



**NORTH PARK  
UNIVERSITY**

School of Nursing  
and Health Sciences

**INTERAGENCY PRACTICUM AGREEMENT  
Leadership and Management**

**Name of Agency:** \_\_\_\_\_  
**Agency Address:** \_\_\_\_\_  
**Telephone:** \_\_\_\_\_  
**Email:** \_\_\_\_\_  
**Course Name, Course Number:** \_\_\_\_\_

\_\_\_\_\_, a North Park University graduate nursing student is requesting authorization to engage in a practicum experience at your agency to fulfill requirements for:  
NURS 5421: Introduction to Strategic Nursing Leadership (Fall semester);  
NURS 5431: Strategic Nursing Leadership I (Spring semester); and  
NURS 544 1: Strategic Nursing Leadership II (Summer semester).

This practicum includes experiences that focus on organization, governance and leadership in health care settings, and the completion of an agency-based project.

The specifics of the practicum involve:

Practicum Preceptor: \_\_\_\_\_

Practicum Period: \_\_\_\_\_

The student requesting this practicum has provided North Park University School of Nursing with evidence of current compliance with the following health and safety compliance elements:

- Professional Registered nurse licensure
- Professional liability insurance
- CPR certification
- TB-free state
- Immunity to Hepatitis B (or endorsed waiver)
- Immunity to rubeola, rubella, varicella zoster, and mumps
- Health care agency OSHA Training
- HIPAA Training
- Criminal Background check
- Drug testing

In addition, the agency requires the student to demonstrate \_\_\_\_\_.

**The agency has agreed to accept \_\_\_\_\_ and provide adequate supervision to facilitate the completion of the outlined practicum.**

**AGENCY**

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Signature

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Printed NameTitle: 

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Date: 

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**NORTH PARK UNIVERSITY**

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Signature

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Printed NameTitle: Dean, School of NursingDate: 

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**PRACTICUM EXPERIENCES AND EVALUATIVE OUTCOMES AGREEMENT**

The following persons acknowledge having read the Practicum Learning Activities and Outcomes and agree to abide by their respective responsibilities.

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Preceptor's Signature

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Date

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Supervisor's Signature

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Date

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Student's Signature

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Date

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Practicum Advisor's Signature

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Date

The completed document will be submitted to course faculty prior to the start of the clinical rotations.

## **STUDENT, PRECEPTOR, AND FACULTY RESPONSIBILITIES**

### **LEADERSHIP AND MANAGEMENT**

#### **The Student**

The student will:

- Maintain Clinical Compliance Tracker requirements
- Complete the practicum preceptor interagency agreement and submit prior to due date
- Arrange meeting dates and times
- Adhere to agency protocols and standards
- Employ professional standards of care
- Assume responsibility for one's professional actions
- Work with the preceptor and faculty members to identify an appropriate agency-based project
- Demonstrate initiative in identifying, planning, implementing, and evaluating practicum learning experiences and objectives fulfillment
- Plan and implement the identified agency-based project
- Assume responsibility for professional growth and development, which includes self-assessment, integration of feedback from the preceptor and faculty, and self-directed development.

#### **The Preceptor**

The preceptor is a qualified health care-related professional who has expertise in the area in which the graduate student wishes to focus and is, therefore, essential to the student's learning. The preceptor possesses a leadership position within a healthcare organization and a minimum of a master's level education in Nursing to precept the student in the management and leadership track.

The preceptor will:

- Assist with orientation to the agency
- Facilitate the implementation of the practicum
- Help the student meet the course objectives and develop a plan of action to achieve them
- Assist the student in identifying, planning, implementing, and evaluating practicum activities
- Assist the student in arranging contact with resources outside the agency when appropriate
- Challenge the student to grow professionally
- Meet with the student and faculty at designated times throughout the clinical experience
- Communicate with the student regularly to discuss practicum performance and progress toward meeting the learning objectives
- Communicate with practicum faculty regarding concerns during the course of the practicum and the student's progress in professional development
- Complete the practicum evaluation (if serving as the primary preceptor).
- Review the student's time log (clinical hours) and confirm accuracy of the log

#### **The Faculty Member**

The faculty member will:

- Review the focus of the practicum experiences with the student and preceptor
- Facilitate questions, concerns, performance and evaluations relative to the practicum experience
- Assist the student and the preceptor as needed in identifying, planning, implementing, and evaluating practicum activities and project development
- Act as a resource person to both the student and preceptor
- Monitor clinical hours/attendance remotely via journals and time logs
- Arrange for methods of ongoing feedback on the student's developing competence
- Provide feedback to the preceptor and student concerning the practicum experience

- Facilitate student knowledge synthesis and completion of the practicum project
- Review all evaluative data, including practicum site observations, and determine the grade for the student's practicum experience

#### **NURS 5421 Introduction to Strategic Nursing Leadership Practicum**

This course is the first of three courses which supports the health care leader and manager shaping change across the continuum of care. It builds upon the knowledge base, tools, and abilities essential to function as an effective nurse leader and manager in a variety of health care systems.

Students will synthesize management skills related to systems analysis, human resources, outcomes management, financial management, micro and macroeconomics, organizational development, business planning, conflict resolution, and change management.

The clinical practicum is focused upon the application of nursing research, theory and the essential principles of management to a practice setting. The student can advance knowledge and skill through participation in an agency-based project.

These health care settings may include acute care agencies, community settings, not-for-profit corporations, congregations, government agencies or education facilities in the Chicago metropolitan area. Course projects relate to processes which support the development, implementation, and/or evaluation of highly reliable organizations.

Practicum site selection and project planning and approval are done between the student, faculty, and preceptor with the goal of improving outcomes for individuals or populations. **Practicum hours total 140.**

#### **NURS 5431 Strategic Nursing Leadership I Practicum**

Students in this practicum are Bachelor prepared registered nurses with at least two years clinical nursing experience. The clinical practicum is focused upon the application of nursing research, theory and the essential principles of management to a practice setting. The student can advance knowledge and skill as these relate to developing a business plan, analyzing a financial plan, managing a human resource issue, or developing a process improvement activity in an organization setting tailored to meet individual student objectives and learning needs. Organization settings may include acute care agencies, government agencies, or education facilities jointly approved and planned between the student faculty, and preceptor. The student develops objectives specific to advancing knowledge and skill related to management as well as begins work on a capstone practicum project. This practicum focuses on the application of nursing research, theory and essential principles of management to a practice setting. The student can advance nursing knowledge and management skills through participation in and agency-based project.

During this rotation, the student will spend **180 clinical** hours at the site. North Park faculty will meet with the student and or preceptor on site. Expectations for this rotation include the following:

- The student will utilize management tools in a nursing practice setting.
- The student will analyze organization and governance in a healthcare organization.
- The student will evaluate human resource management in a clinical agency.
- The student will analyze financial management in an organization.
- The student will contribute to organizational development in an organization.
- The student will develop a specific project focused area in health care management.
- The student will participate in an agency-based project(s).

- The student will develop course specific objectives related to the agency-based project in collaboration with the preceptor and NPU faculty after the start of the practicum.
- The student should consult with course reference material and seek appropriate preceptor consultation during practicum activities

### **NURS 5441 Strategic Nursing Leadership II Practicum**

This course is built on NURS 5431 and provides an opportunity for students to cultivate and synthesize transformational leadership principles and capabilities in the health care environment across the continuum of care. The practicum experience provides the opportunity to develop advanced leadership competencies in interdisciplinary team building, evaluation of quality improvement initiatives, change management, and strategic decision-making. The student develops objectives that are consistent with advanced leadership knowledge and skills and continues to expand expertise related to the integration of research, theory, and practice, as the final phase of the practicum project is completed.

During this rotation, the student will spend **180 hours** on practicum activities. A North Park faculty member will meet with the student and or preceptor on site.

Expectations for this practicum include the following:

- The student will participate in an agency-based project(s) intentionally designed to analyze complex management and leadership situations and develop strategies for change in nursing practice.
- The student will complete the agency-based project during this practicum.
- The student will apply advanced leadership skills to a complex nursing issue within the context of a health care system.
- The student will synthesize the knowledge and skills required of a nursing leader practicing in a contemporary health care system.
- The student will implement team-building strategies that explore partnerships across health care disciplines.

In addition, during this semester, the student will negotiate with their preceptor to spend additional time in 1-2 departments outside of their ongoing practicum assignment. Examples include: Another inpatient or outpatient care department, Risk Management, Quality Improvement, Infection Prevention, Patient Advocacy, Scheduling, Finance, Clinical Education, Utilization Review, Transition of Care, or other departments within the organization. Students will meet with an individual from the alternative department to discuss responsibilities, goals, ongoing projects, and reporting structures. Students should discuss ongoing data collection as well as the purpose and findings. Students may attend meetings and assist in any data collection or other activities within the department as feasible.