

NUR 1398/1399: DN Internships

Learners complete two internships comprised of 50 practicum hours each, normally under the guidance of Master's or Doctorally prepared nurse mentors working in a health systems leadership or educational leadership role in a health care or higher education setting. Normally, the two internships will take place with two different organizations or with different mentors in the same organization. Internships may be completed in the same institution where the learner is employed; however, the learner should not be in a reporting relationship with the mentor. Students are encouraged to complete at least one internship outside of the institution where they are employed. Internship activities might focus on aspects of health system leadership or educational leadership that the learner wishes to further develop or may be more focused on experiences key to development of the learner's thesis project (e.g., engaging with relevant stakeholders; working with a mentor to develop skills essential to conduct of the thesis project). Supervisor and learner should work together to determine appropriate placements. Successful completion of the internships and their evaluative components should be overseen by the supervisor.

INTERNSHIP LEARNING OUTCOMES

Upon completion of the internship the learner will be able to:

- Demonstrate leadership skills and (cap)abilities while leading self, engaging others, achieving results, developing coalitions, and transforming systems.
- Define and develop evidence-informed analytical and tactical strategies for advancing nursing leadership in healthcare and education through identification and in-depth understanding of a problem/issue in a complex context.
- Communicate effectively both verbally and in writing to describe and defend one's own ideas and appreciate the potential contributions of other interpretations, methods, and disciplines.
- Determine effective strategies for addressing leadership issues across healthcare or education organizations and/or systems while engaging relevant stakeholders.

EVALUATION METHODS

The internship is a program milestone that relies on self-reflection and formative feedback. To achieve the internship milestone the learner must successfully complete and pass each of the three internship requirements described below. The learner's supervisor will determine **Pass/Fail** for each requirement. Once approved by the learner's supervisor, each element should be sent to the Director, Doctoral Programs and the Enrolment & Academic Records Officer for purposes of recording their completion on the learner's academic record.

1. SMART Learning Objectives (completed prior to beginning the internship)

Self-assessment should be completed using the LEADS Self-Assessment.

A minimum of three SMART objectives should be developed for the internship based on the self-assessment and in concert with the learner's supervisor and internship mentor prior to beginning the internship. Each objective should highlight: the relevant area of each LEADS capability in health system or educational leadership or thesis-related focus; related learning activities, strategies, and resources; and achievement indicators. Learners should choose three of the five LEADS capability areas as the focus of their objectives.

Objectives*	Capability	Learning activities /Strategies/Resources	Achievement Indicators
Objective 1	Lead Self		
Objective 2	Engage Others		
Objective 3	Achieve Results		
Objective 4	Develop Coalitions		
Objective 5	Systems Transformation		

*minimum of 3 objectives addressing 3 different capabilities

2. Final Learner Self-evaluation of Internship Experience (Due during the final week of completion of the internship hours)

Learners will provide a maximum two-page single spaced, summary of: activities undertaken; progress towards learning objectives; successes/challenges experienced; key learnings / achievements extending from the experience; and contributions to the learner's thesis proposal work.

3. Final Internship Evaluation of Learner by Mentor (Due during the final week of completion of the internship hours)

Mentors will be asked to provide a brief summary comment about the learner's progress towards learning objectives and overall performance in the Internship.

Resources

<https://www.leadsglobal.ca/leads-framework/#:~:text=LEADS%20is%20innovative%20and%20comprehensive,foundation%20for%20effective%20leadership%20development>

Review readings from: NUR 1301H Health Services & Educational Leadership

INTERNSHIP INFORMATION:

Prior to the beginning of an internship, learners must provide Elena Luk, Director, Clinical Education, elena.luk@utoronto.ca, the following:

- Contact information for their mentor;
- Location and format of the internship (e.g., site, online vs in-person vs hybrid work arrangements);
- Start and end dates of the internship;
- Nature of the activities to be undertaken (e.g., interacting with patients, access to confidential information of the health care site or Personal Health Information/Personal Information); and
- Whether the internship will be conducted at the same site where the learner is employed.

With this information, the Clinical Education Office will connect with the internship site and determine what learner preparedness is needed (e.g., occupational health, badging, onboarding requirements). Please note the Clinical Education Office and the internship site may need approximately 2-3 weeks to organize and confirm the internship and any onboarding requirements before the internship can begin.