



**USAID**  
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**HUMAN  
RESOURCES  
FOR HEALTH**

## Higher Education Relevance and Quality Agency

National Accreditation and Quality Improvement Standards for  
Nursing Degree Program

First Edition  
July 2014

***HERQA Publication Series - 082***



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Nursing Degree Program

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## **ABBREVIATIONS**

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CEU	Continuing Education Units
CPD	Continuing Professional Development
DVD	Digital Video Disk
FMOH	Federal Ministry of Health
HEI	Higher Education Institution
HERQA	Higher Education Relevance and Quality Agency
IQA	Internal Quality Assurance
IT	Information Technology
KSA	Knowledge, Skills, and Attitudes
SDL	Skills Development Laboratory
SOP	Standard Operating Procedure
USAID	United States Agency for International Development
VHS	Virtual Host Storage
WHO	World Health Organization

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# INTRODUCTION

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Assuring the quality and relevance of higher education is recognized as a priority agenda both in the Education Sector Development Program IV and the Growth and Transformation Plan of Ethiopia. The Higher Education Proclamation 650/2009 mandated the Higher Education Relevance and Quality Agency (HERQA) to ensure that higher education institutions (HEIs) provide high quality and relevant education. Moreover, in Article 22, the proclamation instructs all HEIs of Ethiopia to establish a reliable internal quality assurance (IQA) system.

The ultimate goal of IQA is to have a culture of quality care that ensures that quality is a focus of all the activities of an institution at all levels and is incorporated into the everyday work of the whole institutional community. A robust and transparent quality assurance system conveys confidence in the quality of the provision of a HEI to its staff, to students, to employers, and to other stakeholders.

Increased public expectation for quality and ethical health care is necessitating changes in what health professionals are taught and how they are taught. On the other hand, the increasing need to train more health workers coupled with rapid expansion in medical knowledge presents a serious challenge to the quality of education of health professionals including nursing. Despite these challenges, many HEIs training healthcare providers do not have well-functioning quality systems that have been cascaded to the department level.

In response, HERQA, in collaboration with the Federal Ministry of Health (FMOH) and Jhpiego (under the Strengthening Human Resources for Health Project funded by the U.S. Agency for International Development [USAID]), has developed this accreditation and quality improvement standards for the nursing degree program. The standards will serve the following purposes:

- Provide a framework against which nursing schools can measure themselves, identify the gaps, and implement quality enhancement programs.
- Guide regulatory authorities like HERQA to accredit nursing degree programs.
- Provide a framework for HERQA to conduct program level quality audits and develop tailored feedback.
- Inform higher education institutions about the quality improvement standards in specific areas and encourage them to achieve the standards.

## USE OF STANDARDS

It is the opinion of HERQA that the set of standards presented can be used nationally as a tool for quality assurance and improvement of undergraduate nursing education. This could be done in different ways, such as:

### 1. Nursing School Self-Evaluation of the Institution and Its Program

The primary intention of HERQA in introducing the standards as an instrument for quality improvement is to provide a framework against which nursing schools can measure themselves in a voluntary self-evaluation and self-improvement of the program.

### 2. External Evaluation or Peer Review

The process described can be further developed by inclusion of evaluation and counseling from external peer-review groups.

### **3. Combination of Self-Evaluation of Institution and Program and External Peer Review.**

HERQA considers such a combination to be the most valuable method.

### **4. Recognition and Accreditation**

Depending on local needs and traditions, this guideline can also be used by national or regional authorities/agencies dealing with recognition and accreditation of nursing schools.

## **DEFINITIONS**

The following terms are used frequently in this guideline. Hence it is important to define them to enhance understanding of the document.

**Areas** are defined as broad components in the structure, process, and outcome of nursing education.

**Sub-areas** are defined as specific aspects of an area, corresponding to performance indicators.

**Standards** (one or more) are specified for each sub-area, using two levels of attainment, and each standard is given a specific number. The standards are structured in 10 areas and 37 sub-areas.

**Basic standard** means that the standard must be met by every nursing school and fulfilment demonstrated during evaluation of the school. *Basic standards are expressed by a “must.”*

**Standard for quality improvement** means that the standard is in accordance with international consensus about best practice for nursing schools and basic nursing education. Fulfilment of or initiatives to meet some or all of such standards should be documented by nursing schools. Fulfilment of these standards will vary with the stage of development of the nursing schools, their resources, and educational policy. Even the most advanced schools might not comply with all standards. *Standards for quality improvement are expressed by a “should.”*

Altogether the document includes 208 basic standards and 118 quality improvement standards.

**Annotations** are used to clarify, amplify, or exemplify expressions in the standards. It should be strongly emphasized that the content of the annotations should not be seen as prescriptive for institutions. The annotations do not add new criteria or requirements. The listing of examples in annotations are in some cases exhaustive, in others not.

## **AREAS OF ACCREDITATION AND QUALITY IMPROVEMENT STANDARDS**

HERQA has identified the following 10 aspects of operation, which will form the focus points for a quality audit model at program level in Ethiopian HEIs. They are closely related to the focus areas the Agency has been using for the past 9 years for institutional quality. The benefits, we believe, are twofold. One, using this model will help the Agency transfer the experience, knowledge, and skills acquired during the institutional quality audits undertaken so far to the program-level audit. Two, it will enable the Agency to conduct program-level audits in keeping with international norms, as most quality assurance agencies seem to be

comfortable with the use of all aspects of operation stated in the following 10 areas when assessing programs:

1. Program Goals and Learning Outcomes
2. Governance, Leadership, and Administration
3. Educational Resources
4. Academic and Support Staff
5. Student Admission and Support Services
6. Program Relevance and Curriculum
7. Teaching-Learning and Assessment
8. Student Progression and Graduate Outcomes
9. Continual Quality Assurance
10. Research and Development and Educational Exchanges

# I. PROGRAM GOALS AND LEARNING OUTCOMES

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## I.1 PROGRAM GOALS/AIMS

### Basic Standards

The nursing school **must**:

- Define its program goals and make them known to its constituency (B 1.1.1)
- Ensure that the goal of the program is in line with, and supportive of, the vision and mission of HEI (B 1.1.2)
- Outline in its statement of program goals that the trained nurses are:
  - ◆ Competent at a basic level and capable of undertaking the role of nurses as defined by the health sector (B 1.1.3)
  - ◆ Prepared and ready for postgraduate education (B 1.1.4)
  - ◆ Committed to lifelong learning (B 1.1.5)
- Ensure that the mission encompasses the needs of the community, the health care system, and other aspects of social accountability (B 1.1.6)

### Quality Improvement Standard

The nursing school **should**:

- Ensure that the program goal addresses:
  - ◆ Aspects of global health (Q 1.1.1)
  - ◆ Nursing research (Q 1.1.2)

### Annotations

*Program goals/outcomes* are general statements of what the program intends to accomplish; they describe learning outcomes and concepts in general terms. They should also be consistent with the mission of the program and institution.

*Constituency* would include the leadership, staff, and students of the nursing school as well as other relevant stakeholders.

*Lifelong learning* is the professional responsibility to keep up to date in knowledge and skills through appraisal, audit, reflection, or recognized continuing professional development (CPD). CPD includes all activities that nurses undertake, formally and informally, to maintain, update, develop, and enhance their knowledge, skills, and attitudes in response to the needs of their patients.

*Social accountability* would include willingness and ability to respond to the needs of society, of patients, and the health and health-related sectors and to contribute to the national and international developments in nursing by fostering competencies in health care, nursing education, and research. This would be based on the school's own principles and in respect of the autonomy of universities. Social accountability is sometimes used synonymously with social responsibility and social responsiveness. In matters outside its control, the nursing school would still demonstrate social accountability through advocacy and by explaining relationships and drawing attention to consequences of the policy.

*Aspects of global health* would include awareness of major international health problems and also of health consequences of inequality and injustice.

## **1.2 PARTICIPATION IN THE FORMULATION OF THE PROGRAM GOALS AND OUTCOMES**

### **Basic Standard**

The nursing school **must**:

- Ensure that its principal stakeholders participate in formulating program goals and outcomes (B 1.2.1)

### **Quality Improvement Standard**

The nursing school **should**:

- Ensure that the formulation of program goals and outcomes is based also on other relevant stakeholders (Q 1.2.1)

### **Annotations**

*Principal stakeholders* include the students, faculty, Ministry of Education, professional associations, Ministry of Health, HERQA, education strategic center, and the public.

*Other relevant stakeholders* include community representatives, patient associations, and partners.

## **1.3 INSTITUTIONAL AUTONOMY AND ACADEMIC FREEDOM**

### **Basic Standard**

The nursing school **must**:

- Have institutional autonomy to formulate and implement policies for which its faculty/academic staff and administration are responsible, especially regarding;
  - ◆ Design of the curriculum (B 1.3.1)
  - ◆ Use of the allocated resources necessary for implementation of the curriculum (B 1.3.2)

### **Quality Improvement Standard**

The nursing school **should**:

- Ensure academic freedom for its staff and students
  - ◆ In addressing the actual curriculum (Q 1.3.1)
  - ◆ In exploring the use of new research results to illustrate specific subjects without expanding the curriculum (Q 1.3.2)

### **Annotations**

*Institutional autonomy* would include appropriate independence from government and other counterparts (regional and local authorities, religious communities, private co-operations, the professional unions and other interest groups) to be able to make decisions about key areas

such as design of curriculum, assessments, student admissions, staff recruitment/selection and employment conditions, research and resource allocation.

*Academic freedom* would include appropriate freedom of expression and freedom of inquiry and publication for staff and students.

## **1.4 EDUCATIONAL OUTCOMES—GRADUATE PROFILES/CORE COMPETENCIES—OF THE PROGRAM**

### **Basic Standards**

The nursing school **must**:

- Have clearly defined educational outcomes that are in line with, and supportive of, the program goals (B 1.4.1)
- Define the intended educational outcomes that students should exhibit upon graduation in relation to:
  - ◆ Their achievements at a basic level regarding knowledge, skills, and attitudes (KSA) (B 1.4.2)
  - ◆ Their commitment to and skills in lifelong learning (B 1.4.3)
  - ◆ The health needs of the community, the needs of the health care system, and other aspects of social accountability (B 1.4.4)
- Ensure appropriate student conduct with respect to fellow students, faculty members, other health care personnel, and patients and their relatives (B 1.4.5)
- Make the educational outcomes known to the students and faculty (B 1.4.6)

### **Quality Improvement Standards**

The nursing school **should**:

- Review the outcomes periodically in consultation with principal stakeholders to ensure that the educational outcomes are in line with the needs of the health sector and the society (Q 1.4.1)
- Specify outcomes related to engagement of the students in nursing research (Q 1.4.2)
- Ensure that educational outcomes address aspects of global health (Q 1.4.3)

### **Annotation**

*Educational outcomes* refers to statements of KSA that students are expected to demonstrate at the end of a period of learning.

Refer to annotations in 1.1 for *lifelong learning and aspects of global health*.

Refer to annotations in 1.2 for *principal stakeholders*.

## 2. GOVERNANCE, LEADERSHIP, AND ADMINISTRATION

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### 2.1 GOVERNANCE OF THE PROGRAM

#### Basic Standard

The nursing school **must**:

- Define its governance structure and functions including its relationships within the HEI (B 2.1.1)

#### Quality Improvement Standards

The nursing school **should**:

- In its governance structures, set out the committee structure and reflect representation from:
  - ◆ Academic staff (Q 2.1.1)
  - ◆ Students (Q 2.1.2)
  - ◆ Principal stakeholders (Q 2.1.3)
- Ensure transparency of the work of governance and its decisions (through newsletters, web information, disclosure of minutes, etc.) (Q 2.1.4)

#### Annotation

**Governance** means the act and/or the structure of governing the school. Governance is primarily concerned with policymaking, the processes of establishing general institutional and program policies, and also with control of the implementation of the policies. The institutional and program policies would normally encompass decisions on the mission of the nursing school, curriculum, admission policy, staff recruitment and selection policy, and decisions on interaction and linkage with nursing practice and the health sector as well as other external relations.

Refer to annotations in 1.2 for *principal stakeholders*.

### 2.2 ACADEMIC LEADERSHIP OF THE PROGRAM

#### Basic Standards

The nursing school **must**:

- Describe the responsibilities of its academic leadership for definition and management of the nursing educational program (B 2.2.1)
- Have a designated leader (a nurse who has a Master's or Doctoral Degree and 2 years of experience in the academic area) (B 2.2.2)

#### Quality Improvement Standard

The nursing school **should**:

- Periodically evaluate its academic leadership in relation to achievement of its program goals and intended educational outcomes (Q.2.2.1)

## **Annotation**

*Academic leadership* refers to the positions and persons within the governance and management structures being responsible for decisions on academic matters in teaching, research, and service and would include school leader, vice school leader, heads of departments/units, and chairs of standing committees.

## **2.3 ADMINISTRATIVE STAFF AND MANAGEMENT**

### **Basic Standard**

The nursing school **must**:

- Have adequate administrative and professional staff that are appropriate to:
  - ◆ Support implementation of its educational program and related activities (B 2.3.1)
  - ◆ Ensure good management and resource deployment (B 2.3.2)

### **Quality Improvement Standard**

The nursing school **should**:

- Formulate and implement an internal program for quality assurance of the management, including regular review (Q 2.3.1)

## **Annotations**

*Administrative staff* in this document refers to the positions and persons within the governance and management structures being responsible for the administrative support to policymaking and implementation of policies and plans and would—depending on the organizational structure of the administration—include head and staff in the dean’s office or secretariat, heads of financial administration, staff of the budget and accounting offices, officers and staff in the admissions office, and heads and staff of the departments for planning, personnel, and information technology (IT).

*Management* means the act and/or the structure concerned primarily with the implementation of the institutional and program policies including the economic and organizational implications, i.e., the actual allocation and use of resources within the nursing school.

## **2.4 EDUCATIONAL BUDGET AND RESOURCE ALLOCATION**

### **Basic Standards**

The nursing school **must**:

- Have a clear line of responsibility and authority for resourcing the program, including a dedicated educational budget (B 2.4.1)
- Allocate the resources necessary for the implementation of the curriculum and distribute the educational resources in relation to educational needs (B 2.4.2)
- Ensure that the budget allocation matches with student enrollment (B 2.4.3)

## Quality Improvement Standards

The school **should**:

- Have autonomy to direct/control the budget and resources in order to achieve its program goals and the intended educational outcomes of the curriculum (Q 2.4.1)
- Have a transparent system of responsibility and accountability in the allocation, distribution, and use of the budget and other resources (Q 2.4.2)
- In the distribution of the resources, take into account development in nursing sciences and health needs of the society (Q 2.4.3)

## 2.5 INTERACTION WITH THE HEALTH SECTOR

### Basic Standards

The nursing school **must**:

- Have constructive interaction with the health and health-related sectors of society and government (B 2.5.1)
- Formalize its collaboration (entering into formal agreements, stating content and forms of collaboration, and/or establishing joint contact and coordination committees as well as joint projects), including engagement of staff and students, with partners in the health sector (B 2.5.2)

### Quality Improvement Standards

The nursing school **should**:

- Periodically review its interaction with the health and health-related sectors (Q 2.5.1)
- Interact with health and health-related sectors based on principles of mutual benefit and shared governance (Q 2.5.2)

### Annotations

*Constructive interaction* would imply exchange of information, collaboration, and organizational initiatives that would facilitate education of nurses so as to equip them with the qualifications needed by society.

*The health sector* would include the health care delivery system, whether public or private, research institutions, and other nursing sectors.

*The health-related sector* would—depending on issues and local organization—include institutions and regulating bodies with implications for health promotion and disease prevention (e.g., with environmental, nutritional, and social responsibilities)

*Mutual benefit* would mean both parties in agreement gain value out of the interaction. For example, a nursing school sends students to a certain hospital for practice; in exchange, staff at the hospital are given educational opportunities at the same school.

*Shared governance* would mean working together to make decisions for the good of both parties involved.

## 3. EDUCATIONAL RESOURCES

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### 3.1 LECTURE HALLS/CLASSROOMS

#### Basic Standards

The nursing school **must**:

- Have lecture halls/classrooms for group, tutorial, and seminar activities with adequate space (1.4m<sup>2</sup>/student for group/tutorial and 1.6m<sup>2</sup>/student for seminar) (B 3.1.1)
- Ensure that the rooms are equipped with:
  - ◆ Sufficient and comfortable chairs and tables (movable armchairs and/or chairs with tables) (B 3.1.2)
  - ◆ Clean projection wall/screen (B 3.1.3)
  - ◆ Writing board with different colors of marker and board cleaner (B 3.1.4)
- Ensure that the rooms are well-illuminated (words written in pencil can be read from any corner of the room, and screen-projected words, pictures, and videos seen clearly without reflection from every corner) (B 3.1.5)
- Ensure that the rooms have adequate ventilation (open windows and /or AC, fans) (B 3.1.6)
- Have functional toilets separate for males and females near the classroom (B 3.1.7)
- Have regular cleaning schedule and follow-up for the facility (B 3.1.8)
- Have a built-in overhead projector and/or LCD (liquid crystal display) with computer (B 3.1.9)
- Have a water source around /near the classroom (B 3.1.10)

#### Quality Improvement Standards

The nursing school **should have**:

- A “smart” classroom (Q 3.1.1)
- Regular/scheduled facility inspection and maintenance services (Q 3.1.2)

#### Annotation

*Smart classroom:* A smart classroom is a traditional, lecture-style teaching space that has available technological equipment that can be used to aid and enhance instruction of a course. The traditional smart classroom is equipped with the basic technology that will enable students and/or teachers to connect their laptops to the video projector or to play a VHS (vital host storage)/DVD (digital video disk) movie. The new standard TEC (technology-enhanced classroom) model includes:

- A DVD/VHS combo
- RCA video and audio input
- Laptop VGA (video graphics array) and audio input
- Network connectivity
- Amplifier and speakers
- High-powered projector (3,000 lumens)
- Permanent projector screen (powered or pull-down)

## 3.2 OFFICE FOR STAFF

### Basic Standards

The nursing school **must have**:

- A school dean/head office equipped with:
  - ◆ Printer, scanner, photocopy machine, and duplicating machine (B 3.2.1)
  - ◆ Fax and telephone (B 3.2.2)
  - ◆ Conference (meeting) table with chairs (B 3.2.3)
- An office for teaching and administration staffs with adequate space (2.0m<sup>2</sup>/person) (B 3.2.4)
- The office for staff must be equipped with:
  - ◆ Computers with Internet access for each teaching staff (B 3.2.5)
  - ◆ Chairs and tables with drawers (B 3.2.6)
  - ◆ File cabinet and bookshelf (B 3.2.7)
  - ◆ Nearby toilets, separate for males and females (1 toilet for 20 instructors) (B 3.2.8)

### Quality Improvement Standard

The nursing school **should have**:

- A regular maintenance schedule for office equipment (Q 3.2.1)

## 3.3. SKILLS DEVELOPMENT CENTER/LABORATORY /DEMONSTRATION ROOM

### Basic Standards

The nursing school **must**:

- Have a skills development center/laboratory (SDL) to practice clinical procedures and other essential skills in biomedical sciences relevant to nursing (B 3.3.1)
- Ensure a learning environment that is safe for staff, students, and patients (B 3.3.2)
- Ensure that each the SDL/demonstration room has:
  - ◆ Adequate space for skill demonstration, practice, and discussion (2.2m<sup>2</sup>/student) (B 3.3.3)
  - ◆ An adequate (1:6 ratio) supply of functional anatomic models, simulators, and mannequins to learn essential competencies (see Annex I) (B 3.3.4)
  - ◆ Adequate consumable medical supplies (see Annex I) (B 3.3.5)
  - ◆ A dedicated office (B 3.3.6)
  - ◆ Safety manuals, posted safety precautions, a fire extinguisher, an emergency shower, and infection prevention equipment (B 3.3.7)
  - ◆ Uninterrupted water and power supply (B 3.3.8)
  - ◆ An adequate number of movable chairs, tables for each station, a labeled shelf with locks, dust bins in all the stations, and storage (B 3.3.9)

- ◆ Audiovisual aids including video sets (B 3.3.10)
- ◆ Adequate illumination and ventilation (B 3.3.11)
- ◆ Adequate and up-to-date learning materials (reference books, checklists for all skills, standard operating procedures [SOPs], wall charts, posters, flow charts, and electronic learning resources) (B 3.3.12) (See Annexes I and III)
- ◆ A regular cleaning schedule and follow-up for the facility (B 3.3.13)

### **Quality Improvement Standards**

The nursing school **should**:

- Ensure that the skills lab is properly organized and managed by a dedicated skills lab manager (Q 3.3.1)
- Be accessible for students' independent practice (Q 3.3.2)
- Have a system for tracking all materials and equipment after each practice (Q 3.3.3)
- Have a central research lab (core lab) where the staff and students undertake research activities (Q 3.3.4)
- Have a facility to house animals for the courses offered by the program and for research (Q 3.3.5)
- Have a regular maintenance schedule for the laboratory facility and equipment (Q 3.3.6)

### **Annotation**

*A safe learning environment* would include provision of necessary information; protection from harmful substances, specimens, and organisms; laboratory safety regulations; and safety equipment.

## **3.4. CLINICAL TRAINING FACILITIES/PRACTICE SITES**

### **Basic Standards**

The nursing school **must**:

- Define appropriate clinical/practicum sites selection criteria that encompass but are not limited to:
  - ◆ Having an adequate client caseload and case mix as per the core competencies (B 3.4.1)
  - ◆ Having sufficient staff who are willing to be preceptors (B 3.4.2)
  - ◆ A range of clinical practice sites (primary, secondary, tertiary levels), specialized research centers (B 3.4.3)
  - ◆ A practice standard of practical training facilities that matches what is taught in the school (B 3.4.4)
- Have a sufficient number and variety of practicum sites for mandatory and elective nursing practice experiences including sites for practice on
  - ◆ Medical nursing (inpatient and outpatient) (B 3.4.5)
  - ◆ Surgical nursing (inpatient and outpatient) (B 3.4.6)
  - ◆ Pediatrics (inpatient and outpatient) (B 3.4.7)

- ◆ Obstetrics and gynecology (inpatient and outpatient) (B 3.4.8)
- ◆ Psychiatry (B 3.4.9)
- ◆ Ear, nose, and throat (B 3.4.10)
- ◆ Ophthalmology(B 3.4.11)
- Ensure necessary resources for giving the students adequate clinical experience, including national service delivery guidelines, personal protective equipment, learning tools (log books, checklists, SOPs), and other essential equipment (B 3.4.11)
- Ensure easy accessibility of clinical practice sites including transport facilities to distant sites (B 3.4.12)

### **Quality Improvement Standards**

The nursing school **should**:

- Periodically assess the quality of sites and preceptors in light of achieving curricular needs and identify potential additional sites when needed (Q 3.4.1)
- Discontinue relationships with the sites that do not maintain the preset quality criteria and are unable to do so after implementation of a remediation plan (Q 3.4.2)
- Ensure that the clinical practice sites have discussion rooms (Q 3.4.3)
- Ensure that the clinical practice site have a mini-library with essential reference books and guidelines in the clinical practice site (Q 3.4.4)
- Use accredited clinical practice sites (Q 3.4.5)

## **3.5. IT FACILITIES**

### **Basic Standards**

The nursing school **must**:

- Ensure students have access to computers with Internet connectivity; one computer for three students (B 3.5.1)
- Have electronic educational resources available (B 3.5.2)
- Formulate and implement a policy that addresses effective use and evaluation of appropriate information and communication technology (ICT) for education (B 3.5.3)

### **Quality Improvement Standards**

The nursing school **should**:

- Have subscriptions to educational websites/resources for staff and students' use (Q 3.5.1)
- Ensure that the IT center is accessible for student independent learning (outside of working hours) (Q 3.5.2)
- Have regular/scheduled IT facility inspection and maintenance services (Q 3.5.3)

## 3.6. LIBRARY

### Basic Standard

The nursing school **must**

- Have access to a library with:
  - ◆ A qualified librarian, an assistant, catalogue clerks, and other subordinates (B 3.6.1)
  - ◆ A seating capacity to accommodate 25% of the total number of students at a time (B 3.6.2)
  - ◆ A separate reading room for instructors (B 3.6.3)
  - ◆ A catalogue system (B 3.6.4)
  - ◆ Adequate illumination and ventilation and be free from sound pollution (B 3.6.5)
  - ◆ A nearby functional toilet with a water supply (B 3.6.6)
  - ◆ Signs posted for appropriate behaviors (silence, no food and drinks, no smoking) (B 3.6.7)
  - ◆ A schedule showing library working hours posted at the entry point (B 3.6.8)
  - ◆ An adequate supply of recent textbooks (in a ratio of 1:5 students) and reference materials (in a ratio of 1:15 students) relevant to the courses taught,(B 3.6.9) (See Annex II)
  - ◆ Access to up-to-date and peer-reviewed journals (local and international) (B 3.6.10)
  - ◆ Copies of relevant and updated national service delivery guidelines and protocols on priority health issues in the country (B 3.6.11) (See Annex III)

### Quality Improvement Standards

The nursing schools **should**:

- Have an automated library system (system for recording and cataloging material and for ensuring the security of materials) (Q 3.6.1)
- Have a system to take feedback from users and update its services on a regular basis (Q 3.6.2)
- Have 24/7 access to library services (Q 3.6.3)

### Annotations

*Catalogue system* is a search and discovery tool that provides results from the library's online and print collections in a single search. It includes titles of printed books, journals, manuscripts, letters, and other material available at the library as well as links to the full text of millions of journal articles and digital images of graphics/illustrations and manuscripts.

*Automated library system*: Library automation is the application of ICTs to library operations and services. The functions that may be automated are any or all of the following: acquisition, cataloging, public access, indexing and abstracting, circulation, serials management, and reference.

### 3.7. STUDENT AMENITIES

#### Basic Standards

The nursing school **must**:

- Have an entity/unit responsible for student support, addressing academic, social, financial and personal needs (B 3.7.1)
- Ensure safe and adequate student facilities including lounges, catering, student housing (if possible), and sports and recreational facilities (B 3.7.2)
- Allocate resources (budget, facilities, and qualified personnel) for student support programs (B 3.7.3)
- Ensure the availability of a student clinic, counseling, and social support units at institution level (B 3.7.4)
- Ensure that the different facilities on campus are accessible to students with disabilities (B 3.7.5)

#### Quality Improvement Standards

The school/department **should**:

- Have regular/scheduled facility inspection and maintenance services (Q 3.7.1)
- Have a student complex providing a variety of services (Q 3.7.2)

#### Annotation

*Addressing social, financial, and personal needs* would mean support in relation to social and personal problems and events, health problems, and financial matters and would include access to health clinics, immunization programs, and health/disability insurance as well as financial aid services in the form of bursaries, scholarships, and loans.

### 3.8 FINANCIAL RESOURCES

#### Basic Standards

The nursing school **must**:

- Deploy financial resources to:
  - ◆ Support all aspects of the goals and strategic plan and ensure stability in the delivery of the program (B 3.8.1)
  - ◆ Allow effective faculty and support staff recruitment, retention, and development (B 3.8.2)
  - ◆ Maintain and improve physical facilities, equipment, and other educational and research resources (B 3.8.3)
  - ◆ Measure, record, analyze, document, and distribute assessment and evaluation activities (B 3.8.4)
  - ◆ Ensure experiential learning and preceptors support for smooth curriculum implementation (B 3.8.5)

## **Quality Improvement Standards**

The nursing school **should**:

- Develop and maintain a broad base of financial support, including a program to acquire extracurricular funds through endowment income, consultancy services, grants, provision of continuing education, and other fundraising mechanisms (Q 3.8.1)
- Secure a budget for innovation in education, research, and other scholarly activities (Q 3.8.2)
- Allocate an uncommitted reserve of finance/budget to address unexpected issues (Q 3.8.3)

## 4. ACADEMIC STAFF, SUPPORT STAFF, AND PRECEPTORS

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### 4.1 STAFF RECRUITMENT AND DEVELOPMENT POLICY

#### Basic Standards

The nursing school **must**:

- Ensure the existence of a clearly stated, appropriate, and effectively implemented policy and procedure for recruitment and promotion of staff that outlines
  - ◆ The type, responsibilities, and balance of the academic staff of the basic biomedical sciences, professional courses, and the behavioral and social sciences required to deliver the curriculum adequately (B 4.1.1)
  - ◆ The balance between staff teaching major and supportive courses, full-time and part-time staff, and academic and non-academic staff (B 4.1.2)
  - ◆ Equitable distribution of duties and responsibilities among the academic staff (B 4.1.3)
  - ◆ Promotion of staff to offices and academic ranks (B 4.1.4)
  - ◆ Criteria for scientific, educational, and clinical merit, including the balance between teaching, research, and service qualifications (B 4.1.5)
  - ◆ The specific responsibilities of its academic staff and mechanisms for monitoring them (B 4.1.6)
- Ensure the existence of mechanisms and procedures for professional development and career advancement of the academic staff such as advanced training, specialized courses, pedagogical training, etc. (B 4.1.7)
- Have mechanisms to identify the human resource needs of the program and training needs of the staff (B 4.1.8)
- Have a system for orienting and mentoring of new academic staff (B 4.1.9)
- Ensure that each instructor has a technical update in the field of instruction in the past 2 years with a minimum of 30 continuing education units (CEUs)/ year (B 4.1.10)
- Have an evaluation system for academic staff performance that:
  - ◆ Is carried out regularly using standardized formats that are regularly updated (B 4.1.11)
  - ◆ Is performed by academic staff themselves, students, peers, and the school head (B 4.1.12)
  - ◆ Is specific and enables timely provision of constructive feedback to instructors (B 4.1.13)
  - ◆ Has documented results to be used for decision-making and staff development (B 4.1.14)
  - ◆ Encompasses technical knowledge, communication skills, teamwork, and attitudes/behavior (B 4.1.15)

## Quality Improvement Standards

The nursing school **should**:

- Formulate and implement a performance-based incentive system (based on performance evaluation results) for the academic staff (Q 4.1.1)
- Develop and implement a staff retention policy (Q 4.1.2)
- In its policy for staff recruitment and selection, take into account criteria such as relationship to its mission, including significant local issues (Q 4.1.3)

### Annotation

*Significant local issues* would include gender, ethnicity, religion, language, and other issues of relevance to the school and the curriculum.

## 4.2. TEACHING STAFF

### Basic Standards

The nursing school **must**:

- Implement a ratio of academic staff to students of 1:20 for classroom teaching (B 4.2.1)
- Ensure that the number of students assigned for skills labs and practical attachments is in line with the specific profession requirements and local context (B 4.2.2)
- Require the following qualifications of the academic staff:
  - ◆ Master's Degree or above to teach major professional courses. In addition, he/she must also have at least 2 years' experience in the related field (B 4.2.3)
  - ◆ Master's Degree or Bachelor's Degree with at least 2 years' working experience in related field for supportive and common courses (B 4.2.4)
  - ◆ First degree and above for all instructors in the following distribution (Doctor of Philosophy [PhD] 30%, Master's 50%, and first degree 20% or less) (B 4.2.5)
- Implement a ratio of full-time and part-time teaching faculty of 3:2 (60% and 40%, respectively) (B 4.2.6)
- Assign one academic staff member to coordinate practical/clinical programs that facilitate practical learning (B 4.2.7)
- Assign a skills lab coordinator with a Bachelor's Degree in the specific profession (B 4.2.8)
- Ensure that each instructor has taken a course on teaching methodology that enables him/her to teach and assess nursing students effectively (B 4.2.9)

## Quality Improvement Standards

The nursing school **should**:

- Implement a ratio of academic staff to student of 1:5 for practical teaching (Q 4.2.1)
- Require that all instructors (classroom, practical, and skills lab) have Master's Degrees and above (Q 4.2.2)
- Ensure that instructors are involved in providing community services, preferably related to their specialty (Q 4.2.3)

## **Annotation**

*Qualifications* of academic staff would mean appropriateness of the high-level trainings relevant to the course being taught.

## **4.3.PRECEPTORS**

### **Basic Standards**

The nursing school **must**:

- Have a written guideline/criteria for selection of preceptors who are working at practice sites and providing service (B 4.3.1)
- Ensure that the preceptors:
  - ◆ Are at least Bachelor's of Science nursing graduates with minimum of 2 years of service in the specific area. During sessions in the clinical practice sites, a specialist/medical practitioner in the respective ward can be assigned as preceptor (B 4.3.2)
  - ◆ Have a current license to practice nursing (B 4.3.3)
  - ◆ Maintain competency by completing relevant CPD courses (30 CEUs per year) (B 4.3.4)
  - ◆ Have formal training for clinical teaching (B 4.3.5)
- Ensure that the preceptor-to-student ratio for the practice experience is sufficient to provide individualized instruction, guidance, and supervision (B 4.3.6)

### **Quality Improvement Standards**

The nursing school **should**:

- Establish a mechanism to support preceptor's CPD as educators and practitioners in line with their responsibilities in the program (Q 4.3.1)
- Implement incentive and recognition mechanisms for the preceptors (Q 4.3.2)

### **Annotations**

*Preceptors* refers to qualified nurses and/or clinicians who are working on full-time basis in the respective experiential practice sites and have signed a formal agreement with the higher education institutions to coach the students.

*Guideline for selection of preceptors* should include criteria such as desire to teach; having adequate time, teaching skills, and excellent communication skills; and having a clearly documented role and responsibility.

# 5. STUDENT ADMISSION AND SUPPORT SERVICES

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## 5.1 STUDENT ADMISSION AND SELECTION

### Basic Standards

The nursing school **must**:

- Have a written policy/guideline for student admission and selection that specifies:
  - ◆ Rationale, process of student selection, and minimum acceptance criteria/admission requirement according to the curriculum (B 5.1.1)
  - ◆ Course/credit exemption, course waiver (credits transfer) and substitution for non-generic students (B 5.1.2)
  - ◆ Existence of an entity responsible for student selection and admission that ensures transparency and fairness (B 5.1.3)
  - ◆ The process for transfer of students from other programs and institutions (B 5.1.4)
  - ◆ The process and criteria for selection of students with special needs and from underserved populations (B 5.1.5)
  - ◆ The size of student intake in relation to its capacity and resource at all stages of the program (B 5.1.6)
  - ◆ A system for appeal for admission decisions (B 5.1.7)
- Ensure that the admission policy/guideline is in line with the institutional and national requirements (B 5.1.8)
- Ensure that student selection and admission process is transparent, free from discrimination, and in accordance with institutional policies and all applicable codes of laws (B 5.1.9)
- Be represented on the screening and selection committee/entity of the institution (B 5.1.10)
- Publish and disseminate to its constituency the admission policy and mechanism (B 5.1.11)

### Quality Improvement Standards

The nursing school **should**:

- State the relationship between student selection, the mission of the school, the educational program, and desired qualities of graduates (Q 5.1.1)
- Have a mechanism to assess the pre-entry knowledge, skill, and motivation of the applicants to be nurses and use the result for selection of students (such as entrance exams and interviews, pre-exposure of the applicants to the actual professional practice, etc.) (Q 5.1.2)
- Have a system for student mobility, exchanges, and transfers, internationally (Q 5.1.3)
- Periodically review the admission policy/guideline and student intake in line with academic success of the students and the needs of the society in (Q 5.1.4)

## Annotations

*Admission policy* would imply adherence to possible national regulation as well as adjustments to local circumstances. If the nursing school does not control the admission policy, it would demonstrate responsibility by explaining relationships and drawing attention to consequences, e.g., imbalance between intake and teaching capacity.

*Admission criteria* should include interest, pre-requisite knowledge and skills, background education, physical fitness, national exam grade requirements, and criteria for upgrading student selection.

*The health needs of the society* would include consideration of intake according to gender, ethnicity, and other social requirements (socio-cultural and linguistic characteristics of the population), including the potential need for a special recruitment, admission, and induction policy for underprivileged students and minorities.

## 5.2 STUDENT SUPPORT SYSTEMS

### Basic Standards

The nursing school **must**:

- Ensure that nursing students have access to the following services:
  - ◆ Counseling on academic, health, and social issues that could otherwise affect their success in the program (B 5.2.1)
  - ◆ Student support addressing academic (e.g., remedial support, peer-assisted learning), social, and financial needs (B 5.2.2)
  - ◆ Basic 24/7 clinic services (B 5.2.3)
- Have a mechanism for students to appeal on matters related to student support services (B 5.2.4)
- Ensure that new students are effectively oriented about the program, academic rules and regulations, and the student support systems (B 5.2.5)
- Ensure support to extracurricular activities like student associations for sport, gender, and HIV (B 5.2.6)

### Quality Improvement Standards

The nursing school **should**:

- Provide career guidance and advice on progression after completing the program (Q 5.2.1)
- Have a system/mechanism to evaluate and ensure the adequacy, effectiveness, and safety of the available student support services (Q 5.2.2)
- Ensure that students have a student handbook that clearly indicates
  - ◆ Student support systems and how to access them (Q 5.2.3)
  - ◆ Rights, responsibilities, and obligations of students in the school (Q 5.2.4)
  - ◆ School profile: brief history, organizational structure, etc. (Q 5.2.5)
- Support establishment of charity clubs (Q 5.2.6)

## **Annotations**

*Academic counseling* would include questions related to choice of electives, clerkship trainings, postgraduate specializations, and career guidance. Organization of the counseling would include appointing academic mentors for individual students or small groups of students.

*Addressing social, financial, and personal needs* would mean support in relation to social and personal problems and events, health problems, and financial matters and would include access to health clinics, immunization programs, and health/disability insurance as well as financial aid services in forms of bursaries, scholarships, and loans..

## **5.3 STUDENT REPRESENTATION**

### **Basic Standard**

The nursing school **must**:

- Formulate and implement a policy that ensures participation of student representatives and appropriate participation in all matters relevant to students (B 5.3.1)

### **Quality Improvement Standard**

The nursing school **should**:

- Assure the extent of student representation and encourage and facilitate student activities and student organizations

## **Annotations**

*Participation of student representatives* would include student self-governance and representation on the curriculum committee, other educational committees, scientific and other relevant bodies, as well as social activities and local health care projects.

To *facilitate student activities* would include consideration of providing technical and financial support to student organizations.

## 6. PROGRAM RELEVANCE AND CURRICULUM

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### 6.1: PROGRAM RELEVANCE

#### Basic Standards

The program **must**:

- Identify and address national health priorities, the needs of the society, the present and emerging role of the practitioner, and professional and legal requirements for practice (B 6.1.1)
- Be consistent with a basic scientific foundation (B 6.2.2)

#### Quality Improvement Standards

The nursing school **should**:

- Conduct a need/market assessment, in consultation with key stakeholders and international trends, to ensure that it addresses the priority health care needs of the society (Q 6.1.1)
- Ensure that the program is consistent with international standards of the profession (Q 6.1.1)

### 6.2. CURRICULUM MODEL AND INSTRUCTIONAL METHODS

#### Basic Standards

The nursing school **must**:

- Clearly define the curriculum model that enables the students to achieve the graduate competencies (B 6.2.1)
- Clearly state the instructional and learning methods employed in the curriculum based on contemporary education principles (B 6.2.1)

#### Quality Improvement Standard

The nursing school **should**:

- Organize the curriculum around sets of functions/competencies (competency-based) and oriented to professional practice based on the future occupational practice of graduates (Q 6.2.1)
- Periodically review the curriculum to address societal needs and international developments in nursing practice (Q 6.2.2)
- Ensure that the curriculum has instructional methods that foster the ability of students to participate in scientific development and innovations (Q 6.2.3)

#### Annotations

*Curriculum* refers to the educational program and includes a statement of the intended educational outcomes, the content/syllabus, experiences, and processes of the program, including a description of the structure of the planned instructional and learning methods and assessment methods. The curriculum should set out what knowledge, skills, and attitudes the student will achieve.

*Curriculum models* would include models based on disciplines, organ systems, clinical problems/tasks, or disease patterns as well as models based on modular or spiral design.

*Instructional methods* encompass lectures, small-group teaching, problem-based or case-based learning, peer-assisted learning, practicals, laboratory exercises, bed-side teaching, demonstrations, skills training in the laboratory, field exercises in the community and web-based instruction.

*Contemporary educational principles* would mean principles that

- Stimulate, prepare, and support students to take responsibility for their learning
- Are student-centered and promote self-learning
- Prepare students to be professionals as well as lifelong learners

### **6.3. SCIENTIFIC METHODS**

#### **Basic Standard**

The nursing school **must**:

- Throughout the curriculum, teach:
  - ◆ The principles of scientific method, including analytical and critical thinking (B 6.3.1)
  - ◆ Nursing research methods (B 6.3.2)
  - ◆ Evidence-based medicine (B 6.3.3)

#### **Quality Improvement Standard**

The nursing school **should**:

- Include in the curriculum elements of original or advanced research and ensure that students engage in research activities (Q 6.3.1)

#### **Annotations**

*To teach the principles of scientific method, medical research methods, and evidence-based medicine* requires scientific competencies of teachers. This training would be a compulsory part of the curriculum and would include that nursing students conduct or participate in minor research projects.

*Elements of original or advanced research* would include obligatory or elective analytic and nursing practice studies, thereby fostering the ability to participate in the scientific development of nursing as professionals and colleagues.

### **6.4. BASIC BIOMEDICAL SCIENCES**

#### **Basic Standard**

The nursing school **must**:

- Identify and incorporate in the curriculum:
  - ◆ The contributions of the biomedical sciences to create understanding of the scientific knowledge (B 6.4.1)
  - ◆ Concepts and methods fundamental to application in nursing practice (B 6.4.2)

## Quality Improvement Standard

The nursing school **should:**

- In the curriculum, adjust and modify the contributions of the biomedical sciences to the:
  - ◆ Scientific, technological, and clinical developments (Q 6.4.1)
  - ◆ Current and anticipated needs of the society and the health care system (Q 6.4.2)

### Annotation

*The basic biomedical sciences* would include anatomy, biochemistry, physiology, immunology, microbiology (including bacteriology, parasitology, and virology), pathology or pathophysiology, and pharmacology.

## 6.5. BEHAVIORAL AND SOCIAL SCIENCES AND PROFESSIONAL ETHICS

### Basic Standard

The nursing school **must:**

- Identify and incorporate in the curriculum the contributions of the behavioural sciences and social sciences, and professional ethics that enable effective communication, program-specific decision-making, and ethical practices (B 6.5.1)

### Quality Improvement Standards

The nursing school **should:**

- In the curriculum, adjust and modify the contributions of the behavioral and social sciences as well as medical ethics to:
  - ◆ Scientific, technological, and clinical developments (Q 6.5.1)
  - ◆ The current and anticipated needs of the society and the health care system (Q 6.5.2)
  - ◆ The changing demographic and cultural contexts (Q 6.5.3)

### Annotations

*Behavioral and social sciences* would—depending on local needs, interests, and traditions—include biostatistics, community medicine, epidemiology, global health, anthropology, psychology, sociology, public health, and social medicine.

*Professional ethics* deals with moral issues in nursing practice such as values, rights, and responsibilities related to nursing behavior and decision-making.

## 6.6. NURSING PROFESSIONAL SCIENCES AND SKILLS

### Basic Standards

The nursing school/department **must:**

- Identify and incorporate professional nursing courses in the curriculum to ensure that students acquire sufficient knowledge and professional skills to assume responsibility after graduation (B 6.6.1)
- Ensure that a reasonable part of the program is spent in practicing the essential skills in relevant settings (B 6.6.2)
- Specify the amount of time spent in training in major professional courses (B 6.6.3)

## Quality Improvement Standards

The nursing school/department **should**:

- Adjust and modify in the curriculum the contributions of the professional nursing courses to:
  - ◆ Scientific, technological, and clinical developments (Q 6.6.1)
  - ◆ The current and anticipated needs of the society and the health care system (Q 6.6.2)
- Structure the different components of the professional skills training according to stages of the study program and in a manner that ensures early exposure of students to practice (Q 6.6.3)

## 6.7. CURRICULUM STRUCTURE, COMPOSITION, AND DURATION

### Basic Standards

The nursing school **must**:

- Describe the content, extent and sequencing of courses and other curricular elements to ensure appropriate coordination between biomedical, behavioral, social, and professional subjects (B 6.7.1)
- Clearly define the balance between theory and practice (at least one third of the training time is dedicated to practical teaching) (B 6.7.2)
- Ensure that the total duration of training, credit hours per semester and durations of practical attachments are clearly defined and consistent with the national standards (B 6.7.3)

### Quality Improvement Standards

The nursing school **should**:

- In the curriculum:
  - Ensure horizontal integration of associated sciences, disciplines, and subjects (Q 6.7.1)
  - Ensure vertical integration of the professional sciences with the biomedical and the behavioral and social sciences (Q 6.7.2)
  - Allow optional (elective) content and define the balance between the core and optional content as part of the educational program (Q 6.7.3)
  - Define inter-professional educational opportunities (Q 6.7.4)
  - Ensure early and longitudinal exposure of students to a variety of practice sites and community-based practices (Q 6.7.5)
  - Describe the interface with complementary nursing practice (Q 6.7.6)

### Annotations

*Horizontal (concurrent) integration* outlines the relationship between subjects taught at the same level of the program, which would include basic sciences such as anatomy, biochemistry, and physiology or integrating disciplines of nursing.

*Vertical (sequential) integration* describes the process of taking information used at any one level and extending that through other levels of the program. It can also be used to articulate the relationship between fundamental, discipline-specific knowledge and professional

practice. Examples include metabolic disorders and biochemistry or cardiology and cardiovascular physiology.

*Core and optional (elective) content* refers to a curriculum model with a combination of compulsory elements and electives or special options.

*Interprofessional educational opportunities* occur when two or more health professions learn about, from, and with each other to enable effective collaboration and improve health outcomes.

*Complementary nursing* would include unorthodox, traditional, or alternative nursing practices.

## **6.8 PROGRAM MANAGEMENT**

### **Basic Standards**

The nursing school **must**:

- Have a functional curriculum committee under the education development center, which has the responsibility and authority for designing, implementing, and reviewing the curriculum to achieve its intended educational outcomes (B 6.8.1)
- In its curriculum committee ensure representation of students and staff from all units/course teams of the school/department (B 6.8.2)
- Periodically review and update the curriculum at appropriate intervals and based on emerging evidence and the needs of the society, students' performance assessment results, and feedback from students and other stakeholders (B 6.8.3)
- Communicate and ensure that the curriculum is available to staff, students, and other stakeholders (B 6.8.4)
- Prepare and implement an academic calendar that indicates dates of registration, course adds/drops, practical attachments, final exams, class ends, vacation, graduation, and other major events (B 6.8.5)
- Ensure that the average time for graduation is in line with the program standard (B 6.8.6)

### **Quality Improvement Standards**

The nursing school **should**:

- Plan and implement innovations in the curriculum by its curriculum committee (Q 6.8.1)
- Ensure representation of other stakeholders on the curriculum committee (Q 6.8.2)

## **6.9 LINKAGE WITH NURSING PRACTICE AND THE HEALTH SECTOR**

### **Basic Standard**

The nursing school **must**:

- Ensure operational linkage between the educational program and the subsequent stages of training or practice after graduation (B 6.9.1)

## Quality Improvement Standards

The nursing school **should:**

- Ensure that the curriculum committee seeks input from the environment in which graduates will be expected to work and modify the program accordingly (Q 6.9.1)
- Consider program modification in response to opinions in the community and society. (Q 6.9.2)

### Annotations

The *operational linkage* implies identifying health problems and defining required educational outcomes. This requires clear definition and description of the elements of the educational programs and their interrelations in the various stages of training and practice, paying attention to the local, national, regional, and global context. It would include mutual feedback to and from the health sector and participation of teachers and students in activities of the health team. Operational linkage also implies constructive dialogue with potential employers of the graduates as a basis for career guidance.

*Subsequent stages of training* would include postgraduate training and CPD.

# 7. TEACHING-LEARNING AND ASSESSMENT

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## 7.1 TEACHING-LEARNING

### Basic Standards

The nursing school **must**:

- Use contemporary teaching principles that stimulate, prepare, and support students to take responsibility for their learning including active learning methods, a student-centered approach, demonstration, and facilitative practice in classroom, skills lab, clinical, and community practice setting (B 7.1.1)
- Ensure that instructors devote much of the time to work with students individually or in small groups to guide learners, facilitate learning, evaluate each student's performance, and provide timely feedback (B 7.1.2)
- Ensure that instructors effectively plan and prepare for teaching (B 7.1.3)
- Ensure that instructors use appropriate and relevant educational materials including national service delivery guidelines (B 7.1.4)
- Ensure the acquisition of KSA for core competencies (B 7.1.5)
- Ensure that each course/module instructor provides a standardized syllabus for the course on the first day of class and thoroughly discusses it with the students (B 7.1.6)
- Ensure that instructors use a session plan that contains session objectives, an outline of key points, questions, and other group activities with needed materials for the students (B 7.1.7)
- Ensure that instructors identify and inform about students resources for in-depth reading on the session (B 7.1.8)
- Ensure that educational materials used during classroom and practical teaching are/have:
  - ◆ Content that agrees with the learning outcomes (content must be mapped with the learning outcomes) (B 7.1.9)
  - ◆ Up-to-date, factual, and technically correct (B 7.1.10)
  - ◆ Regularly revised (B 7.1.11)
- Ensure that instructors announce and use consultation hours to work with students individually or in small groups and support student learning (B 7.1.12)
- Prepare and implement a schedule for clinical practice/practical attachments (B 7.1.13)
- Have a mechanism to monitor and evaluate the teaching-learning process by instructors, preceptors, and students and use the results/feedback to improve learning (B 7.1.14)

### Quality Improvement Standards

The nursing school **should**:

- Clearly define in the curriculum and demonstrate use of the learning methods that may include:
  - ◆ Peer-assisted learning (Q 7.1.1)
  - ◆ Problem/case-based learning (Q 7.1.2)
  - ◆ Reflective learning using a portfolio (Q 7.1.3)

- ◆ Web-based instruction (Q 7.1.4)
- ◆ Field exercises in the community (community-based activities) (Q 7.1.5)
- Offer students the opportunity for an early immersion and longitudinal exposure to clinical/practical experience and community-based learning under supervision of senior professionals (Q 7.1.6)

## Annotations

*Standardized syllabus* is a document that contains all the basic information about the course. It should contain the course name and description, objectives, course logistics, teaching and assessment methods, course schedule that indicates the learning activities of each week/date, exam and assignment due dates, reading materials, course policy, grading system, and name and contact address of the course instructor.

*Educational materials* include handouts, textbooks, reference books, electronic learning media, and learning tools (SOPs, checklists, charts).

*Schedule for clinical practice* would mean a program that clearly indicates *duration of* attachment, names of students at each site, names of supervisors and preceptors for each group, rotation system, case presentation dates, and schedule of major activities. It should be prepared in consultation with the practice sites and communicated to supervisors, preceptors, and students before deployment.

*Peer-assisted learning* can be defined as the acquisition of knowledge and skills through active help and support among individuals of equal status or matched companions.

*Problem/case-based learning* is a teaching strategy in which students use “triggers” from the problem case or scenario to define their own learning objectives. Subsequently, they do independent, self-directed study before returning to the group to discuss and refine their acquired knowledge.

*Reflective portfolio* is defined as the collection of evidence that attests to achievement as well as personal and professional development through a critical analysis and reflection of its contents.

*Web-based instruction* is anywhere, anytime instruction delivered over the Internet or a corporate intranet to browser-equipped learners.

## 7.2. ASSESSMENT

### Basic Standards

The nursing school **must**:

- Have assessment policies/guidelines that clearly define:
  - ◆ A range of assessment methods used for formative and summative evaluation (B 7.2.1)
  - ◆ The frequency and timing of exams (B 7.2.2)
  - ◆ Criteria for setting pass marks (B 7.2.3)
  - ◆ Grading, promotion, repetition, dismissal and re-admission, and number of allowed retakes (B 7.2.4)

- ◆ A system for appeal for assessment results (B 7.2.5)
- ◆ The quality assurance process for assessment practices (B 7.2.6)
- Use a variety of methods for both knowledge and performance assessment
  - ◆ At least two of the following methods are used for knowledge assessment: oral exam, written exams (multiple-choice questions, essay, short answer), assignments, project works, case presentations, and seminars (B 7.2.7)
  - ◆ At least one of the following methods is used for performance assessment: structured observation, reviewing of the portfolio, or evaluation of tasks performed by students (B 7.2.8)
- Administer both formative and summative assessment on a continuous basis and make sure that:
  - ◆ The final exam of each course is comprehensive and accounts for not more than 40% of the total mark and the remaining is based on continuous assessment (B 7.2.9)
  - ◆ Each instructor provides timely, specific, constructive and positive feedback to students on the basis of assessment results (B 7.2.10)
  - ◆ A mechanism is in place to provide special support to students with poor performance based on assessment results (B 7.2.11)
- Ensure confidentiality and security of student assessment processes and assessment results/academic records (B 7.2.12)
- Ensure autonomy of the school and its academic staff in the management of student assessment (B 7.2.13)

### **Quality Improvement Standards**

The nursing school **should**:

- Have an exam committee that ensures the validity and reliability of student assessment by:
  - ◆ Ensuring that each method of assessment and exam questions are prepared as per the standard (Q 7.2.1)
  - ◆ Supporting the staff to prepare a blueprint for each assessment to ensure that assessment methods match the learning outcomes and cover all portions of the course (Q 7.2.2)
- Support staff to conduct item analysis and use the result for decision-making (Q 7.2.3)
- Establish and run a functional exam bank (Q 7.2.4)
- Use the following methods for performance assessment:
  - ◆ Objectively structured practical exam (Q 7.2.5)
  - ◆ 360-degree evaluation (Q 7.2.6)
- Ensure that the majority (>50%) of written assessment items/questions test higher-order cognitive domains (Q 7.2.7)
- Adjust the number and nature of examinations of curricular elements to encourage both acquisition of the knowledge base and integrated learning (Q 7.2.8)
- Administer a comprehensive qualifying exam before students are deployed for internship/clerkship to prepare them for the national licensure exam (Q 7.2.9)

## Annotations

*Formative and summative assessment:* formative assessment is assessment used to improve student learning and performance by giving feedback, while summative assessment is used to decide if the student has to move to the next stage of learning. Both should be conducted on a continual basis.

*Higher-order cognitive domains* include application, synthesis, and evaluation.

*Portfolio* is a collection of papers and other forms of evidence that learning has taken place. It provides evidence for learning and progress toward learning objectives. Reflecting upon what has been learned is an important part of constructing a portfolio.

*Validity* is the ability of an assessment to measure what it is supposed to measure. Validity is not about the method but refers to the evidence presented to support or refute the meaning or interpretation assigned to assessment results.

*Reliability* is the reproducibility or consistency or generalizability of assessment scores. An assessment result is said to be reliable if students will get the same score if they re-take the exam.

*Blueprint* is a clear written recipe for an exam that ensures all content (knowledge, skills, and attitude) is covered fairly and the test is a balanced sample of all the learning objectives that students have to master.

*Item analysis* refers to a statistical technique that helps instructors identify the effectiveness of their test items. In the development of quality assessment and specifically effective multiple-choice test items, item analysis plays an important role in contributing to the fairness of the test along with identifying content areas that maybe problematic for students.

*Objectively structured practical exam* is a performance-based exam. During the exam, students are observed and evaluated as they go through a series of eight or more stations. It allows assessment of multiple competencies. It is **objective**, because examiners use a checklist for evaluating the trainees; **structured**, because every student sees the same problem and performs the same tasks in the same time frame; and **practical**, because the tasks are representative of those faced in real, practical situations.

*360-degree evaluation* consists of measurement tools completed by multiple people in a student's sphere of influence. Evaluators usually are faculty, other members of the health care team, peers, patients, families, and community members. It can be used to assess interpersonal and communication skills, teamwork ability, management skills, decision-making professional behaviors, and some aspects of patient care.

*Encouragement of integrated learning* would include consideration of using integrated assessment, while ensuring reasonable tests of knowledge of individual disciplines or subject areas.

# 7. STUDENT PROGRESSION AND GRADUATE OUTCOMES

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## Basic Standards

The nursing school **must**:

- Have a mechanism to monitor student performance and progress regularly (B 8.0.1)
- Trace level of and reasons for student attrition and take actions to minimize it (B 8.0.2)
- Ensure that the final qualifications achieved by the graduates are in line with the formulated and expected learning outcomes of the program (B 8.0.3)

## Quality Improvement Standards

The nursing school **should**:

- Have a system to link the program and potential employers and facilitate graduate employment (Q 8.0.1)
- Have a mechanism to trace employability, performance at the workplace, and satisfaction of its graduates/employers and use the findings to influence the curriculum (Q 8.0.2)
- Implement strategies and programs to broaden the professional horizons of students and enhance their performance in areas such as scientific inquiry, scholarly concern for the profession, the relevance and value of research through:
  - ◆ Inviting guest lecturers (Q 8.0.3)
  - ◆ Participating in curricular and extracurricular activities (Q 8.0.4)
  - ◆ Arranging panel discussion with senior experts in different areas of nursing practice (Q 8.0.5)
  - ◆ Supporting students and academic staff to participate in national and international scientific conferences (Q 8.0.6)
  - ◆ Organizing white coat ceremonies that welcome students into the profession of nursing (Q 8.0.7)

## 8. CONTINUAL QUALITY ASSURANCE

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### Basic Standards

The nursing school **must**:

- Have a functional internal quality assurance unit leading the quality assurance system with clearly defined duties/responsibilities and lines of communication (B 9.0.1)
- Allocate an adequate budget to the quality assurance unit to carry out its responsibilities (B 9.0.2)
- Assign a qualified person to lead the unit (minimum of 2 years of teaching experience, training in educational quality assurance, and training in teaching and assessment of health care providers) (B 9.0.3)
- Conduct quality assessment using the internal quality standard tool (at least annually) and develop and implement clear strategies/work plans to fill the gaps identified (B 9.0.4)
- Have a system for regular curriculum evaluation and review (at least every 5 years) (B 9.0.5)
- Seek external quality audit and verification by HERQA or peer institutions and work on the recommendations given to ensure continual quality (B 9.0.6)

### Quality Improvement Standards

The nursing school **should**:

- Have a well-organized, functional, and vibrant internal quality assurance unit that is responsible for monitoring and evaluation of input, process, output, and impact of the educational program (Q 9.0.1)
- Systematically seek, analyze, and respond to teacher and student feedback (Collect student and instructor comments using structured questionnaire or suggestion book, take corrective action, and document) (Q 9.0.2)
- Conduct external verification by peer institutions/schools every 2 years (Q 9.0.3)
- Conduct review meetings with representatives from practice sites, industries, and professional bodies annually to evaluate the effectiveness of learning experiences (Q 9.0.4)
- Develop the structure, governance, and management of the organization to cope with changing circumstances and needs and, over time, accommodate the interests of the different groups of stakeholders (Q 9.0.5)

## 9. RESEARCH AND DEVELOPMENT AND EDUCATIONAL EXCHANGES

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### Basic Standards

The nursing school **must**:

- Formulate and implement a staff development policy that allows a balance of capacity between teaching, research, and service functions (B 10.0.1)
- Have a clearly set research agenda for academic staff as well as to students in line with the country's priority health care and developmental needs (B 10.0.2)
- Allocate a sufficient budget and facility to support research and staff exchange (B 10.0.3)
- Ensure that each academic staff member as a part of a research team undertakes research and publishes one article on national/international journals at least every 2 years (B 10.0.4)
- Ensure that the research findings of the school should be used to improve learning, community services, and program and professional development (B 10.0.5)
- Allocate budget for students' research/directed studies (for transportation, data collection, chemical/reagent purchase, and stationery) (B 10.0.6)

### Quality Improvement Standards

The nursing **should**:

- Have thematic research areas in line with the country's priority health care and developmental needs (Q 10.0.1)
- Ensure that each academic staff member as a part of a research team undertakes a research and publishes at least one article in a reputable journal every year (Q 10.0.2)
- Formulate and implement a policy for national and international collaboration with other educational institutions, industries, and research centers (Q 10.0.3)
- Facilitate regional and international exchange of staff and students by providing appropriate resources, and ensure that the exchange is purposefully organized, taking into account the needs of staff and students (Q 10.0.4)
- Support active participation of staff in relevant professional conferences, seminars, workshops, and other academic activities at national and international levels so as to improve education and research (Q 10.0.5)

# ANNEX I. ANATOMIC MODELS/MEDICAL SUPPLIES AND CONSUMABLES/WALL CHARTS

## Anatomic Models

S.No	List of Models	Unit	Quantity
1.	Childbirth demonstration pelvis	Number	01/station
2.	Fetal monitoring and labor progress	Number	01/station
3.	Patient care mannequin baby	Number	01/station
4.	Patient care mannequin – adult	Number	01/station
5.	Patient care mannequin – child	Number	01/station
6.	Birth simulators	Number	01/station
7.	Palpation module for Leopold maneuvers	Number	01/station
8.	Female urethral catheterization simulator	Number	01/station
9.	Male urethral catheterization simulator	Number	01/station
10.	Infant IV arm	Number	01/station
11.	IV injection simulator arm	Number	01/station
12.	Advanced venipuncture and injection arm	Number	01/station
13.	Episiotomy suturing simulator	Number	01/station
14.	CPR baby mannequin	Number	01/station
15.	CPR child mannequin	Number	01/station
16.	CPR adult mannequin	Number	01/station
17.	Suturing simulator	Number	01/station
18.	Suture practice arm	Number	01/station
19.	Intramuscular injection simulator	Number	01/station
20.	Blood transfusion arm simulator	Number	01/station

## Medical Supplies

S.No	List of Materials	Unit	Quantity (Minimum Requirement)
1.	Bed for adult mannequin	Number	01/station
2.	Demonstration table/working table	Number	01/station
3.	Suction machine	Number	01/station
4.	Oxygen concentrator	Number	01/station
5.	ECG machine	Number	01/station
6.	Defibrillator	Number	01/station
7.	Pulse oxymeter	Number	01/station
8.	Oxygen cylinder with gauge	Number	01/station
9.	Chest tube	Number	01/station
10.	Chest drainage bottle	Number	01/station
11.	Endotracheal tube	Number	01/station
12.	Laryngoscope set	Number	01/station
13.	Diagnostics set	Number	01/station
14.	Neurologic hammer (reflex hammer)	Number	01/station

S.No	List of Materials	Unit	Quantity (Minimum Requirement)
15.	Stethoscope adult	Number	01/Student
16.	Tuning fork	Number	01/station
17.	Oxygen masks (pediatric size)	Number	01/station
18.	Oxygen masks (adult size)	Number	01/station
19.	Oxygen masks (infant size)	Number	01/station
20.	Oxygen masks (neonatal size)	Number	01/station
21.	Nasal cannula/catheter	Number	01/station
22.	Ambu bags – pediatric	Number	01/station
23.	First aid kit	Number	01/Station
24.	Manual vacuum aspiration (MVA)/evacuation and curettage set	Number	01/School
25.	Personal protective equipment (PEP)	Number	01/Student
26.	Vaginal speculum (bivalve) small	Number	01/Station
27.	Vaginal speculum (bivalve) medium	Number	01/Station
28.	Vaginal speculum (bivalve) large	Number	01/Station
29.	Dressing sets	Number	01/Station
30.	Delivery sets	Number	01/Station
31.	Thoracentesis set	Number	01/Station
32.	Liver biopsy sets	Number	01/Station
33.	Lumbar puncture sets	Number	01/Station
34.	Surgical sets	Number	01/Station
35.	Bone marrow aspiration set	Number	01/Station
36.	Lumbar puncture trays adult	Number	01/Station
37.	Pleural and peritoneal biopsy set	Number	01/Station
38.	Oral thermometers	Number	01/Student
39.	Axillary thermometer	Number	01/Student
40.	Rectal thermometers	Number	01/Student
41.	Digital thermometer	Number	01/Student
42.	Blood pressure cuff (Aneroid)	Number	01/Station
43.	Blood pressure cuff (Mercury)	Number	01/Station
44.	Electric blood pressure cuff machine	Number	01/Station
45.	Scale – adult (standing)	Number	01/Skills Lab
46.	Scale – pediatrics	Number	01/ Skills Lab
47.	Scale – infant	Number	01/ Skills Lab
48.	Stretchers	Number	01/ Skills Lab
49.	Wheelchairs	Number	01/ Skills Lab
50.	Walking canes	Number	01/ Station
51.	Crutches	Number	01/ Skills Lab
52.	Pelvic meter	Number	01/ Station
53.	Bed pans	Number	01/ Station
54.	Pediatric bed pans	Number	01/ Station
55.	Adult male urinals	Number	01/ Station

S.No	List of Materials	Unit	Quantity (Minimum Requirement)
56.	Pediatric urinals	Number	01/ Station
57.	Kidney basins/dish	Number	01/ Station
58.	Straight catheters	Box	01/ Station
59.	Foley catheters	Box	01/ Station
60.	(N-G tubes) feeding tubes – adult	Box	01/ Station
61.	(N-G tubes) feeding tubes – pediatric	Box	01/ Station
62.	Sterile gloves	Box	01/ Station
63.	Disposable gloves	Box	01/ Station
64.	IV cannula adult	Box	01/ Station
65.	IV cannula pediatrics	Box	01/ Station
66.	Ringer lactate IV fluids	Bag	01/ Station
67.	Dextrose water IV fluids	Bag	01/ Station
68.	Normal saline IV fluids	Bag	01/ Station
69.	Disposable syringes – 2cc	Box	01/ Station
70.	Disposable syringes – 5 cc	Box	01/ Station
71.	Disposable syringes – 10 cc	Box	01/ Station
72.	Disposable syringes – 20 cc	Box	01/ Station
73.	Disposable syringes – 50 cc	Box	01/ Station
74.	Distilled water for injection	Box	01/ Station
75.	Garbage pails	Number	01/ Station
76.	Student practice suturing kit (non-absorbable)	Number	01/ Station
77.	Student practice suturing kit (absorbable)	Number	01/ Station
78.	Plastic aprons	Number	01/ Student
79.	Rubber sheets	Number	01/ Station
80.	Powders	Sachet	01/ Station
81.	Tape line/ measuring tape	Number	01/ Station
82.	Water bucket	Number	01/ Station
83.	Hair combs	Number	01/ Station
84.	Hair grease	Number	01/ Station
85.	Body lotion	Number	01/ Station
86.	Toothbrushes	Number	01/ Station
87.	Toothpicks	Number	01/ Station
88.	Plastic buckets	Number	01/ Station
89.	Plaster for dressing (large size)	Roll	01/ Station
90.	Tongue blades (wood)	Number	01/ Station
91.	Drainage bags (urine output)	Number	01/ Station
92.	K-Y jelly	Number	01/ Station
93.	Plaster of paris	Roll	01/ Station
94.	Female condom	Box	01/ Station
95.	Male condom	Box	01/ Station
96.	Medication cups	Number	01/ Station

S.No	List of Materials	Unit	Quantity (Minimum Requirement)
97.	Enema can kit with PVC tubing	Number	01/ Station
98.	Iodine solution	Bottle	01/ Station
99.	Alcohol (70%)	Bottle	01/ Station
100.	Savlon (2 liters per bottle)	Bottle	01/ Station
101.	Scrub brush	Number	01/ Station
102.	Scrub suits – medium	Number	01/ Station
103.	Scrub suites – large	Number	01/ Station
104.	Scrub dresses – medium	Number	01/ Station
105.	Scrub dresses – large	Number	01/ Station
106.	Elastic bandage	Roll	01/ Station
107.	Cotton roll	Roll	01/ Station
108.	Artery forceps of different size	Number	01/ Station
109.	Autoclave small and middle size	Number	01/ Station
110.	Basin (large) – 5L	Number	01/ Station
111.	Basin (medium) – 3L	Number	01/ Station
112.	Basin (small) – 1L	Number	01/ Station
113.	Bed cradle – metal	Number	01/ Station
114.	Bed pan fracture – 2L	Number	01/ Station
115.	Bed pan regular-- 2L	Number	01/ Station
116.	Bed with side rails – metal	Number	01/ Station
117.	Bowl (large) – 10L	Number	01/ Station
118.	Bowl (small) – 300CC	Number	01/ Station
119.	Bowl (medium) – 5L	Number	01/ Station
120.	Cast scissors	Number	01/ Station
121.	Clip holder	Number	01/ Station
122.	Cord clamps	Roll	01/ Station
123.	Drape material of different size	Number	01/ Station
124.	Drum (large)	Number	01/ Station
125.	Drum (medium)	Number	01/ Station
126.	Drum (small)	Number	01/ Station
127.	Dust bin	Number	01/ Station
128.	Dust bin (pedal open)	Number	01/ Station
129.	Enema can with tube – 1.5L	Number	01/ Station
130.	Examination couches/bed	Number	01/ Station
131.	Eye ointment	Number	01/ Station
132.	Face mirror	Number	01/ Station
133.	Flatus/rectal tube (different sizes)	Number	01/ Station
134.	Foot rest (wooden)	Number	01/ Station
135.	Fork	Number	01/ Station
136.	Fracture board	Number	01/ Station
137.	Funnel	Number	01/ Station

S.No	List of Materials	Unit	Quantity (Minimum Requirement)
138.	Gentian violet	Bottle	01/ Station
139.	Hamper (with wheel and bag)	Number	01/ Station
140.	Head light	Number	01/ Station
141.	Heater	Number	01/ Skills Lab
142.	Hot water bottle	Number	01/ Station
143.	Ice bag	Number	01/ Station
144.	Ice collar	Number	01/ Station
145.	IV pole (stainless steel with wheel)	Number	01/ Station
146.	Kidney dish (stainless steel) – 300cc	Number	01/ Station
147.	Kidney dish (stainless steel) – 500cc	Number	01/ Station
148.	Kidney dish (stainless steel) – 1000cc	Number	01/ Station
149.	Mattress	Number	01/ Station
150.	Measuring board	Number	01/ Station
151.	Medication cups (meal)	Number	01/ Station
152.	Medication tray	Number	01/ Station
153.	Metal feeding tray (with compartment)	Number	01/ Station
154.	Mucus extractor	Number	01/ Station
155.	Nail cutter	Number	01/ Station
156.	Name tag	Number	01/ Station
157.	Needle holder	Number	01/ Station
158.	Ophthalmoscope	Number	01/ Station
159.	Otoscope	Number	01/ Station
160.	Over bed table (with wheel)	Number	01/ Station
161.	Penis and scrotum model	Number	01/ Station
162.	Penis and scrotum picture	Number	01/ Station
163.	Physical examination bed (head flexible)	Number	01/ Station
164.	Pill crusher	Number	01/ Station
165.	Pillow	Number	01/ Station
166.	Draw sheet	Number	01/ Station
167.	Linen	Number	01/ Station
168.	Blanket	Number	01/ Station
169.	Pillowcase	Number	02/ Station
170.	Plastic air rings	Number	01/ Station
171.	Safety pin	Number	01/ Station
172.	Sand bags	Number	01/ Station
173.	Savalon	Number	01/ Station
174.	Scissors of different types	Number	01/ Station
175.	Screen (flexible)	Number	01/ Station
176.	Sitz bath chair (simulators)	Number	01/ Station
177.	Sneelen eye charts – E and C	Number	01/ Station
178.	Specimen container (cups)	Number	01/ Station

S.No	List of Materials	Unit	Quantity (Minimum Requirement)
179.	Suturing needle	Number	01/ Station
180.	Swab dish (with lid)	Number	01/ Station
181.	Test tubes	Number	01/ Station
182.	Tissue forceps of different size types	Number	01/ Station
183.	Curved artery forceps	Number	01/ Station
184.	Straight artery forceps	Number	01/ Station
185.	Galley pot metal	Number	01/ Station
186.	Refrigerator	Number	01/ Station
187.	Endotracheal tube	Number	01/ Station
188.	Suction catheter	Number	01/ Station
189.	Tongue blade (stainless steel)	Number	01/ Station
190.	Trolley (two shelves with whets)	Number	01/ Station
191.	V/S monitor	Number	01/ Station
192.	Dextrose (40%)	Number	01/ Station
193.	Oral rehydration salt	Sachet	01/ Station
194.	Drugs (injectables, inhalants, suppositories, ointments, oral drugs: capsules, tablets, sublingual, suspensions)	As Appropriate	01/ Station
195.	Vaccines for immunization (all currently available)	As Appropriate	01/ Station
196.	Contraceptive options (all currently available)	As Appropriate	01/ Station
197.	Infection prevention and patient safety materials	As Appropriate	01/ Station

### Wall Charts

S.No	List of Wall Charts	Unit	Quantity
1.	Procedure check list for all competencies	Number	01/station/student
2.	Sneelen eye chart – E and C	Number	01/skills lab
3.	Head and neck	Number	01/skills lab
4.	The heart	Number	01/skills lab
5.	Nervous system	Number	01/skills lab
6.	Skeletal system	Number	01/skills lab
7.	Autonomic nervous system	Number	01/skills lab
8.	Spinal nervous system	Number	01/skills lab
9.	Digestive system	Number	01/skills lab
10.	Respiratory system	Number	01/skills lab
11.	The lung	Number	01/skills lab
12.	Pharynx and larynx	Number	01/skills lab
13.	The eye	Number	01/skills lab
14.	The nose	Number	01/skills lab
15.	The auditory system	Number	01/skills lab
16.	Pregnancy and birth	Number	01/skills lab
17.	Family planning methods	Number	01/skills lab
18.	Stages of labor	Number	01/skills lab

S.No	List of Wall Charts	Unit	Quantity
19.	Embryonic development	Number	01/skills lab
20.	Cardiovascular system	Number	01/skills lab
21.	Muscular system	Number	01/skills lab
22.	The reproductive system (male and female)	Number	01/skills lab
23.	The urinary system	Number	01/skills lab
24.	The Kidney	Number	01/skills lab
25.	Teeth and oral cavity	Number	01/skills lab
26.	Tongue and teeth	Number	01/skills lab
27.	The skin/integumentary system	Number	01/skills lab
28.	Breast with disorders	Number	01/skills lab
29.	Growth and development	Number	01/skills lab
30.	Partograph	Number	01/skills lab
31.	Endocrine system	Number	01/skills lab

## ANNEX II. TEXTBOOKS AND REFERENCES

S.no	Title	Unit	Number
1.	Lecture Notes Relevant for Nursing Discipline (latest edition)	Number	01/05 student
2.	Bailliere's Nurses Dictionary (latest edition)	Number	01/05 student
3.	Mosby's Medical, Nursing, and Allied Health Dictionary (latest edition)	Number	01/15 student
4.	Ethics in Nursing Practice (latest edition)	Number	01/15 student
5.	Code of Ethics for Nurses with Interpretive Statements	Number	01/15 student
6.	Textbook of Anatomy and Physiology for Nurses	Number	01/05 student
7.	Human Anatomy and Physiology for Nursing and Allied Sciences	Number	01/15 student
8.	Craven Fundamentals of Nursing (latest edition)	Number	01/05 student
9.	Professional Nursing: Concepts, Issues, and Challenges	Number	01/15 student
10.	Fundamentals of Nursing: Concepts, Process, and Practice	Number	01/05 student
11.	Physical Examination and Health Assessment	Number	01/05 student
12.	Nursing Diagnoses: Definitions and Classification	Number	01/15 student
13.	Nursing Care Plans: Nursing Diagnosis and Intervention	Number	01/05 student
14.	Pharmacology for Nursing Care	Number	01/05 student
15.	Clinical Pharmacology in Nursing	Number	01/15 student
16.	Community/Public Health Nursing: Promoting the Health of Populations	Number	01/15 student
17.	Infectious and Tropical Diseases: A Handbook for Primary Care	Number	01/15 student
18.	Brunner and Suddarth's Textbook of Medical-Surgical Nursing (latest edition)	Number	01/05 student
19.	Psychiatric Mental Health Nursing	Number	01/05 student
20.	Child Health Nursing	Number	01/05 student
21.	Wong's Nursing Care of Infants and Children	Number	01/15 student
22.	Communicable Disease Control	Number	01/15 student
23.	Biostatistics	Number	01/15 student
24.	Nursing Leadership and Management	Number	01/05 student
25.	Effective Leadership and Management in Nursing	Number	01/15 student
26.	Leadership Roles and Management Function in Nursing: Theory and Application	Number	01/15 student
27.	Essentials of Nursing Research Methods, Appraisal, and Utilization	Number	01/15 student
28.	Laboratory and Diagnostic Tests with Nursing Implications	Number	01/05 student
29.	Lowdermilk Maternity and Women's Health Care	Number	01/05 student
30.	Women's Gynecologic Health	Number	01/15 student
31.	Diagnosis and Treatment in Obstetrics and Gynecology	Number	01/15 student
32.	Mylies Textbook of Midwifery	Number	01/15 student
33.	Essentials of Maternity, Newborn, and Women's Health Nursing	Number	01/15 student
34.	Obstetrics Ultrasound: How, Why, and When	Number	01/15 student
35.	Anatomy of Female Pelvis and Breast for Students of Obstetrics	Number	01/15 student
36.	Principles and Practice of Pediatric Infectious Disease (revised reprint)	Number	01/15 student

S.no	Title	Unit	Number
37.	Pocket Book of Hospital Care for Children: Guidelines for the Management of Common Illness with Limited Resources	Number	01/15 student
38.	Pediatric Physical Examination and Health Assessment	Number	01/15 student
39.	Clinical Oriented Anatomy	Number	01/15 student
40.	Epidemiology for Nursing Practice	Number	01/15 student
41.	Essentials of Reading in Infectious Disease Epidemiology (Essential Public Health)	Number	01/15 student
42.	Community Health Education Methods	Number	01/15 student
43.	Community and Public Health Nursing	Number	01/15 student
44.	Essentials of Environmental Health (2nd edition)	Number	01/15 student
45.	Essentials of Management and Leadership in Public Health	Number	01/15 student
46.	Nutrition and Health in Developing Countries	Number	01/15 student
47.	Community Oriented Primary Care: Health Care for the 21st Century	Number	01/15 student
48.	Emergency Care of Sick and Injured	Number	01/15 student
49.	BLS for Health Care Providers (students' manual)	Number	01/15 student
50.	First Aid, CPR, and AED	Number	01/15 student
51.	Emergency Care	Number	01/15 student
52.	Health Policy	Number	01/15 student
53.	Nursing Education and Curriculum Development	Number	01/15 student

## ANNEX III. NATIONAL SERVICE DELIVERY GUIDELINES

S.no	Title	Unit	Number
1.	Infection Prevention and Patient Safety Guidelines	Number	01/05 student
2.	Guidelines for Management of OIs and ART in Adolescents and Adults	Number	01/05 student
3.	Health Policies and Development Plan	Number	01/05 student
4.	Guidelines for Pediatric HIV/AIDS Care and Treatment	Number	01/05 student
5.	Ethiopian Hospital Nursing Standard	Number	01/05 student
6.	National PMTCT Guidelines	Number	01/05 student
7.	National Malaria Prevention and Management Guidelines	Number	01/05 student
8.	National Guidelines for Management of STI Using Syndromic Approach	Number	01/05 student
9.	Obstetric Protocol	Number	01/05 student
10.	National Adolescent and Youth Reproductive Health Strategy	Number	01/05 student
11.	National Guidelines for Family Planning Services	Number	01/05 student
12.	Nursing Care Practice Standard	Number	01/05 student
13.	Guidelines for HIV Counselling and Testing	Number	01/05 student
14.	Guidelines for Implementation of a Patient Referral System	Number	01/05 student
15.	National Reproductive Health Strategy	Number	01/05 student
16.	National Guidelines for Management of Chronic Illness	Number	01/05 student
17.	National Guidelines for Epidemic and Disaster Prevention and Management	Number	01/05 student
18.	IMNCI Chart Booklet	Number	01/05 student
19.	ICCM Chart Booklet	Number	01/05 student
20.	Child and Infant Feeding Guidelines	Number	01/05 student
21.	Skills Lab Procedure Manual/Standard of Practice	Number	01/05 student

# **ANNEX IV. INDICATIVE SOURCES OF EVIDENCE FOR VERIFICATION OF STANDARDS**

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## **Indicative sources of evidence for verification of the standards for Area 1: Program goals and outcomes**

- Employer survey
- Curriculum
- Academic brochures and prospectus or bulletin
- Documentation on stakeholders' input (proceedings)
- Institution's website
- Matrix of mission and vision of the HEI program goals
- Matrix of program aims and educational outcomes
- Interviews with stakeholders, senior management, academic staff, and students
- Matrix of educational outcomes with the national scope of practice for nursing professionals

## **Indicative sources of evidence for verification of the standards for Area 2: Governance, leadership, and administration**

- School/institute legislation and personnel policy
- Staff recruitment, promotion, development and appraisal policies, procedures/criteria
- Staff job description and workload document
- Memorandum of understanding signed with stakeholders
- Minutes of meetings at school, departmental/unit, and different standing committee levels
- Interviews with management staff, school leaders, department/unit heads, administrative/academic staff, and student representatives
- Staff statistics

## **Indicative sources of evidence for verification of the standards for Area 3: Educational resources**

- Document on asset inventory
- Interviews with school leader, librarian, department heads, academic staff, coordinator of experiential program, students, and administration staff
- Observation/survey of offices, class rooms, computer lab, skills lab, library, store for skills lab materials, conference rooms, practice site, and other facilities indicated in the standard
- Document indicating facility cleaning and maintenance schedule
- Memorandum of understanding signed with practicum sites
- Proceedings of review meetings conducted with clinical practice sites
- Documents indicating strategic plan, operational work plan and budget plan

#### **Indicative sources of evidence for verification of the standards for Area 4: Academic staff, support staff, and preceptors**

- Legislation, policy, and guidelines
- Staff recruitment, promotion, development, and appraisal procedure/criteria
- Document staff job description and workload
- Documented evidence on academic staff engagement in teaching, research, and community services
- Documents on academic staff and preceptors' evaluation results and feedback
- Minutes of meetings at departmental, school, and standing/ad-hoc committee level
- Interviews with senior management, deans, department heads, coordinator of the experiential training, academic staff, and student representatives
- Guidelines and tools for experiential training/placement evaluation
- Staff statistics
- Student enrollment data
- Lecture timetable
- Filled-in staff appraisal form

#### **Indicative sources of evidence for verification of the standards for Area 5: Student admission and support services**

- Student handbooks
- Documents on student counseling, career guidance, etc.
- Student enrollment statistics
- Student admission policy/guidelines
- Policies on student transfer, credit transfer course exemption, and waiver
- Interviews with senior management, dean of students, students' council, students, and academic and administration staff
- School website
- Infrastructure for student support services (clinic, sport, and lounge, etc.)
- Documentation on announcements about admission
- Documentation on appeal mechanism
- Documentation on orientation program
- Documentation on strengthening and bridging course

#### **Indicative sources of evidence for verification of the standards for Area 6: Program relevance and curriculum**

- Curriculum development guideline/procedures
- Minutes of meetings of committees dealing with curriculum development, approval, monitoring, and review at department and school/institute level
- Curriculum review reports

- Course catalogues (showing the structure and aims of each program, course aims, descriptions, indicative activities, book lists).
- Interviews with senior management, school leaders, department heads, academic staff, students, graduates, and employers.

**Indicative sources of evidence for verification of the standards for Area 7: Teaching-learning and assessment**

- Curriculum
- Syllabus for major and supportive courses
- Handouts of major and supportive courses
- Schedule for clinical practice
- Guideline for experiential training
- Consultation hours posted on offices
- Exam papers of major and supportive courses
- Checklist for skill teaching and assessment
- Legislation of the HEI/school
- Examination and assessment guideline
- Report of external examiners
- Academic calendar
- Examination committee reports and minutes
- Reports of reviews of teaching, learning, and assessment
- Observation of classroom sessions, practice sessions, skills lab sessions,
- Interviews with school leader, department heads, academic staff, coordinator of experiential program, students, and preceptors

**Indicative sources of evidence for verification of the standards Area 8: Student progression and graduate outcomes**

- Registrar's office reports
- Data on student attrition and graduation rates
- Reports on graduate tracer studies
- Reports on employer satisfaction studies
- Employer feedback reports
- Lists of employer contacts
- Records on students' years of stay in the school (enrollment to graduation)
- Records on engagement of students in scholarly and extracurricular activities
- Formal documents on educational and scholarship linkages, students' extracurricular activities, etc.
- Interviews with senior management, registrar, coordinator of experiential training, academic staff, students, graduates, employers, etc.

**Indicative sources of evidence for verification of the standards for Area 9: Continual quality assurance**

- Internal quality assurance (IQA) manual for nursing program
- IQA guideline
- Assessment results and intervention strategy documents on IQA
- Minutes of meetings of IQA unit
- Reports on curriculum review/appraisal
- Legislation of the HEI/school
- Interviews with school leader, department heads, academic staff, coordinator of experiential program, students, and preceptors

**Indicative sources of evidence for verification of standards for Area 10: Research, development, and educational exchanges**

- Policy documents on budget and facility allocation for academic staff/student research
- Document on identified priority research areas of the school/institute and the country
- Policy on research and obligatory publication in reputable national/international journals for each academic staff for existence, appraisal, and promotion
- Research finding reports of academic staff/students and research finding dissemination documents

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