



CREATING A HEALTHIER CAREER

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Objectives

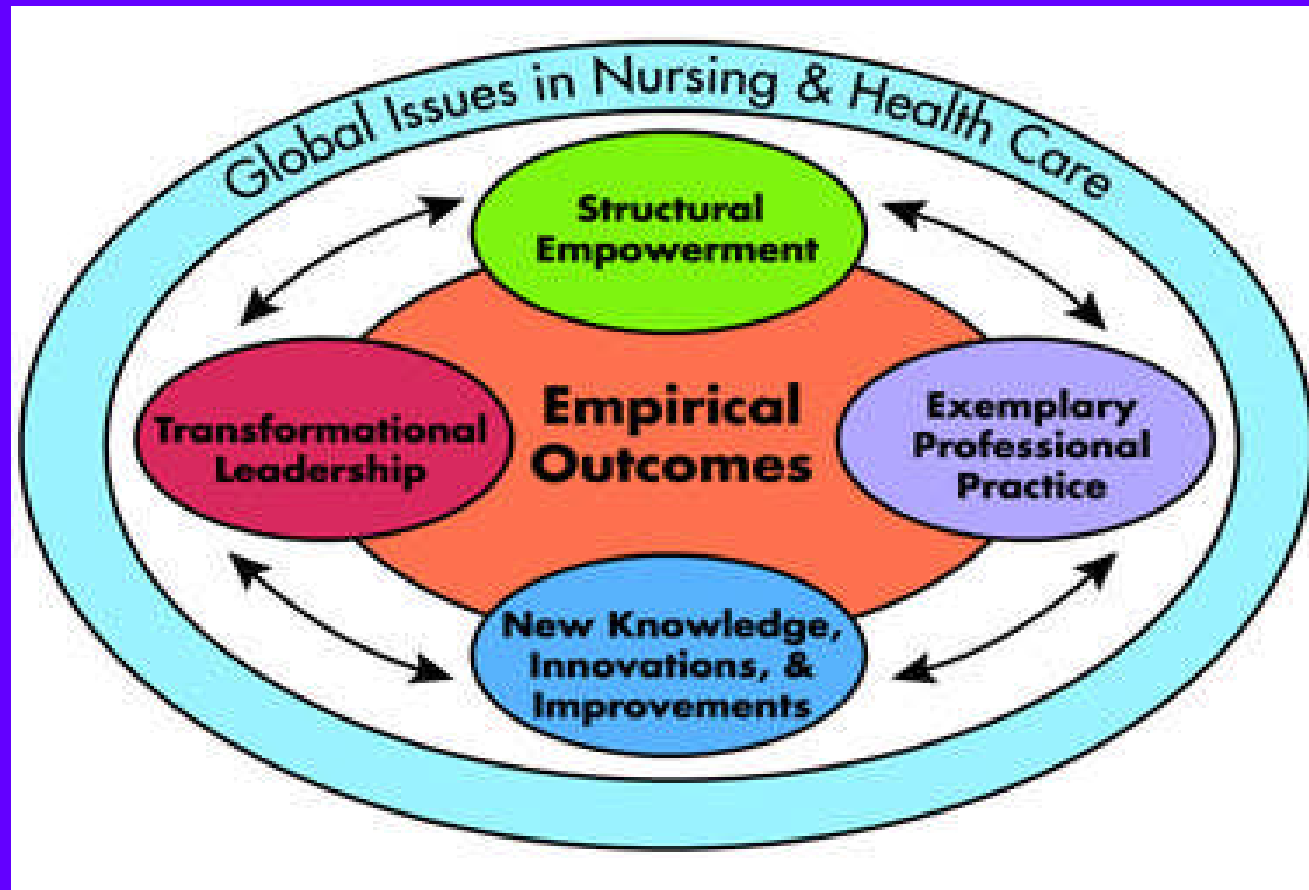
At the end of this discussion, the attendees will be able to

Incorporate forces of Magnetism to enhance your career

Identify tips for applying the nurse qualification standards in your proficiency input

List VA Educational assistance programs to promote your career goals

Forces of Magnet





Transformational Leadership

- ◆ It's easy to lead people where they want to go
- ◆ Transformational leaders, lead people where they need to be in order to meet the demands of the future
- ◆ Requires vision, clinical knowledge & expertise



Exemplary Professional Practice

- ◆ Nurse's practice is represented with families, communities, interdisciplinary team
- ◆ Application of new knowledge and evidence



Structural Empowerment

- ◆ Leadership provides an environment where a strong professional practice flourishes.
- ◆ This is accomplished through a strategic plan, structure, systems, policies & procedures.
- ◆ Staff empowered to identify ways to achieve organizational goals

New Knowledge, Innovation and Improvement

- ◆ Magnet organizations have an ethical and professional responsibility to contribute to patient care
- ◆ Magnet Hospitals believe their current systems need to be redesigned to be successful in the future,
- ◆ This includes new models of care, evidence based changes in practice.



Empirical Quality Results

- ◆ Not “What did you do?” or “How did you do it?” but

“What difference have you made ?”

ex: Patient Outcomes, Workforce Outcomes, or Organizational outcomes



Revised Qualification Standards

◆ Prior to Revision

1. Practice
2. Quality of Care
3. Performance
4. Education/Career Development
5. Collegiality
6. Ethics
7. Collaboration
8. Research
9. Resource Utilization

◆ Revised Dimensions

- ◆ 1. Practice
 - ◆ Practice
 - ◆ Ethics
 - ◆ Resource Utilization
- ◆ 2. Professional Development
 - ◆ Education/Career
 - ◆ Performance
- ◆ 3. Collaboration
 - ◆ Collaboration
 - ◆ Collegiality
- ◆ 4. Scientific Inquiry (ANA 2004)
 - ◆ Quality of Care
 - ◆ Research



What does this have to do with
me?

Pathways to.....

Nursing Excellence



Nurse Qualification Standards Practice

◆ Nurse II

Applies the nursing process to systems or processes at the unit/team/work group level to improve care.

Demonstrates leadership by involving others in improving care.

◆ Nurse III

Provides leadership in the application of the nursing process to client care, organizational processes and/or systems, improving outcomes at the program or service level.



Example

◆ NII

- ◆ This RN ensures the unit staff are compliant in meeting policy on: weekly wound rounds, skin assessment integrity and nursing care plan documentation/implementation.

◆ NIII

- ◆ This RN led the group that developed and implemented the Division of Medical Nursing Wound Mgt Action Plan. As a result, the Inpatient Skin Integrity Performance Monitor Compliance increased 50% from July 2009 to Sept 2009

Nurse Qualification Standard- Professional Development



◆ Nurse II

Acquires knowledge and skills to maintain expertise in area of practice. Participates in educational activities to improve clinical knowledge and enhance role performance.

◆ Nurse III

Implements an educational plan to meet changing program or service needs for self and others. Maintains knowledge of current techniques, trends, and professional issues



Professional Development

- ◆ This RN exceeded mandatory training hours for the year, presented a unit-level in-services on 12 lead EKG interpretation and attended a conference on diabetic management. After the conference, this nurse provided an update to his co-workers.
- ◆ This RN identified staff's lack of knowledge concerning the NPSB promotion process. She became actively involved in a VAMHCS committee that developed an education program titled "NPSB Jeopardy" and participated in presenting the educational offering at Bt and LR Campuses. Post class evaluations revealed an increase in the staff's understanding of the NPSB promotion and award process.



Nurse Qualification Standard Collaboration

◆ Nurse II

**Uses group process
to identify, analyze,
and resolve care
problems.**

◆ Nurse III

**Initiates
interdisciplinary
projects to improve
organizational
performance.**



Collaboration

- ◆ **This RN attends unit based interdisciplinary rounds to present nursing concerns / issues pertinent to the treatment and or discharge plan**
- ◆ **This RN was active in the process of identifying issues related to the management of HTN patients in the VAMHCS. He facilitated the interdisciplinary team to establish a HTN walk in clinic to improve the education and care of veterans with HTN. As a result, the VAMHCS is meeting the HTN Performance Measure**



Tips for Writing to the Qualification Standards

- ◆ Read the standard carefully
- ◆ Be careful to identify qualifiers.
- ◆ Address all the verbs that are listed in a series. Underline them and provide illustration of each



Tips – con't

- ◆ Answer this question- Is my practice “unit based or beyond the unit?”
- ◆ Is it sustainable?
- ◆ Is it a program or a project?
- ◆ State the outcome



Your Turn

- ◆ Select one of the Nurse Qualification Standards and develop your input
- ◆ Hint- Use the Qualification Standards as we discussed and/or Magnet forces



Recognition Awards



Special Advancement for Performance

- ◆ Criteria: demonstrated sustained high level of performance and ability over and above that normally expected in the particular grade
- ◆ Assumed greater responsibility for the improvement of care
- ◆ Improved effectiveness of care through the use of more complex skills



SAP Example

- ◆ The OR nurse researched articles of an updated laproscopic equipment utilized for SDS. She attended a conference on the nursing management use of this equipment and presented this information to the OR/SDS staff. She collaborated with AM&M to purchase the equipment for VAMHCS. VAMHSC Vets receives surgery @ VA rather than UMMS, decreasing cost .



Special Advancement for Achievement- Criteria

- ◆ Demonstrated excellence in performance above that expected for the grade and potential for assumption of greater responsibility
- ◆ Election to office in a national professional society
- ◆ Recognition at the national/international level
- ◆ Award at the state or national level



Certification

- ◆ ONS Let's Get Certified Program
- ◆ Contact your VAMC lead person for resources and guidelines.



Awards through Human Resources

- ◆ Become familiar with your Medical Center Awards and Recognition Policy



SUMMARY

BECOME YOUR OWN ADVOCATE-
TAKE CHARGE OF YOUR CAREER



Preparation

- ◆ Begin at anytime-many choose at the end of the previous rating period
- ◆ Establish your goals
 - Ex.-Pursue solving an identified problem on your unit



Intra-personal Preparation

Become knowledgeable of standards practice for next grade

Attend NPSB and Magnet workshops/ training sessions

Discuss qualification standards with NPSB Officers for clarification



Intra-personal Preparation

Ask your self “what if....”

Be prepared to work hard

- Sacrifice
- Network



Be Prepared

- ◆ Remember:
 - Nurse I- journeyman
 - Nurse II- unit focus
 - NIII- beyond the unit
 - SUSTAINED
 - PROGRAMATIC



Career Tracks

- ◆ **Clinical**
 - ◆ Direct care nurses
 - ◆ Clinical Nurse Leader
- ◆ **Supervisory**
- ◆ **Advance Practice**
- ◆ **Consultant**
 - ◆ Case Management
 - ◆ Recruiting
 - ◆ Education
 - ◆ Research
 - ◆ UR/ UM etc, etc



A Healthy Career

May mean furthering your education-

- VA Nursing Education for Employees Program (VANEED)
- Employee Incentive Scholarship Program (EISP)

Contact your local Career Development Coordinator



Your Career

Just a Personal Note....

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