

Growing Staff Experts Through Innovative Clinical Education

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Robert Wood Johnson University Hospital New Brunswick, NJ

- 632 Beds
- Acute Care Hospital
- Level I Trauma Center
- Magnet designated 5 times
- Part of the RWJ Barnabas Health System



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Mission



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Conceptual framework

- Hospital mission
- Pat Benner’s Domains of Practice
- Magnet components
 - Transformational Leadership
 - Structural Empowerment
 - Exemplary Professional Practice
 - New Knowledge, Innovation & Improvement

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What is a Clinical Ladder System ?

- Is a program that provides opportunities for the nurses to develop their careers without leaving the bedside
- It is considered a “promotion” or a professional advancement to the staff
- It provides a framework for achieving the hospital mission through development of clinical experience in patient care

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4 Levels

- Clinical Nurse 1 – (CN1) Novice
- Clinical Nurse 2 - (CN2) Competent
- Clinical Nurse 3 – (CN3) Proficient
- Clinical Nurse 4 – (CN4) Expert

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Pat Benner's Domains of Practice

From Novice to Expert

Domains:

- Helping Role
- Teaching- coaching function
- Effective management of rapidly changing situations
- Diagnostic and monitoring function
- Administering and monitoring therapeutic interventions and regimes
- Monitoring and ensuring the quality health care practices
- Organizational and work role competencies

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Resource Nurse Modules

- Pain University
- Geriatric Resource Nurse
- Breastfeeding Specialist
- Emergency Preparedness Resource Nurse
- Competency Skills Validation
- Point of Care Testing Super-Users
- Safe Patient Handling
- CAUTI Prevention Specialist
- Diabetes Specialist
- Pressure Ulcer Prevention
- Electronic Learning Management System Super –Users

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Resource Nurse Modules

- Initial application
 - Educational Requirement
- Renewal Requirements
 - Committee Membership
 - Unit -related roles & responsibilities

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Pain University

- **Initial application** - RWJ Pain University Program online course (11+ contact hours)
- **Renewal application** –contact hours must contain pain content in any specialty or ANCC certification in Pain Management Nursing
- Pain Management Committee meeting participant
- Participate in pain initiatives sponsored by the Pain management Committee

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Geriatric Resource Nurse

- **Initial application** - Certificate of Completion of the NICHE online Geriatric Resource Nurse (GRN) course (20 contact hours)
- **Renewal/second Module** –geriatric concentrated education or ANCC certification in Gerontological Nursing
- Geriatric Resource Nurse Forum Member
- Geriatric initiatives Participation sponsored by the Geriatric Resource Nurse Forum such as Falls, CAUTI, VAP, etc.

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RN Competency Skills Validation

- A Registered Nurse may participate in an annual skills validation in her area of expertise
- Meet with CNS/CNE to select date of skills validation and skill that will be taught
- Research any necessary, policies, protocols, Lippincott Manual etc., to prepare to teach the skill
- Participate in the skills validation for a minimum of 4 hours

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Role of Diabetes Specialist

- Serve as a resource person
- Collaborate with unit CNE/CNS in providing education/training
- Attend Diabetes Committee monthly
- Record and report any education/training provided to co-workers
- Familiar with diabetes educational supplies, policies, materials
- Competent in the proper use of diabetes equipment
- Provide report to the Unit Based Council meeting and Diabetes Committee on a monthly basis
- Provide ideas on how to enhance diabetes program

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Value/Benefits of the Clinical Ladder to the Organization

- Creates positive work environment
- Enhance recruitment and retention
- Foster professional development
- Recognition directly linked to engagement
- Establish reward system for excellence in nursing practice
- Develop clinical leaders and experts at the bedside
- Increase quality patient care and customer satisfaction

ORGANIZATIONAL SUCCESS

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So What Are The Benefits ?

- Career promotion
- Monetary Reward
- Opportunities for professional growth
- Visibility of the nurse
- Staff Satisfaction
- Personal Growth
- Recognition
- Awards

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Visibility of the Nurse & Professional Growth

- Badge Buddy
- Research participation
- Publications
- Podium/poster presentation
- Community outreach participation
- Committee membership
- Professional organization membership

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Badge Buddy CN3 and CN4 Recipients



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Challenges/Barriers

- Family obligation
- Currently enrolled in school for advanced education
- Making money via Overtime is a priority to supplement household income
- Time
- Shift
- Other commitments outside of work
- Lack of motivation/interest/engagement

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Keeping the Clinical Ladder Alive



- Staff Engagement
- Meaningful
- Motivation
- Mentorship/support
- Champions
- Staff Feedback
- Acknowledgment/
- Recognition

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There are 2 things people want more than money: "Recognition and Praise"

~ Mary Kay Ash

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Questions?

Thank you

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