

An open padlock is shown on a textured, light-colored surface. The padlock is metallic and has a keyhole. The background of the slide is a gradient from yellow to blue.

WRITING YOUR PROFICIENCY OR PROVIDING MEANINGFUL INPUT

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References

- ◆ VA Handbook 5005 part II Appendix G6
- ◆ VA Handbook 5005 part III, Chap.4
- ◆ ONS website
<http://vaww1.va.gov/NURSING/qualificationstandards.asp>



Objectives

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

- Discuss the Nurse Qualification standards for NI/3, NII, and NIII

Demonstrate tips for applying the nurse qualification standards in your input to your proficiency

List VA Educational assistance programs to promote your career goals

Why Provide Input/Write Your Own Proficiency

- ◆ I have enough to do- I'm busy!
- ◆ Isn't that my manager's job?
- ◆ S/he knows what I do !
- ◆ I come to work everyday and do my job, isn't that enough?



Why Provide Input/Write Your Own Proficiency

- ◆ Does my supervisor really know what I do?
- ◆ Should you take time for your career /or be the best you can be in your assignment?
- ◆ Mark of a professional
- ◆ You are your own best advocate





DIMENSIONS OF NURSING PRACTICE

◆ **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



Why these dimensions?

Pathways to.....

Nursing Excellence

*ANA STANDARDS OF PRACTICE &
PERFORMANCE*



Career Paths- Practice areas

- ◆ Clinical- direct care nurses & CNL
- ◆ Supervisory- nurse manager, assist. nurse manager, supervisor
- ◆ Advanced Practice- NP, CNS
- ◆ Consultant- All other nursing roles-nursing ed, PI, RM,UR, UM, etc



Compare Scope of Practice

- ◆ NI/3

- ◆ Demonstrate proficiency in practice and deliberate planning. Self directed in goal setting for managing complex client situations

- ◆ NII

- ◆ Demonstrate leadership in delivering and improving holistic care thru collaborative strategies with others



Compare Scope of Practice

- ◆ NIII

- ◆ Executes position responsibilities that demonstrate leadership, experience, and creative approaches to management of complex client care



Practice- NI/3

- ◆ Demonstrates proficiency using the nursing process in providing care for clients with complex nursing care needs. Guides others who provides care

Dimensions of Nursing- 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.

Identify NII or NIII ?

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

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 March 2011 to Sept 2011



Dimension of Nursng Practice 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- Identify NII or NIII ?

- ◆ 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.





After reviewing the standard, select the best example of a NIII consultant path meeting Professional Development

- ◆ 1. Passed board certification exam
- ◆ 2. Led discussion of VA National Education Conference resulting in identifying EES priorities
- ◆ 3. Attended the nurse leader series and identified specific performance measures that can be impacted by individual nurses Resulted in unit handoff standards
- ◆ 4. As an ACLS instructor, initiated unit based ACLS Training resulting in 100% unit compliance



Dimension of Nursing Practice Collaboration

◆ Nurse II

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

◆ Nurse III

Initiates interdisciplinary projects to improve organizational performance.



Collaboration- Identify N 1/3 or NII or NIII

- ◆ This RN attends unit based interdisciplinary rounds to present nursing concerns / issues pertinent to the treatment and or discharge plans for her team
- ◆ 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



Performance Dimension


- ◆ NII

- ◆ Evaluates the Practice of 'self and others using professional standards

- ◆ Takes action to improve performance


- ◆ NIII

- ◆ Uses professional standards of care and practice to evaluates programs and/or service activities




Performance - identify which example is grade NII or NIII

- ◆ This RN is a NPSB Co-chair. She led meetings monthly, conducted a summary review board and facilitated two re-consideration meetings.
- ◆ This RN is a member of the NPSB. She attends monthly board meetings and participates in the peer review process.




Select example of Scientific Inquiry dimension for N1/3

- ◆ 1, Keeps up to date by reading journal articles
- ◆ 2. Started a unit journal club that resulted in change in practice related to insulin admin
- ◆ 3. After reading about insulin administration, changed individual practice when caring for a diabetic Pt within his scope of practice
- 4. As a member of the Policy and procedure committee. Changed the insulin administration policy following an in-depth literature review; increased patient compliance throughout the medical center.



Select the best example of NIII scientific inquiry for an APN

- ◆ 1. Identified hand washing as a safety/quality problem & implemented CDC guidelines on unit of responsibility. Currently tracking unit infection rates
- ◆ 2. Presented article on current informatics research regarding medication errors to unit journal club. Resulting in unit change of admission criteria
- ◆ 3. Changes unit practice following clinical practice committee recommendation related to family friendly visitation. Resulted in family friendly visitation
- ◆ 4. Analyzed stress management data, initiated a lunch time stress reduction program that is used by all hospital staff. AES results indicate perceived stress reduction



Tips for Writing to the dimensions of Nursing Practice

- ◆ Read the standard carefully
- ◆ Be careful and 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?”
- ◆ Do I have a *micro* or *macro* sphere of influence?
- ◆ Is it sustainable?
- ◆ Is it a program or a project?
- ◆ Did I state the outcome?



Tips, con't

- ◆ State the action- what was done
- ◆ Population-for whom
- ◆ When- sustainability
- ◆ Outcome-what difference did it make
 - ◆ * *NOTE- outcomes can be numbers, percentages or words; whatever is appropriate*



Your Turn

- ◆ Select one of the Dimensions of Nursing Practice and develop your input
- ◆ You may write to one segment of a dimension or
- ◆ write one example that address all the elements
- ◆ *Example-Address just resource utilization or the entire dimension of practice including practice, ethics & resource utilization in one illustration*

YOUR TURN





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. VAMHCS 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 the standards of 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....”

Read journal articles in your specialty

Be prepared to work hard

- Sacrifice
- Network



Be Prepared

◆ Remember:

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



Advancing Your 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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