipated within the first year and at five years. 13-14 points</p>	<p>Provides little or no reference to a plan for lifelong learning and educational development anticipated within the first year and at five years. 0-12 points</p>
<p>Professional Contributions 30 points)</p>	<p>(a) Establishes a complete summary of plans for contributing to at least one professional nursing community as well as the general community, in the healthcare professional role, within the first year and at five years. (b) Thoroughly examines the need for own professional nursing development related to monitoring outcomes data for patient quality & safety. 27-30 points</p>	<p>(a) Provides a partial summary of plans for contributing to at least one professional nursing community as well as the general community, in the healthcare professional role, within the first year and at five years. (b) Partially examines the need for own professional nursing development related to monitoring outcomes data for patient quality & safety. 24-26 points</p>	<p>(a) Provides a minimal summary of plans for contributing to at least one professional nursing community as well as the general community, in the healthcare professional role, within the first year and at five years. (b) Minimally examines the need for own professional nursing development related to monitoring outcomes data for patient quality & safety. 21-23 points</p>	<p>(a) Provides little or no reference to plans for contributing to at least one professional nursing community as well as the general community, in the healthcare professional role, within the first year and at five years. (b) Fails to examine the need for own professional nursing development related to monitoring outcomes data for patient quality & safety. 0-20 points</p>
<p>Scholarly Resources (40 points)</p>	<p>Provides three or more references that are peer-reviewed scholarly journals or other approved sources and one or more professional nursing organization website or Board of Nursing website. 36-40 points</p>	<p>Provides two references that are peer-reviewed scholarly journals or other approved sources and at least one professional nursing organization website or Board of Nursing website. 32-35 points</p>	<p>Provides one references that are peer-reviewed scholarly journals or other approved sources and at least one professional nursing organization website or Board of Nursing website. 28-31 points</p>	<p>Does not provide references that are peer-reviewed scholarly journals or other approved sources and/or one professional nursing organization website or Board of Nursing website. 0-27 points</p>

<p>APA 6th edition Format, Grammar and Punctuation (20 points)</p>	<p>APA 6th edition format is used accurately and consistently in the paper, on the title page, in- text citations, and/or the Reference page. No errors in grammar or punctuation.</p> <p style="text-align: center;">18-20 points</p>	<p>APA 6th edition formatting is used with 1-2 errors, on the title page, in-text citations, and/or the Reference page. Less than 2 errors in grammar or punctuation.</p> <p style="text-align: center;">15-17 point</p>	<p>No more than 3-5 errors in APA 6th edition formatting in the paper, on the title page, in- text citations, and the Reference page. No more than 3-5 errors in grammar or punctuation.</p> <p style="text-align: center;">13-14 point</p>	<p>More than 5 errors in APA 6th edition formatting in the paper, on the title page, in-text citations, and/or the Reference page. More than 5 errors in grammar or punctuation.</p> <p style="text-align: center;">0-12 points</p>
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Total Points Possible = 200 points