The Practice Education in Nursing (PEN) Theory
A Practical Concept for Enhancing Professional Nursing Education Practice
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**Background**
- The PEN Theory was developed as part of a graduate assignment within the MSN curriculum at the University of Miami School of Nursing
- Nurses report widespread discontent with the practice environment (NDNQI, Practice Environment Scales, 2008)

**Problem**
- Nurse educators are challenged to integrate both nursing and education theories into daily clinical practice. The absence of a coherent nursing-education practice model leaves nurse educators to “fend for themselves” as they try to make sense of this practice complexity.

**Hypothesis**
- H1: The development of a practice of education in nursing model will help nurses better articulate and test best educational practices in the clinical practice setting.

**Methods**
- Concepts from nursing theorists Joyce Fitzpatrick’s Rhythm Theory, Katharine Kolcaba’s Comfort Theory and Malcolm Knowle’s theory of Andragogy (adult education) were used to develop the Practice Education in Nursing (PEN) Theory. The PEN theory is an example of a grand theory.

**Implications & Conclusion**
- It is the authors’ hope that the PEN theory is instructive in helping nurses understand the critical role of the practice environment in promoting the practice of both nursing and education. We encourage all advanced practice nurses to actively take the lead in promoting more positive practice environments.

**PEN Theory - Metaparadigm**

- To fully address the practice complexities of nurse educators, the concept of education needs to be included in the traditional nursing metaparadigm of person, health, nursing and environment
- The practice environment is the most critical problem facing nursing worldwide
- Neither the practice of education nor the practice of nursing can have optimal outcomes when the practice environment is in disarray
- The authors believe the concept of life-long learning is relevant for both patients and professionals.
- Nurses who have their comfort needs met are more able to offer comfort caring to patients and family, which in turn increases patient satisfaction (Kolcaba, 2003)
- Increasing patient satisfaction helps maintain the healthcare organization’s financial outlook.

**Figures**
- Metaparadigm: Rhythm Model (Fitzpatrick, 1987) and PEN Theory - Metaparadigm