

PANDDA



Standards for Developmental Disability Nursing

Professional Association of Nurses
in Developmental Disability Areas (Australia) Inc.



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Foreword

It is with much pleasure that I present to you these Standards of Practice for Developmental Disability Nursing on behalf of the Professional Association for Nurses in Disability Areas (PANDDA (Aust.) Inc.) These long overdue standards define the professional expectations of nurses working with people who have a disability.

These standards are underpinned by the value, knowledge, skills and attributes held by the discipline of nursing and define the role of the profession within the community. The standards reflect the interplay of the social-health philosophy that informs and guides our practice.

As well as confirming the values of nurses currently practicing within the area, the standards provide a framework for new practitioners and informs those outside the discipline of the vital role of nurses and nursing in the provision of services to people with a disability and the boarder community.

The documenting and dissemination of these standards aims to enhance the health, well being and lifestyles of people with a disability and inform community expectations of nursing services. These standards are a living document and will also inform discussion and debate within the discipline on nursing.

I would like to acknowledge the contribution of the following people who spent many hours developing and reviewing these standards.

- Colleagues and Friends
- Australian and New Zealand College of Mental Health Nurses Inc.
- Members of the Standards Committee:
 - Catherine Cornelius
 - Sandra Hoot
 - Rae Samuels
 - Rene Zarb
 - Norma Cloonan
 - Archie McKay
 - Bob Weaver

- Chris Atkins, Past President
- Margaret Gerry (dec), Past President
- Bob Weaver, Past President
- Sandra Hoot, Past President
- Paul Hawes, President
- NSW Department of Community Services
- Developmental Disability Nurses
- Maria Circuit, Parent and Advocate
- Jan May OAM, Parent and Advocate
- Jeanette Moss AM, Parent and Advocate

And the many people with a developmental disability and their families who helped to form our values and ideas to produce the outcome of these Standards of Practice for Developmental Disability Nursing.

*Bob Weaver (Past President)
Convener Standards of Practice Committee
May 2002*

Mission Statement

Developmental disability nurses work in partnership with people with a developmental disability, their families and significant others, acknowledging and valuing the client's right to independence, self-determination, choice and decision-making.

Developmental disability nurses have proven their commitment to people with developmental disabilities and their families by continuing to be the largest professional group working with people with a developmental disability. The professional knowledge, skills and experience nurses bring to the area of developmental disability is unsurpassed.

The handicaps associated with people with developmental disabilities are lifelong and therefore affect the person across their entire lifespan. People with developmental disabilities tell us that they wish to be acknowledged as people first, not by their impairments, disabilities or handicaps alone. They simply have an intellectual impairment; it is not the sum total of their individuality.

They are people first who: laugh, cry, love and live as part of a community and have the same wishes, needs and aspirations as the rest of us.

Developmental disability nurses aim to ensure that people with developmental disabilities are provided with the opportunities to achieve their fullest potential in all aspects of community life.

Nursing practice is said to be characterised by the judicious, skilful, situation specific interpretation and application of nursing knowledge. This knowledge enhances the dignity of each person while maintaining and valuing their right to independence and self-determination. Accordingly, developmental disability nursing practice will encompass these same characteristics and will effect the highest levels of professional care delivery.

The intent of the standards of practice is therefore to provide a means of evaluating nursing practice as related to client outcomes and to promote developmental disability nursing.

The minimum expected level of performance is determined by these standards.

Introduction

History

In Australia developmental disability nursing can trace its history concurrently with legislative change, social and human rights movements, and from its early days along side that of mental health nursing.

During the 1960s the underpinning philosophies of care included: the medical model of care, disability, impairment and handicap, as classified by the World Health Organisation.

In 1969 Nurse Training commenced in (Mental Retardation) Developmental Disabilities, and a separate nurse register was established.

During the 1970s the underpinning philosophies of care included: Lifespan and holistic approach to client care, client rights, normalisation, least restrictive alternative, nursing care plans, behaviour modification and habilitation to name a few. During this decade the first group homes were also opened.

During the 1980s the underpinning philosophies of care included: social role valorisation, parent movements, individual service plans, individual programme plans, Intellectual Disability, nurse client relationships, partnerships, independence and advocacy. Nurse training moves to the Higher Education sector, the International year of Disabled Person was held, the Richmond Report was released, and the Disability Discrimination Act and Guardianship Act were enacted. In the latter 80s and early 90s deinstitutionalisation began. PANDDA is formed, Challenging Behaviors, Barclay Report and Community Living. Client services were transferred from the Health portfolio to the Welfare portfolio.

During the 1990s underpinning philosophies of care included: Disability Service Act and Community Services Act. Other major reports and documents informing service delivery were the Commonwealth Disability Strategy, the Lachlan Report, client focused outcomes, client centred services, consumers and community living. There was to be self-determination, decision-making, stakeholders and choices.

Developmental Disability Nursing

People who have developmental disabilities are entitled to care. Care is a defining feature of nursing and it is unique to the Nursing discipline. Care involves concern for individuals and their rights, the demonstration of appropriate knowledge and skills. Care entails acceptance of the concepts of choice, lifestyle options and the ability to make appropriate judgments between apparently conflicting rights such as independence and protection.

Developmental disability nursing is a specialised area of nursing which focuses on promoting skills and meeting the needs of the client through partnership, and in a social context which includes family and significant others in care planning. Developmental disability nursing is a complex interpersonal process embodying a concept of caring which is designed to be therapeutic in specific ways.

This involves a holistic approach to care, which emphasises the clients abilities, relationships with family, significant others and the nurse and includes partnerships, rights, self-determination, independence and decision-making within the context of their clients' life situations.

Developmental disability nurses recognise the need for flexibility, adaptability, sensitivity and responsiveness, as they shape their practice to the dynamically changing needs of the clients, family, significant others and the community. Each person with a developmental disability is entitled to excellence in nursing care and such care demands a sound philosophy and knowledge base, which recognises the rights, self-determination and independence of each individual.

Developmental Disability Nursing Practice

Developmental disability nursing practice occurs across a variety of settings and the functions of nursing proceed through a series of complex relationships. Factors that affect the work of the nurse include; the interpersonal dynamics, the nurse's level of knowledge and the skills that the nurse demonstrates.

The profession of nursing can be said to be mandated by society to provide a service that is beneficial to members of the community. Therefore nurses are charged to practice nursing in accordance with laws, values, standards and expectations of society and the profession. The purpose of developmental disability nursing practice is to fulfill the professional obligation to provide a means of improving quality care for clients with developmental disability.

Developmental Disability Nurses

A developmental disability nurse is a nurse, registered with the appropriate authority in their state of practice, who works with individual clients, their families, significant others or the community, in any context where issues concerning developmental disability are present. Developmental disability nurses are accountable for their own nursing practice.

Standards for Professional Practice in Developmental Disability Nursing

The relevant registering authorities establish entry-level standards for the profession of nursing. They represent the level of competency expected of every registered nurse at the time of admission to the register.

Standards for professional practice in Developmental Disability Nursing represent the performance, which might be expected from a registered nurse who has been working for a period equivalent to 12 months full-time in any developmental disability context.

These standards complement and extend the standard for professional practice expected from all registered nurses.

These standards for Developmental Disability Nursing provide the foundation for public accountability as well as serving as a guide for the evaluation of Developmental Disability Nursing practice. If standards of practice are to remain relevant as well as add to the continuing development of Developmental Disability Nursing knowledge it is imperative that they be reviewed on a regular and consistent basis.

Principles Supporting the Standards for Developmental Disability Nursing

These standards for professional Developmental Disability Nursing practice are based on three principles.

1. Standards are concerned with the performance of professional practitioners in their working environments.
2. Standards for professional practice include professional attributes that are believed to underpin competence in the context of Developmental Disability Nursing.

3. Standards for professional practice specify the minimum level of performance required, the outcomes to be anticipated, and the context in which the performance takes place.

Standards for Developmental Disability Nursing

Practice

1. The Developmental Disability Nurse establishes partnership as the working basis for therapeutic relationships.
2. The Developmental Disability Nurse provides systematic nursing care that reflects contemporary nursing practice and the client's holistic needs within the context of their life situation.
3. The Developmental Disability Nurse promotes the health and wellness of individuals, families, and communities.
4. The Developmental Disability Nurse ensures their nursing practice is culturally appropriate through the identification of and reflection on relevant cultural issues.
5. The Developmental Disability Nurse commits to ongoing education and professional growth and develops the practice of Developmental Disability Nursing through the use of appropriate research findings.
6. The Developmental Disability Nurse practice within an ethical and legal framework incorporating the concepts of professional identity, independence, interdependence, authority and partnership.

Advanced Practice Standard

Developmental Disability Nurses demonstrate advanced practice when they are able to integrate at a level of excellence, the previous six standards incorporating them in clinical practice, leadership, management, research or education.

Standard One

1

The Developmental Disability Nurse establishes a partnership with the person with developmental disability as the working basis for a professional relationship.

Rationale

The partnership, which the nurse establishes with the person with developmental disability, is a fundamental component of a positive and effective relationship. This relationship combines principles of the nursing partnership, the helping and caring relationship, and therapeutic communication. The aim of the partnership is to promote growth, improve functioning, facilitate problem solving, encourage adaptation and promote independence.

Attributes

Knowledge

The Developmental Disability Nurse is familiar with:

1. theoretical assumptions, principles and processes associated with effective interpersonal communication, therapeutic relationships and partnerships in nursing
2. the boundaries of the partnership between nurse and client
3. the ethical and legal issues associated with nursing practice (which includes this special partnership)
4. the conceptual processes, theories of interpersonal behaviour and interaction associated with different behavioural responses
5. the process and value of clinical supervision in supporting the Developmental Disability Nurse in her or his professional role.

Skills

The Developmental Disability Nurse is able to:

1. relate effectively to others within the (multi disciplinary) health team
2. establish and maintain nursing partnerships with skill and confidence

3. plan, establish, maintain and evaluate therapeutic interactions with people with developmental disability, their families and significant others
4. reflect on their own nursing practice to analyse strengths and weaknesses in the partnership and develop strategies to address any weakness
5. use clinical supervision to strive towards maximising the effectiveness of their own therapeutic role
6. rationalises and accepts responsibility for their professional judgments and actions.

Attitudes

The Developmental Disability Nurse:

1. values the partnership as a fundamental component in the establishment of a professional relationship
2. has confidence in the independent professional contribution of nursing to the provision of services to people with developmental disability by positive intervention in care
3. supports the identity of nurses as accountable professionals
4. recognises his or her own abilities and limitations in developing a professional relationship.

Practice Outcomes

This standard is being met when:

1. the person with developmental disability, family or significant others express satisfaction with the process and outcome of the partnership
2. the clinical supervisor and/or peers, support the Developmental Disability Nurse's evaluation of the effectiveness of the partnership for the person with developmental disability
3. information about the partnership is managed in line with legislative and policy frameworks related to privacy and confidentiality
4. the Developmental Disability Nurse has access to and functions as a member of the multi disciplinary team providing care and support for the person with developmental disability and their family and significant others.

Standard Two

2

The Developmental Disability Nurse provides systematic nursing care that reflects contemporary Developmental Disability Nursing practice and the person's holistic needs within the context of their life situations. The Developmental Disability Nurse recognises that person's values are important and that their rights are paramount in the delivery of nursing care.

Rationale

Developmental Disability Nursing is a dynamic interactive process, which uses sound theoretical knowledge, scientific principles, planning strategies and the purposeful use of self in identifying and responding to the holistic needs and skills of people with developmental disability. It employs a deliberate and organised approach to providing holistic care involving actions, interactions and transactions directed towards maximising a person's positive interactions in meeting his/her individual lifestyle goals and needs.

Critical thinking and clinical judgment are used in conjunction with a collaborative and consultative approach with the intention of providing integrated and individualised nursing care. Integrated care is directed towards meeting the holistic needs of the person with developmental disability within the context of their life situations, including their families, significant others and the community.

Attributes

Knowledge

The Developmental Disability Nurse is familiar with:

1. contemporary theoretical models of Developmental Disability Nursing practice
2. the principles and process of individual support plans and their impact on the lifestyle of a person with developmental disability
3. the process of clinical decision making and record keeping in Developmental Disability Nursing

4. the limitations of practice of Developmental Disability Nursing
5. current nursing and medical diagnosis classification systems
6. the therapeutic use of self
7. complementary and somatic therapies used in health care
8. philosophical assumptions underpinning the concept of holism
9. philosophical assumptions underpinning disability legislation
10. principles of learning and education
11. principles of crisis intervention and management
12. principles and process of counselling and its role in client care
13. the principle of continuity of care and service interpretation.

Skills

The Developmental Disability Nurse is able to:

1. collaborate with the person with developmental disability and their family or significant others, to develop holistic life situation plans
2. establish trust by developing rapport and encouraging the participation of the person with developmental disability and their family or significant others
3. establish a therapeutic environment in collaboration with other professionals
4. collaborate with the person with developmental disability and their family or significant others, to develop an individual support plan
5. undertake physical and lifestyle assessment
6. assess the contextual factors that impact on the person with developmental disability and the therapeutic relationship
7. document individual support plans, strategies for care, needs, and skills and outcomes of it.
8. communicate the individual support plan, to the client, family, significant others and with members of the multi disciplinary team
9. implement nursing care in a systematic, coordinated, caring and consistent manner

10. initiate steps to address deficiencies and/or limitations in the individual support plan
11. evaluate and document the effectiveness of planned interventions in consultation with the person with developmental disability, family, significant other and in collaboration with the multi disciplinary team
12. apply knowledge of therapeutic interventions to clinical practice
13. review nursing interventions, evaluate outcomes and revise them when appropriate
14. initiate appropriate interventions for people with disturbed, distressed or challenging behaviour
15. use nursing strategies to defuse potentially dangerous situations
16. seek knowledge and reflect on practice to maintain contemporary perspectives.

Attitudes

The Developmental Disability Nurse:

1. appreciates the personal integration of each person and his/her interaction with their life situation
2. values the holistic lifestyle needs of the client
3. values a collaborative and consultative approach to care
4. appreciates the importance of consistency and continuity of care
5. values research validated therapeutic approaches
6. values a coordinated, multi disciplinary approach in care
7. recognises and promotes the rights of the person with developmental disability
8. appreciates the importance of dignity of risk and its relationship to the nurse's duty of care of the person with developmental disability
9. values current theoretical approaches to care
10. values reflection and peer review in maintaining practice skills.

Practice Outcomes

This standard is being met when:

1. an individual support plan is in place, which reflects a holistic life situation and reflects the positive outcomes as agreed to by the client and his/her family and/or significant others
2. the developmental disability nurse interprets and contributes to the health care and individual support plan with reference to contemporary Developmental Disability nursing practice
3. the individual support plan accurately reflects the outcomes of progressive nursing assessment through collaboration with the clients, family, significant others and consultation with other members of the multi disciplinary team
4. the person with developmental disability, their family, and/or significant others confirm they have been involved in key aspects of holistic nursing care
5. documentation reflects current health status of the person with developmental disability and the circumstances, goals, treatment strategies, needs and outcomes of their care.

Standard Three

3

The Developmental Disability Nurse promotes the health and wellness of individuals, families, and communities.

Rationale

Health promotion strategies aim to optimise the health status of individual people with developmental disability, their families, significant others and communities. Optimising health and wellness within an individual's life circumstances is a planned outcome. Equity of access to resources for the promotion of health and wellness is a nursing concern. Developmental Disability Nursing practice will include strategies to minimise differences and maximise equity in the distribution and utilisation of health care resources so that all people within the community can achieve their full health potential.

Attributes

Knowledge

The Developmental Disability Nurse is familiar with:

1. theories and models of health care and health education directed towards health promotion and skills development
2. current service policies and planning related to health promotion and illness prevention
3. cultural and ethnic health beliefs, attitudes and behaviours of identified populations within the community
4. the requirements of vulnerable groups and disadvantaged populations within the developmental disability community.

Skills

The Developmental Disability Nurse is able to:

1. work with individuals, families and/or significant others and the community to promote health and decrease the risk of illness
2. assist client's, families, significant others and groups within the community to identify and priorities their own health needs
3. assist the client's, their family and the community to access accurate and relevant health information
4. initiate and/or contribute to professional and community activities designed to promote health
5. promote personal wellness by maximising the range of lifestyle choices and informed decision making for the client
6. work collaboratively with colleagues, other health professions, individuals and community groups to improve access to health promotion and prevention services
7. translate action on global issues relating to the maintenance of optimal health to the local community.

Attitudes

The Developmental Disability Nurse:

1. values the contribution that health promoting activities may have on the health status of the local community
2. values activities that will enhance the individual's and the community's existing skills and knowledge base in health promotion
3. values the role of education in the prevention of developmental disabilities and the minimisation of the effects of a developmental disability when it occurs
4. views each society and each member of society as worthy of support
5. appreciates how global issue impact on the local environment
6. understands and values the belief that health and wellness are culturally defined.

Practice Outcomes

This standard is being met when:

1. there is evidence of collaboratively developed strategies to optimise the health of the community
2. research strategies have been developed by the nurse to evaluate the effectiveness of service programs
3. strategies to promote health and wellness in the community demonstrate evidence of awareness of, and adaptation to, cultural values and community practices
4. evaluation/research demonstrate the effectiveness of planned health promotion strategies
5. the Developmental Disability Nurse models health-promoting behaviours.

Standard Four



The Developmental Disability Nurse ensures her or his nursing practice is culturally appropriate and ensures that their nursing practice protects the rights of individuals with developmental disability, families and significant others.

Rationale

People with disability contribute to the heritage of Australia and are representative of the many diverse groups in Australia's multicultural society. Developmental Disability Nurses need to ensure that people with developmental disability are aware of, and afforded, the legislative protection offered to all other Australians.

Attributes

Knowledge

The Developmental Disability Nurse is familiar with:

1. legislation relevant to nursing practice in a multicultural society
2. the meaning of the principles of partnership, protection, participation and self-determination and the dignity of risk and any impact issues of culture and ethnicity might have, on the nursing practice of Developmental Disability Nurses
3. any special needs people with a developmental disability, their families and significant others might have which relate to ethnicity, gender, marital status, age, disability, sexual orientation, employment and family status
4. rights of clients, their families and significant others when using developmental disability services
5. the application of the principles of informed consent and how these principles are given meaning within a specific cultural context.
6. the availability and specific role of health client advocates, advisers, and interpreters pertinent to cultural issues

7. the obstacles which may be present within developmental disability service bureaucracies and institutions and how to overcome them
8. the advantages which may be present within developmental disability service bureaucracies and institutions and how to use them
9. the personal biases within himself/herself and others which may impede the effectiveness of nursing practice
10. the theoretical frameworks which can be used for assessment of the needs of the person with developmental disability
11. the rights of the person with developmental disability to confidentiality.

Skills

The Developmental Disability Nurse is able to:

1. optimise the cultural identity of each client, family or significant other in relation to their beliefs pertaining to ethnicity, gender, marital status, age, disability, sexual orientation, employment and family status
2. involve family or significant others in decision making processes bearing in mind cultural obligations and constraints, the consent and wishes of the client or nominated advocate
3. form and maintain partnerships with clients, their families and significant others within the margins of acceptable cultural or religious practices
4. protect the privacy and confidentiality the person with developmental disability
5. advocate for the person with developmental disability, or use culturally appropriate client advocacy services when necessary
6. work in consultation with people with developmental disability, and where appropriate their families or significant others, and the community
7. empower clients, their families or significant others to be aware of and exercise their rights in relation to services
8. integrate cultural perspective's within the delivery of developmental disability services.

Attitudes

The Developmental Disability Nurse:

1. respects the values and beliefs of all persons and groups in society
2. accepts and defends the rights of clients and their advocates regardless of differences in ethnicity, gender, religion, marital status, age, disability, sexual orientation, employment and family status
3. enjoys partnership with client, families, and significant others regardless of differences in ethnicity, religion, gender, marital status, age, disability, sexual orientation, employment and family status
4. seeks opportunities to provide support that enhances the wellbeing of those suffering deprivation through marginalisation [cultural, economic, political, religious, etc.].

Practice Outcomes

This standard is being met when:

1. clients report that they feel respected and that their cultural integrity has been sustained by the Developmental Disability Nurse
2. clients recount feelings of confidence in the therapeutic environment and the support provided by the developmental disability nurse
3. groups within the community feel encouraged and supported [empowered] with regards to self-help practices which strengthen and re-reinforce the skills and care of the group
4. processes for ongoing and evolving consultation with groups in the community on issues involving the groups' identity are in place and have the support of the target group.

Standard Five

5

The Developmental Disability Nurse is committed to ongoing education and Professional growth and development. He or she seeks to enhance the practice of Developmental Disability Nursing through the use of appropriate research findings.

Rationale

The community, environment, care services and the understanding and support of people with developmental disabilities is involved in a constant process of change. These together with nursing's body of knowledge, continue to shape the future of nursing practice. Developmental Disability Nurses maintain and enhance their professional competence, and support the professional development of colleagues in such way as to ensure nursing practice remains relevant to the needs of their clients.

Attributes

Knowledge

The Developmental Disability Nurse is familiar with:

1. professional standards of practice, codes of ethics, codes of conduct and relevant legislation
2. employment-based policies and procedures for quality service
3. the value of feedback from peer review, supervision and staff appraisal systems for personal professional growth
4. educational opportunities, both tertiary and speciality programs, and continuing education
5. nursing research as a basis for practice
6. clinical supervision in supporting nursing practice and professional growth.

Skills

The Developmental Disability Nurse is able to:

1. analyse and justify a personal philosophy of practice
2. reflect on personal practice in a constructively critical manner
3. evaluate nursing practice using valid and reliable assessment tools
4. accept responsibility for his/her own nursing practice
5. develop performance goals, consistent with contemporary Developmental Disability Nursing practice and the objectives of care/service agencies
6. update and expand clinical practice through the use of appropriate research findings
7. supervise the clinical practice of other nurses in such a way as to be a role model and a mentor.

Attitudes

The Developmental Disability Nurse:

1. values and seeks to uphold a professional culture that views continuing education and research as mandatory requirements for achieving excellence in nursing practice
2. values Developmental Disability Nursing as a specialised area with unique practices
3. values informed debate in the development of theory and practice in developmental disability nursing.

Practice Outcomes

This standard is being met when:

1. the Developmental Disability Nurse has a current career path plan based on a commitment to life long learning
2. the Developmental Disability Nurse shows evidence of participating in teaching and learning experiences relevant to his/her own nursing practice
3. the Developmental Disability Nurse participates in professional debate, nursing research and the generation of nursing knowledge advantageous to Developmental Disability Nursing
4. the Developmental Disability Nurse demonstrates excellence in relation expected standards of practice in Developmental Disability Nursing and the high quality of performance expected by service agencies through an established process of self and peer review.

Standard Six

6

The Developmental Disability Nurse practices ethically, incorporating the concepts of professional identity, independence, interdependence, authority and partnership.

Rationale

Professional accountability requires ethical behaviour towards oneself, the nursing profession, people with developmental disability and the community.

Developmental Disability Nursing has a mandate to offer a specialised service, which benefits the community. Each developmental disability nurse is individually accountable to the client, for the care he or she provides. Collectively, Developmental Disability Nurses are accountable for the quality of nursing knowledge and practice.

Professional practice in Developmental Disability Nursing is characterised by:

- **identity** – identification with the specialist field of Developmental Disability Nursing
- **independence** – acceptance of the responsibility for each nurse to be familiar with the range of knowledge and skills essential to Developmental Disability Nursing practice, to know how to access information, to know when nursing care interventions are needed, to take action and to be able to provide a rationale for judgments and actions that can withstand the scrutiny of peers
- **interdependence** – the ability to work within a multi-disciplinary team based on partnerships characterised by mutual respect and cooperation.
- **authority** – practice which is supported by nursing’s body of knowledge and wisdom including research, clinical practice, codes of ethics, standards of practice and legislation
- **partnership** – the ability to reach out to a person through the therapeutic use of self, in order to establish a relationship that enables nursing’s specialised contribution to the person with a developmental disability.

Attributes

Knowledge

The Developmental Disability Nurse is familiar with:

1. characteristics of professional behaviour such as respect, mutual cooperation and professional confidentiality
2. principles of autonomy and accountability
3. codes of ethics and codes of conduct
4. current legislation, statutory regulations and policies influencing nursing practice and client care
5. Federal and State legislation governing the provision of services for people with developmental disability
6. PANDDA (Aust) Inc. Standards of Developmental Disability Nursing Practice.

Skills

The Developmental Disability Nurse is able to:

1. describe the nature of professional accountability to self, one's peers, individual people with a developmental disability, families, significant others and the community
2. identify the relevant legislation, and policies which influence Developmental Disability Nursing practice
3. use a framework to discuss ethical issues in one's own practice
4. maintain and discuss standards of practice and their application to Developmental Disability Nursing.

Attitudes

The Developmental Disability Nurse:

1. accepts accountability for his/her own nursing practice
2. accepts collective responsibility for the quality of Developmental Disability Nursing practice
3. values standards of practice
4. values nursing knowledge
5. values feedback from peers, employers, people with developmental disability, their families, significant others and the community.

Practice Outcomes

This standard is being met when:

1. the developmental disability nurse has current registration to practice
2. feedback provided by the person with developmental disability and their family, and one's peers, indicates the nurse is demonstrating an acceptable standard of professional nursing practice
3. there is evidence that the developmental disability nurse is actively involved in the profession and accepts collective responsibility for promoting safe and ethical nursing practice
4. there is evidence that the developmental disability nurse is practicing in accordance with published standards for Developmental Disability Nursing.

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