New Knowledge, Innovations, and Improvements

Research and Quality Improvement: Quality of Care, Research, and Evidence Based Practice

1. Participates in unit initiative to promote a change in practice supported by Evidence Based Practice (EBP) (i.e. participation in change/implementation in policy, product, or procedure, presentation of an implementation plan & teaching schedule)
2. Participation/ Staff Education of new Clinical Technology (i.e. Super User/ Unit Champion for new technology and equipment)
3. Chair of implementation taskforce to promote change in practice supported by EBP (i.e. scheduling meetings, meeting minutes, and implementation plan) (counts as meeting 2 criteria from this category)
4. Co-chair of implementation taskforce to promote change in practice supported by EBP (i.e. scheduling meetings, meeting minutes, and implementation plan)
5. Leads/ Co-leads content review for clinical practice model
6. **Lead Investigator for Bedside Scientist Grant (counts for 2 criteria from this category)**
7. Research clinical issue and develop presentation for staff (i.e. bulletin board, power point presentation, poster presentation)
8. Performance Improvement/ Core Measures: Assist in collection of data that improves quality of care (i.e. chart audits, collecting data, monitoring nurse sensitive indicators, modify safety procedures)
9. **Attends Journal Club or presents on a Journal article**
10. Publish internal article (i.e. nursing website, unit newsletter, nursing newsletter)
11. Publish External article (i.e. national, local, newspaper)
12. Nursing Research Proposal/Implementation: Develop or assist in initiating/obtaining Internal Review Board (IRB) approval for research/investigation study
13. Unit, Hospital, State or National recognition award pertaining to Nursing Research or Performance Improvement (i.e. Nursing Spectrum Award)
14. **Education or training program that requires more than 8 hours of attendance (counts for 2 criteria from this category)**

Under each category please provide a brief explanation of how your documents support the criteria listed. Examples of criteria are provided. Committee work and preceptor work require verification forms. Bolded criteria are the new criteria as of May 1, 2014.
Transformational Leadership

Leadership development, communication skills, advocate for staff & patients

1. Participates in the advancement of Nursing Strategic Plan (i.e. hospital wide communication, presentation at staff meeting)
2. Advocates for resources that are needed on the unit (i.e. staffing equipment, supplies, cost containment)
3. Provides unit leadership (i.e. shift coordinator, relief shift coordinator, unit leadership team)
4. Attends/participates in Leadership classes (i.e. Welcome to Management, LEAD Academy)
5. Previous year appointment on Clinical Ladder
6. Participates in workforce management (i.e. interviewing new employees, writing Letters of Recommendation for peers)
7. Participates in Unit/Hospital Patient Family Center Care activities
8. Facilitates cost saving measures
9. Unit, Hospital, State or National recognition award pertaining to Leadership
10. Serves as a mentor to those in the Clinical Ladder (i.e. portfolio development, clinical ladder coach)
11. Serve as a change agent, assisting others in understanding the importance, necessity, impact, and process of change (i.e. designing a new communication tool for staff, designing new staffing sheets)
12. Earned ten (10) approved CEU credits in leadership training/education (i.e. CE Direct, Seminars, etc)
13. Participates in shadowing experience for potential employees and provides recommendation for hire based on observations/interactions with candidate in clinical area (can only count once)
14. Participates in shadowing experience for practicum students for a minimum of four (4) hours (can only count once)
15. Precepting a nursing practicum student for greater than 40 hours (counts for 2 criteria from this category)
16. Education or training program that requires more than 8 hours of attendance (counts for 2 criteria from this category)

Under each category please provide a brief explanation of how your documents support the criteria listed. Examples of criteria are provided. Committee work and preceptor work require verification forms. Bolded criteria are the new criteria as of May 1, 2014.
Exemplary Professional Practice

Demonstrating admirable nursing care and interdisciplinary patient care

1. Improves standards of care (i.e. attends Nursing Grand Rounds, non-mandatory workshops, seminars, in-services)
2. Participates in the implementation of professional practice model (i.e. leads, co-leads, educational sessions)
3. Increasing knowledge in specialty field (i.e. member of professional organization, preparing for specialty certification-by taking a formal preparation class)
4. Facilitates growth & education for others (i.e. teaching competencies & skills, leading an in-service)
5. Unit representative on a multidisciplinary team to improve practice and patient care (i.e. participates in pathway meetings, medication safety committee, code blue committee, IS rounds, safety committee, PNC, NSP, falls committee, skin care, environmental task force, cultural diversity training, moral/social committee, R.I.E., LEAN)
6. Obtain/Maintains National Professional Certification in Specialty (Level I and II applicants- counts for 2 criteria under this category. Level III applicants and applicants whose job requires certification are excluded from selecting this criteria)
7. Obtains certification in specialty area outside of practice (i.e. safe nurse, perinatal loss program, lactation nurse)
8. Unit, Hospital, State or National recognition award pertaining to Professional Practice (i.e. employee of the month, Nursing excellence award, preceptor of the year)
9. Participates on Unit Based committee (i.e. scheduling task force, Professional Practice Council, Supply Committee, Quality Council)
10. Education or training program that requires more than 8 hours of attendance (counts for 2 criteria from this category)

Under each category please provide a brief explanation of how your documents support the criteria listed. Examples of criteria are provided. Committee work and preceptor work require verification forms. Bolded criteria are the new criteria as of May 1, 2014.
Clinical Ladder Criteria 2014

Structural Empowerment

Commitment to professional development, community involvement, recognition of nursing, teaching and role development

1. Seeks additional formal nursing education (i.e. field related college credits, BSN, MS, DNP degree)
   - BSN degree- counts for 2 criteria under this category if applying for Level I or II
   - MSN degree- counts for 2 criteria under this category if applying for Level I, II or III

2. Participates in local, regional, and/or national professional conferences (i.e. Nurses night in Annapolis, Specialty based conferences)

3. Actively participates in organizational events (i.e. Nurses week activities, safety fair, skin fair, hands on health)

4. Demonstrates health related community involvement (i.e. blood drives, community services, church related, educating the community, mission trips, MS walk, cancer fundraisers/events, Stanton Center, Lighthouse Shelter, Sara’s House)

5. Participates in Mentorship Program

6. Preceptor to new staff members (i.e. practicum students, new grads)

7. Instructor for Certification (i.e. PALS, ACLS, BLS, telemetry class)

8. Unit, Hospital, State, or National recognition or award pertaining to Professional Development or Education (i.e. scholarship, nurse’s week award)

9. Recognized for exemplary performance (i.e. peer nomination, recognition letter)

10. School of Nursing Instructor (Clinical, lecture)

11. Education or training program that requires more than 8 hours of attendance (counts for 2 criteria from this category)

Under each category please provide a brief explanation of how your documents support the criteria listed. Examples of criteria are provided. Committee work and preceptor work require verification forms. Bolded criteria are the new criteria as of May 1, 2014.