



EvolveEd



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# ABOUT NIGHTINGALE EDUCATION GROUP

Nightingale Education Group is comprised of four operating divisions: Nightingale College, Nightingale Innovations, Nightingale Solutions, and EvolvEd. Each division is committed to the contribution of closing health equity gaps by elevating education and employment systems to create a relevantly skilled, readily available nursing workforce, representative of communities they serve.

Nightingale College specializes in distance nursing education offering six programs along the nursing continuum: the Practical Nurse (PN) Diploma Program, LPN to ASN Program, Bachelor of Science in Nursing (BSN) Program, RN to BSN Online Program, Master of Science in Nursing Education Program, and Master of Science in Nursing Family Nurse Practitioner Program. The College has graduated 2,500+ learners and its programs are available nationwide.

Nightingale Innovations works to create learning resources to advance professional competencies along the continuum of healthcare and workforce development. The development of innovative curricula models and virtual health care simulations helps elevate education and health outcomes.

Nightingale Solutions collaborates with nurse employers to build retention and career ladder opportunities for their staff and assist employers in creating sponsorship programs. Solutions helps integrate employer/learner relations to better prepare graduates for initial practice settings.

EvolvEd delivers online micro credentials and CEs for upskilling and re-skilling nurses and faculty.

Nightingale Education Group is also a preferred partner of the Nightingale Foundation. They work together to improve health outcomes by reducing negative effects of the nursing shortage and removing financial barriers for access to nursing education for non-traditional students in underserved and underrepresented communities through scholarships and alternative funding.

## **MISSION**

With the primary focus on higher learning in healthcare professions, Nightingale College contributes to elevating education, health, and employment systems through facilitation of academic achievement, personal growth, and professional development of its learners, alumni, and collaborators, while serving diverse communities.

## **PATHWAY**

All learners and collaborators are expected to align with the College's EVOLVITUDE™ statement:

- I choose deliberate evolvment, grounded in love, trust, forgiveness, courage, kindness, humility, gratitude, and lightheartedness.
- I strive for self-governing, self-actualizing, and self-transcending.
- I act with growth mindset, transparency, and responsibility, while building community.

## **ACCREDITATION AND AFFILIATIONS**

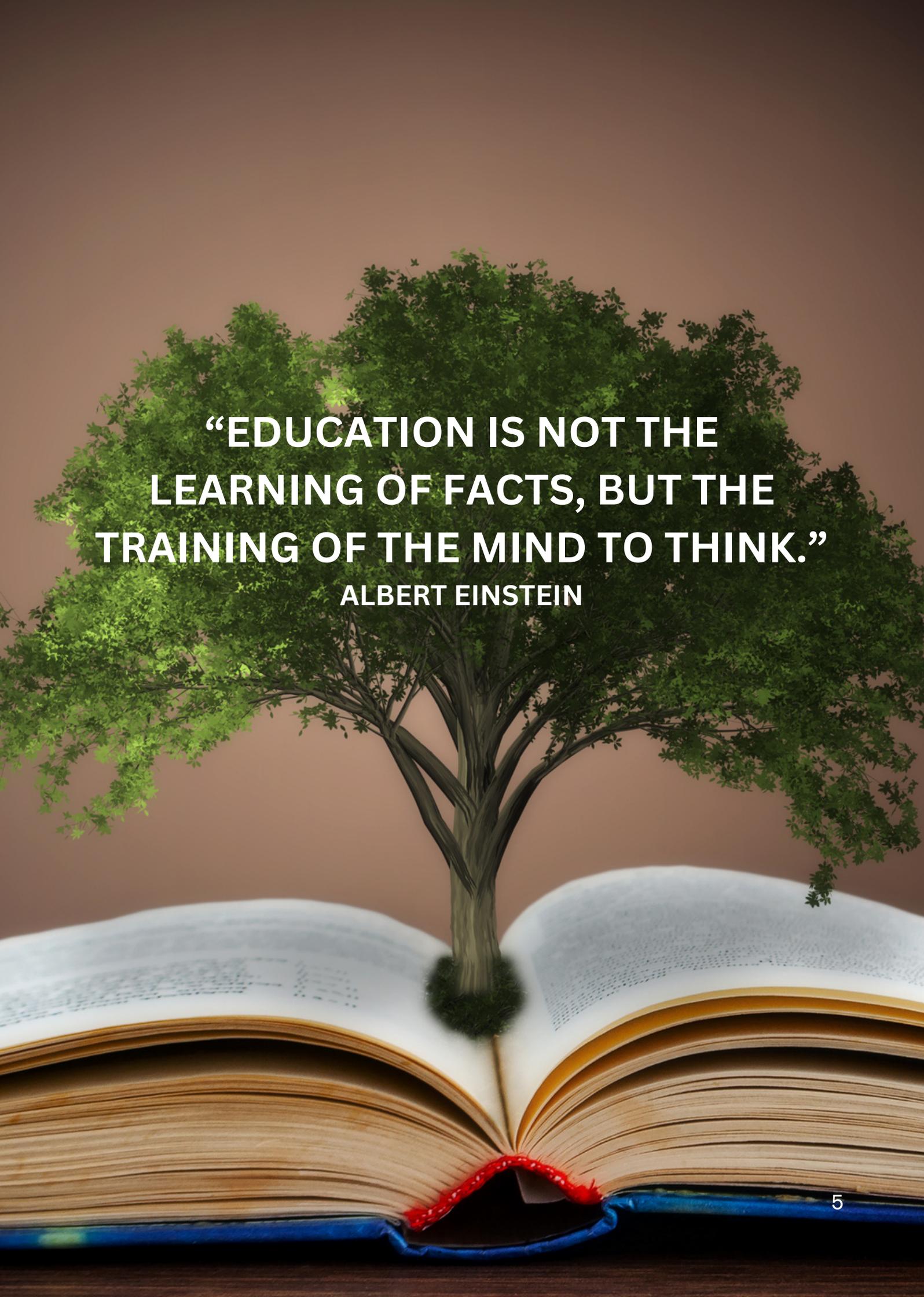
Nightingale College is accredited by the International Accreditors for Continuing Education and Training (IACET) and offers IACET CEUs for its learning events that comply with the ANSI/IACET Continuing Education and Training Standard. IACET is recognized internationally as a standard development organization and accrediting body that promotes quality of continuing education and training.







**If your organization is interested in learning more about EvolvEd offerings and course pilot opportunities, please contact us at [EvolvEd@nightingale.edu](mailto:EvolvEd@nightingale.edu).**

A large, lush green tree with a thick trunk and dense foliage grows out of the center of an open book. The book's pages are white and filled with text, and its blue cover is visible at the bottom. The background is a solid, muted brown color.

**“EDUCATION IS NOT THE  
LEARNING OF FACTS, BUT THE  
TRAINING OF THE MIND TO THINK.”**

**ALBERT EINSTEIN**



# EvolvEd

CELEBRATING THE PURSUIT OF KNOWLEDGE





EvolvEd offers asynchronous, engaging, and on-demand courses that are available online and can be offered anywhere. Throughout your educational journey, you will have different resources available such as various job aids, informational handouts, and help desk assistance.

Geared toward maintaining and building critical expertise, Nightingale Education Group is committed to providing resources and opportunities for those who aspire to advance their lives and careers. To continuously thrive in competitive workplaces, healthcare professionals must continue to grow and learn by developing new skills. Nightingale Education Group's EvolvEd provides numerous services that focus on the continuum of healthcare development and education, professional development, personal advancement, and alternate educational competencies. These new proficiencies allow people to acquire the building blocks needed to advance their skills and gain the stackable credentials that prepare them for multiple areas of the workplace. Nightingale Education Group is focused on sustaining innovative avenues when it comes to personal and professional growth and the elevation of healthcare knowledge in higher education.

Designed for lifelong learners, EvolvEd provides continuously expanding resources to meet current and future educational and professional development needs. The certifications available include rural health, mental health, wellness, self-care, and faculty training.



## WHAT IS A MICRO-CREDENTIAL?

A micro-credential consists of short focused courses that verify advanced knowledge or mastery in a certain topic.

## WHAT ARE THE BENEFITS OF MICRO-CREDENTIALS?

Micro-credential benefits allow learners to:

- Demonstrate an ongoing commitment to learning
- Be more competitive in the workplace
- Try something new

## RESUME SKILLS

Micro-credentials can provide much needed skills that address employer staffing needs. EvolvEd micro-credentials utilize the Open Skills Network library to map course information to the health skills library collection.

According to the Center for Disease Control (CDC), 15 percent (46 million people) of the United States population live in rural areas. Rural nurses work in smaller healthcare facilities and must be able to think critically and provide care for clients of all ages with a wide variety of healthcare needs. In rural healthcare settings, nurses need to be skilled in emergency medicine, pediatrics, cardiology, telemetry and surgery. Physical assessment and critical thinking skills are vital as rural nurses are faced with traumatic injuries, strokes and heart attacks. Rural nurses must engage in continued learning, updating certifications, and taking advanced classes to have a solid foundation of knowledge.

The Rural Health Nursing micro-credential program is designed to give nurses the skills, confidence, and competence to support rural communities. This program will also facilitate career mobility of learners and help meet the demand for rural healthcare nurses.

Rural Health Nursing micro-credential program skill development includes:

### Community Association

**Development** Develop associations within the community in order to better understand healthcare needs and policies.

### Enable Population Health

**Improvements** Enable populations to improve their health by increasing their control over their own health and its determinants.

### Issues Approach

**Implementation** Implement approaches to address a variety of issues in a healthcare environment.

### Health Promotion for Rural Populations

This course examines health promotion and disease prevention interventions related to rural populations. Learners will gain insight on the foundation needed for population-based health promotion intervention while emphasizing theoretical models, intervention strategies, and culturally sensitive care.

**Contact Hours: TBD**  
**CEU: TBD**

### Nursing Care for Rural Populations

This course will focus on the role of the professional nurse in promoting health and completing comprehensive assessments for rural clients. Learners will also focus on mental health services as well as emergency and disaster preparedness in the rural setting.

**Contact Hour: TBD**  
**CEU: TBD**

### **Rural Health: Determinants, Disparities, & Solutions**

This course will provide learners with the opportunity to examine issues in rural health while applying nursing knowledge and skills to promote, maintain, and restore health in the rural community. Learners will work to promote practice change, quality improvement, or innovation based on existing evidence-based practices.

**Contact Hours: TBD**  
**CEU: TBD**

### **Rural Health Capstone**

This course will provide learners with the opportunity to complete a rural community health assessment and develop community health initiatives to address rural healthcare needs. Learners will utilize research design, implementation, and application of research. Learners will explore evidence-based practice as well as quality improvement.

**Contact Hours: TBD**  
**CEU: TBD**

The Psychiatric Mental Health Nursing micro-credential program will help positively impact the lives of individuals and families through knowledge, mastery, and holistic mental health services. Nurses will learn to support clients and their families through therapeutic communication as well as the application of evidence-based research to best serve their community.

The Psychiatric Mental Health Nursing micro-credential program skill development will include:

### **Mental Health Education**

Educate others on the effects of mental health conditions affecting members of society.

### **Compassion Demonstration**

Demonstrate compassion by waiting, watching, and knowing when to act while providing healthcare.

### **Issues Approach Negotiation**

Negotiate approaches to address a variety of issues in a healthcare environment.

### **Psychological Care Across the Lifespan**

This course guides learners through the developmental application of age and its appropriate mental health assessment knowledge. This course will help learners develop a plan of care to manage specific mental health disorders. Throughout this course, learners will also discuss the influences of family dynamics and societal norms on mental health progression and recovery. The course will discuss the importance of nurse-client relationship development, therapeutic communication, and positive interactions.

### **Crisis and Trauma Informed Care**

This course focuses on identifying the ways to safely and effectively intervene in a crisis situation. Learners will focus on care, respect, and cultural sensitivity while providing trauma informed care to individuals.

### **Social Media Counseling**

This course will provide learners with an understanding of what social media counseling is as well as an understanding of the opportunities that are available by using social media as a platform to promote counseling services. Learners will review legal and ethical dilemmas associated with social media counseling and apply the knowledge gained to create mental health educational content that could be used via social media.

### **Suicide Prevention, Substance Related and Addictive Disorders**

This course will emphasize the importance of identifying suicidal ideation, its potential, and the immediate actions to take if found in these situations. Throughout this course, learners will also discuss manifestations of substance abuse and other addictive disorders along with specific interventions and treatment modalities.

### **Memory Care**

This course is designed to provide learners with an understanding of neurocognitive disorders, specifically dementia and Alzheimer's disease. Learners will be educated on the necessary skills to provide safe, quality care to individuals with dementia and Alzheimer's disease.

### **Psychiatric Mental Health Treatment Modalities**

This course will discuss treatment modalities for individuals with mental health disorders, including therapies and psychopharmacological interventions.

### **Mental Health Nursing Capstone**

This course is a scholarly project that addresses an issue, need, gap or opportunity resulting from an identified psychiatric mental health nursing need. The capstone project will provide the opportunity for the learner to demonstrate competency through design, application, evaluation of advanced nursing knowledge, and higher-level leadership skills for ultimately improving health outcomes.

In their 2019-2020 Enrollment and Graduations in Baccalaureate and Graduate Programs in Nursing report, the American Association of Colleges of Nursing (AACN) found that 80,407 qualified nursing applicants were turned away due primarily to the nursing faculty shortage (Rosseter, 2020). The Contemporary Nurse Educator Micro-credential (CNEM) is designed to help address the nursing faculty shortage by preparing future qualified nursing educators.

The Contemporary Nurse Educator micro-credential program skill development will include:

### **Content Instruction and**

### **Assessment Application**

Apply new methods of instruction and assessment relevant to one's content area.

### **Mutual Respect Cultivation**

Cultivate mutual respect when interacting and facilitating learning experiences.

### **Teaching Methods Evaluation**

Evaluate teaching methods for improvement.

### **Teaching Methodologies in Nursing Education**

This course is an examination of role development and practical methods for effective teaching. The selection, application, and evaluation of teaching tools and strategies in the context of health education, continuing education, staff development; classroom and clinical instruction is examined.

### **Curriculum and Instruction Design**

This course is an examination of the philosophical and historical influences in nursing education within a contemporary context for curricula development. Learners explore curriculum development, educational philosophy, theories and models, instruction, and evaluation, as well as e-learning, simulations, and current technology in nursing education. Pedagogical frameworks for designing and implementing instructional experiences are used to develop curricular objectives, select and organize content, and plan program evaluation strategies.

## CONTEMPORARY NURSE EDUCATOR CONTINUED

### **Adult Learning and Online Education**

This course examines contemporary issues of nursing education. Learners will explore how changes in the economy, advancements in science, and the explosion of technology have created a paradigm shift in nursing education. Learners will further explore the role of the educator and the application of innovative education strategies. While traditional contexts for learning are included, students will focus on modern technology and trends in adult nursing education and online learning. A focus on andragogy and the adult learner is an important element of this course.

### **Research Methods and Application in Nursing**

This course explores the methodology and application of nursing research and its relevancy to nursing education, nursing practice, and the learner's specialty focus area. Emphasis is on research design, implementation, and application of research. The graduate learner will also explore evidence-based practice models, quality improvement models, and grading levels of evidence.

### **Contemporary Nurse Educator Capstone Project**

This course is a scholarly project that addresses an issue, need, gap or opportunity resulting from an identified nursing education or health care need. The capstone project provides the opportunity for the learner to demonstrate competency through design, application and evaluation of advanced nursing knowledge and higher-level leadership skills for ultimately improving health outcomes.



## WHAT IS THE EDUCATOR SUCCESS SERIES?

This series provides educators with professional development topics and innovative resources to support their career in education. The topics and resources within the series can be applied to not only traditional on-ground and online classroom settings, but also patient education and training.

## WHO WOULD BENEFIT FROM THE EDUCATOR SUCCESS SERIES?

Anyone who is in an educational role would benefit from the series. This includes:

- Faculty
- Patient educators
- Trainers in healthcare settings

## RESUME SKILLS

The Educator Success Series utilizes the Open Skills Network library to map course information to the health and education skills library collection.

# UNDERSTANDING DIVERSITY

The Understanding Diversity Series demonstrates that diversity goes beyond race and gender. As communities and classrooms grow, the importance of understanding diversity increases. In this series, learners will explore the meaning of diversity through multiple lenses.

The **Understanding Diversity** series objectives will prepare learners to:

- Identify the types of diversities, cultural differences, social stigmas, and unconscious bias that exists.
- Examine the difference facets of diversity.
- Demonstrate tactics and strategies to successfully facilitate a diverse classroom.
- Explain economic gaps and how it affects post-secondary education in America.
- Illustrate the benefits of a diverse atmosphere.

The Understanding Diversity series skill development will include:

## **Diversity Promotion**

Promote the acceptance of diversity.

## **Maintain Inclusive**

**Environments** Maintain an inclusive environment where all are accepted as contributing community members.

## **Individual Voice**

**Advocacy** Create a community of advocacy for the power of everyone's voice.

### **Diversity Matters**

This foundational course explores and defines the various types of diversity that may be seen inside and outside of the classroom.

**Contact Hours: 5**

**CEU: 0.5**

### **Cognitive Diversity**

This course explores various types of learning styles and theories. The focus is on instructional methods to increase awareness of cognitive abilities, demands, and diversity.

**Contact Hours: 6**

**CEU: 0.6**

## **The Road to Social Awareness**

This course is designed for educators to deepen their understanding of social issues impacting students, focusing on developing social awareness, fostering empathy, and promoting dialogue around current societal challenges.

## **The Elephant in the Classroom: Unconscious Bias**

This course is designed to explore and address unconscious biases in the educational setting. The goal is to enhance awareness of implicit prejudices that may affect teaching practices and student interactions.

## **Longing to Belong: Inclusion**

This course explores strategies for creating a supportive environment where every student feels a sense of belonging. The goal is to foster a space that values and respects the unique contributions of each individual.

## **Intercultural or Interpersonal: Cultural Humility and Competence**

This course will explore strategies to navigate diverse interpersonal relationships within and beyond the classroom. The course emphasizes self-reflection, open dialogue, and practical approaches to enhance your ability to connect with learners from various cultural backgrounds.

## **The Tale of Two Americas: Socioeconomic Diversity**

This course explores strategies to navigate diverse interpersonal relationships within and beyond the classroom. The course emphasizes self-reflection, open dialogue, and practical approaches to enhance your ability to connect with learners from various cultural backgrounds.

# ENGAGEMENT FOR EVERY TYPE OF LEARNER

The **Engagement for Every Type of Learner** series provides tips that can be applied in traditional classrooms and other educational settings such as patient education training.

The **Engagement for Every Type of Learner** series objectives will prepare learners to:

- Identify learner engagement and strategies to improve engagement.
- Understand peer support and how to support learners.
- Collect multiple activity examples for an engaged classroom.
- Construct a new outlook on the classroom.
- Design educational content with technology in mind.

The Engagement for Every Type of Learner series skill development includes:

## **Promote Student**

**Engagement** Promote student engagement through active learning.

## **Adjust Teaching**

**Methods and Materials** Adjust teaching methods and instructional materials to meet learners' varying needs and interests.

## **Verbal Communication**

**of Information and Ideas** Communicate information and ideas verbally.

### **Techniques for Learner Engagement**

Techniques for Learner Engagement supports the Engagement for Every Learner series by setting a proper foundation for learner engagement and providing resources to ensure engagement for all learners.

**Contact Hours: 5**  
**CEU: 0.5**

### **Creating a Classroom Community**

Creating a Classroom Community supports the Engagement for Every Type of Learner series by building on engagement to ensure learner to learner support. This course will allow you to help learners build support through other learners.

**Contact Hours: 5**  
**CEU: 0.5**

## ENGAGEMENT FOR EVERY TYPE OF LEARNER

### **Engagement in the New Normal**

Identify the importance of developing and applying clinical judgement for nursing learners and ongoing professionals.

**Contact Hours: 5**

**CEU: 0.5**

### **Engagement for Every Type of Learner Capstone**

The Capstone course supports Engagement for Every Learner by building on the material throughout the series to prepare for the capstone assessment.

**Contact Hours: TBD**

**CEU: TBD**

IN PILOT

# THE EFFECTIVENESS OF CLINICAL JUDGEMENT IN DELIVERING QUALITY CARE

Acquiring critical thinking skills lead to stronger clinical judgement which leads to making informed and rational decisions for delivering quality care. The **Effectiveness of Clinical Judgement in Delivering Quality Care** series focuses on supporting both seasoned healthcare workers and nursing learners in strengthening their clinical judgement.

The series learning objectives are:

- Identify the importance of developing and applying clinical judgement for nursing learners and ongoing professionals.
- Implement clinical judgement skills, such as critical thinking, reflection, and self-awareness.
- Employ ethical considerations in clinical judgement.

*Did you know that 75% of rookie nurses were involved in a medication error?<sup>1</sup> It is estimated 65% of adverse patient events could have been prevented if nurses had made better decisions.<sup>2</sup>*

The Effectiveness of Clinical Judgement in Delivering Quality Care series skill development includes:

## **Patient Care Issue**

**Resolution** Find a resolution for a patient care issue that incorporates critical thinking.

## **Solutions Connections**

**Identification** Identify existing connections among ideas or solutions.

## **Information Analysis**

Analyze relevant information to make sound, pragmatic decisions.

### **Elevating the Potential of Care Outcomes**

Approach clinical judgement under the umbrella of critical thinking and consider it an action for making decisions concerning patient care.

**Contact Hours: TBD**

**CEU: TBD**

IN PILOT

### **Characteristics of Critical Thinking**

This course describes the concepts and skills of critical thinking as a gateway to understanding how they lead to clinical judgement for rational decisions in delivering quality care. This approach emphasizes making accurate decisions as an essential component of nursing practice.

COMING SOON

<sup>1</sup> McDade, S. (2023). Case-based patient scenario learning activity on medication administration. *Journal of Nursing Education*, 62(1); 63-64. <https://doi.org/10.3928/01484834-20221109-09>

<sup>2</sup> Muntean, W.J. (2012). Nursing clinical decision-making: A literature review. National Council of State Boards of Nursing. [https://www.ncsbn.org/public-files/Nursing\\_Clinical\\_Decision\\_Making\\_A\\_Literature\\_Review.pdf](https://www.ncsbn.org/public-files/Nursing_Clinical_Decision_Making_A_Literature_Review.pdf)



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