

ADVANCE PRACTICE NURSE PATH

Practice Dimension

LEVEL	CRITERIA	EXAMPLES	OUTCOMES
Nurse I, Level 1	<ul style="list-style-type: none"> • Uses the nursing process (assessment, diagnosis, outcome identification, planning, implementation, and evaluation). • Accurately documents care of clients. • Safeguards client privacy and confidentiality. • Provides care in a non-judgmental, non-discriminatory manner, respecting the values and beliefs of members of all cultures. • Provides care in a safe and cost-effective manner. 	Not Applicable	Not Applicable
LEVEL	CRITERIA	EXAMPLES	OUTCOMES
Nurse I, Level 2	<ul style="list-style-type: none"> • Demonstrates competency using the nursing process in providing care for clients. • Directs others who provide care. • Assumes responsibility and accountability for individual nursing judgments and actions. • Acts as a client advocate. • Plans and organizes care based on client needs and provider competencies to assure safe, efficient and cost-effective care. 	Not Applicable	Not Applicable
LEVEL	CRITERIA	EXAMPLES	OUTCOMES
Nurse I, Level 3	<ul style="list-style-type: none"> • Demonstrates proficiency using the nursing process in providing care for clients with complex nursing care needs. • Guides and directs others who provide care. • Identifies ethical issues in practice and takes appropriate action. • Delegates care in a safe, efficient and cost-effective manner. • Assists clients in identifying and securing appropriate services. 	Not Applicable (Recommendation: If APN has no clinical nursing experience, start at Nurse I, Level 3 on Clinical path).	Not Applicable (Recommendation: If APN has no clinical nursing experience, start at Nurse I, Level 3 on Clinical path).

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LEVEL	CRITERIA	EXAMPLES	OUTCOMES
Nurse II	<ul style="list-style-type: none"> • 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. • Supports and enhances client self-determination. • Serves as a resource for clients and staff in addressing ethical issues. • Identifies and assesses resource utilization and safety issues, taking appropriate action. 	<ul style="list-style-type: none"> ✓ Evaluation narrative includes an example of coordination of care across the continuum of health delivery settings. ✓ Provides example of using preventive and other care guidelines for the population served. ✓ Describes example of patient education to promote self-care. ✓ Provides example of nursing plan for home safety such as safe medication administration, and/or collaboration with rehabilitation therapies for mobility issues. ✓ Demonstrates leadership in following safe work practices such as attention to safety standards, proper body mechanics and use of personal protective and safety equipment. ✓ Describes use of advance directive counseling and collaboration with other staff. ✓ Provides example of informing patient/family of the risks, benefits and outcomes of health care regimens. ✓ Participates in ethics consultations within nursing service. ✓ Provides example of incorporation of information about cost, alternative treatments and procedures in decision regarding proposed prescriptive therapies. 	<ol style="list-style-type: none"> 1. Planned and implemented flu shot clinic for target population that led to a 50% increase in the percent of patients with heart failure who received immunizations this fiscal year compared to last year (60% compared to 40%). 2. Initiated a multidisciplinary committee to develop a fall risk assessment for home safety and evaluated the impact of implementation of the committee's practice change suggestions. 3. Presented a case study of a situation that demonstrated appropriate counseling and support for a patient and family about a newly detected > 80% asymptomatic carotid occlusion and interventions for this anxious veteran and his family regarding decision for or against surgical intervention. 4. Researched and developed a presentation for primary care physicians, nurse practitioners and nurses in her work area that outlined current guidelines for hypertension drug therapy and VA cost. 5. Participated in an Ethics Team meeting on ___ date for ___ patient. Results of team meeting allowed family to reach consensus regarding treatment plan for patient. 6. Requested the purchase of a patient lift for the unit and then instructed staff on all shifts in its use. There has been a reduction in lift related injuries over the last three months of 15%. 7. Identified that no policy/procedure was in place on ____. Initiated discussions that resulted in a new policy implementation that has influenced _____outcome.

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LEVEL	CRITERIA	EXAMPLES	OUTCOMES
Nurse III	<ul style="list-style-type: none"> • 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. • Provides leadership in identifying & addressing ethical issues that impact clients and staff, including initiating and participating in ethics consultations. • Manages program resources (financial, human, material or informational) to facilitate safe, effective efficient care. 	<ul style="list-style-type: none"> ✓ Describes expertise for a patient/population that leads to a change in practice that improves outcomes and communicates of changes to other providers in the facility. ✓ Demonstrates leadership for patient care rounds/chart review and/or discussion of practice issues to improve patient outcomes for a specific population. ✓ Describes review of patient care plan with less experienced staff to address ethical issues for client and/or staff, e.g. a patient with advanced illness who wants to elect hospice care but a family who is still encouraging acute care – how can the staff support and respect all involved? ✓ Serves as a resource and advocate for protection of patient/family rights such as confidentiality, self-determination, and alternative treatments. ✓ Demonstrates care coordination to use resources judiciously and achieve optimal outcomes for patients/families. 	<ol style="list-style-type: none"> 1. During October, only 3% of case load had LDL cholesterol levels over 120 in ischemic heart disease compared to 9% at her clinic site and 11% for the VA hospital system. In that same month, 95% of the diabetics in the caseload had LDL cholesterol<120 (79 of 83) compared to about 80% who met the target in the hospital-wide system. 2. Presented of case study in nursing care conferences and/or grand rounds for hospital staff to demonstrate a good outcome despite initial family conflict which resulted in ____. 3. Shared expertise about advance directives on national conference calls to promote increased use of VA forms and health literacy resources on informed consent. This resulted in an increase of form completion over the last 6 months and compliance is now 90%. 4. Shared expertise on informed consent for patients with cognitive impairment such as vascular dementia or dementia of the Alzheimer’s type which resulted in nursing staff advocating for patients who should not sign an informed consent. 5. Identified that ____ service has ____ no show rate a month. Conducted a patient survey of ____ patients requesting their input about why they did not make their appointment. Gave feedback to the nurse executive about this survey which has resulted in ____ change saving the hospital over \$100,000 in direct and indirect cost.

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Practice Dimension (Continued from previous page)

LEVEL	CRITERIA	EXAMPLES	OUTCOMES
Nurse III		<ul style="list-style-type: none"> ✓ Serves as a consultant/resource to other advance practice nurses related to application of evidence-based information to the design, implementation and evaluation of a treatment plan for patients with complex or unusual problems. ✓ Provides an example of resourceful use of supplies, equipment and availability of data/information. ✓ Synthesizes data and information to prescribe necessary system and community support measures including environmental modifications. ✓ Develops solutions for patient problems that address effective resource utilization and maintenance of quality care. 	<ul style="list-style-type: none"> 6. Attended a conference on Joint Commission standards. Noted ___ areas in need of change. Addressed these needs with multiple nurse managers and is tracking ongoing compliance. 7. Developed web based classes on evidence based practice used for contributing to annual competencies on all nursing units.

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Professional Development Dimension

LEVEL	CRITERIA	EXAMPLES	OUTCOMES
Nurse I, Level 1	<ul style="list-style-type: none"> • Seeks opportunities to acquire and develop basic skills. • Participates in appraisal of own performance. 	Not Applicable.	Not Applicable.

LEVEL	CRITERIA	EXAMPLES	OUTCOMES
Nurse I, Level 2	<ul style="list-style-type: none"> • Seeks knowledge and skills appropriate to the practice setting to improve performance. • Incorporates feedback regarding performance and interpersonal skills to enhance professional development. • Participates in the performance evaluation of others. 	Not Applicable.	Not Applicable.

LEVEL	CRITERIA	EXAMPLES	OUTCOMES
Nurse I, Level 3	<ul style="list-style-type: none"> • Implements an ongoing educational plan to support own professional development. • Conducts self-assessment of performance and identifies own learning needs. • Assesses performance of others. 	Not Applicable. (Recommendation: If APN has no clinical nursing experience, start at Nurse I, Level 8 on Clinical path).	Not Applicable. (Recommendation: If APN has no clinical nursing experience, start at Nurse I, Level 8 on Clinical path).

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Professional Development Dimension

LEVEL	CRITERIA	EXAMPLES	OUTCOMES
Nurse II	<ul style="list-style-type: none"> • Acquires knowledge and skills to maintain expertise in area of practice. • Participates in educational activities to improve clinical knowledge and enhance role performance. • Evaluates practice of self and others using professional standards, relevant statutes and regulations. • Takes action to improve performance. 	<ul style="list-style-type: none"> ✓ Seeks clinical practice opportunities and learning activities to maintain skills and competence in clinical practice or role performance. ✓ Describes a clinical practice situation that taught the nurse something essential about nursing practice (outcome may have been less than optimal but generated important learning). ✓ Obtains informal feedback regarding one's own practice from patients, peers, professional colleagues & others. ✓ Participates in systematic peer review as appropriate. ✓ Participates in facility or VISN-wide conferences through active contributions to the planning committee and/or poster and/or podium presentations. ✓ Serves on facility or VISN-level committee & task forces. ✓ Contributes to a facility or VISN-level newsletter. ✓ Participates in community or professional organization. 	<ol style="list-style-type: none"> 1. Attended APN conference on clinical Practice with 23.2 hours of CEU's. Goes beyond minimum number of CEU's to maintain licensure. Consistently provides educational events house wide based on knowledge gained from conferences. 2. Served on the executive council of the state advance practice nursing organization this past year as treasurer. During this time, the organization accomplished ____. 3. Presented a workshop August 1 on motivating exercise in overweight diabetics which resulting in ____. 4. Served as one of 3 members of a planning group for the VISN continuing education conference that was offered spring 2006 with 62 NP's and PA's attending. Evaluations indication more than half of attendees is in the process of changing practice. 5. Taught in the monthly health care system-wide ACLS class which has provided ____ number of certifications last year. Evaluations indicate_____. 6. Scheduled self with ophthalmologist to improve skills doing fundoscopic exam on

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Professional Development Dimension (Continued from previous page)

LEVEL	CRITERIA	EXAMPLES	OUTCOMES
Nurse II			diabetic patients in caseload. 7. Wrote an article on prevention of surgical site infection using evidenced practice. Published in _____. 8. Attended community wide health fair and did 230 accu-checks and provided information on diabetes.

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Professional Development Dimension

LEVEL	CRITERIA	EXAMPLES	OUTCOMES
Nurse III	<ul style="list-style-type: none"> • Implements an educational plan to meet changing program or service needs for self and others. • Maintains knowledge of current techniques, trends, and professional issues. • Uses professional standards of care and practice to evaluate programs and/or service activities. 	<ul style="list-style-type: none"> ✓ Evaluates & revises educational content for specific patient care issue to meet the needs of nursing personnel ✓ Provides leadership for application of new knowledge to patient population. ✓ Identifies learning needs, plans and provides formal and informal education to nursing personnel on specialty-related area and performance improvement. ✓ Monitors care in specialty area to ensure compliance with internal and external standards. ✓ Provides evidence of professional achievements and lifelong learning. ✓ Provides expert consultation to other professionals. 	<ol style="list-style-type: none"> 1. Identified education deficit of current treatment modalities for diabetic patients and revised education content. Eighty-five nursing personnel attended and ____ CEU”s were given. Nursing personal reported that they implemented practice changes in the areas of ____. 2. Coordinated Nursing Grand Rounds on Patient Safety on 11/23/06 (36 attendees). Resulted in improved dialogue between physicians and nursing staff according to pre and post needs assessment. 3. Documented evidence of electronic consultation for 230 patients in the past year; analyzed the types of problems leading to requests for consultation and implications for change to care delivery system to improve care of veteran; presented a report to the Patient Care Service Executive Council. Resulted in bed allocation revisions. 4. Board certification exam passed June 2008. Provides ongoing consultation to other APRN’s who are preparing for certification. Coached a group of APRN’s that all passed the certification exam.

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Professional Development Dimension (Continued from previous page)

LEVEL	CRITERIA	EXAMPLES	OUTCOMES
Nurse III			<p>5. Implemented a Joint Commission educational program update for a service or the entire medical. Eighty percent of the staff were able to articulate patient safety goals and medication reconciliation during random rounds.</p> <p>6. Sought and obtained clinical faculty appointment for _____ university. Teaches one clinical per semester for the university. Generally, three out of 10 students per semester are hired.</p> <p>7. Has acted as editor for _____ section in _____ journal for past _____ years.</p> <p>8. Participated as an active member on the health care facility nursing research committee. This committee reviewed _____ nursing research proposals this year. Coached those submitting regarding rigor and format. Of those coached, all were successful proposals.</p>

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Collaboration Dimension

LEVEL	CRITERIA	EXAMPLES	OUTCOMES
Nurse I, Level 1	<ul style="list-style-type: none"> • Communicates with clients and other healthcare providers regarding client care. • Establishes professional relationships with peers. Seeks out colleagues for mutual information exchange. 	Not Applicable.	Not Applicable.

LEVEL	CRITERIA	EXAMPLES	OUTCOMES
Nurse I, Level 2	<ul style="list-style-type: none"> • Participates effectively on teams to plan and manage client care. • Shares knowledge and skills with colleagues and others. 	Not Applicable.	Not Applicable.

LEVEL	CRITERIA	EXAMPLES	OUTCOMES
Nurse I, Level 3	<ul style="list-style-type: none"> • Refers to, consults with, and makes provision for continuity of care with other health care providers. • Provides feedback regarding the practice of others to improve client care. 	Not applicable (Recommendation: If APN has no clinical nursing experience, start at Nurse I Level 3 on Clinical path)	Not applicable (Recommendation: If APN has no clinical nursing experience, start at Nurse 1, Level 3 on Clinical path)

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Collaboration Dimension

LEVEL	CRITERIA	EXAMPLES	OUTCOMES
Nurse II	<ul style="list-style-type: none"> • Uses group process to identify, analyze and resolve care problems. • Educates colleagues and/or students and serves as a preceptor and/or mentor. 	<ul style="list-style-type: none"> ✓ Leads group discussion about Evidence-Based Practice (EBP) and application to patient issue. ✓ Promotes an environment of mutual respect and effective communication. ✓ Establishes effective interpersonal relationships with all interdisciplinary and consultative staff. ✓ Serves as a preceptor or mentor. ✓ Facilitates the delivery of patient care in collaboration with other healthcare personnel. ✓ Describes example of collaboration with nurse colleagues and other disciplines to implement plan. 	<ol style="list-style-type: none"> 1. Feedback from (number) new staff evaluating orientation program has regularly identified this advance practice nurse as instrumental in helping adaptation to unit and serving as a quality role model. 2. Initiated a journal club on ____ unit in which ____ number of staff participated. Journal reviews have resulted in a change in practice related to _____. 3. Collaborated with nutritionist for more education of patient. Patient not readmitted for CHF exacerbation since education. 4. Mentored one graduate student for three quarters. Student completed individual project and presented results at healthcare facility on education day.

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Collaboration Dimension

LEVEL	CRITERIA	EXAMPLES	OUTCOMES
Nurse III	<ul style="list-style-type: none"> • Uses the group process to identify analyze and resolve care problems. • Coaches colleagues in team building. • Makes sustained contributions to health care by sharing expertise within and/or outside the medical facility. 	<ul style="list-style-type: none"> ✓ Develops effective relationships within the specialty area, interdisciplinary team, nursing leadership and organizational management to enhance the quality of patient/client care. ✓ Initiates and revises protocol or guidelines to reflect Evidence Based Practice, accepted changes in care management, or emerging problems. ✓ Describes use of effective communication, negotiation skills and group process to identify and resolve a complex patient care problem. ✓ Demonstrates interpersonal effectiveness when communicating and working with both internal and external customers. ✓ Promotes cooperative working relationships among the health care team by maintaining a positive approach to problem resolution. ✓ Functions as an effective change agent, assisting colleagues/peers in moving through the change process. ✓ Serves as a member of interdisciplinary committee, task force or root cause analysis at the facility or national level. 	<ol style="list-style-type: none"> 1. Changed clinic practice to systematically add use of a valid PTSD screening tool to protocol for all new patients in caseload – this led to identification and appropriate referral of twice the number of cases of PTSD as the year before. 2. As the first health care system contact for neurosurgery patients, assessed the completeness of referrals and made suggestion back to providers that resulted in more complete work-ups and more efficient use of specialty resources. 3. Acted as mediator between DC and RB who disagreed on the best process for shift report. She sat with them and helped them discuss their concerns. A compromise was reached and DC and RB now work well together. 4. Worked with MF and MT to develop a poster on _____. Then worked with them to develop a presentation on _____ at _____ workshop. Evaluations indicated_____. 5. Published in journal on the importance of using PTSD screening tool and outcomes.

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Collaboration Dimension (Continued from previous page)

LEVEL	CRITERIA	EXAMPLES	OUTCOMES
Nurse III		<ul style="list-style-type: none"> ✓ Publishes in a peer reviewed professional journal. ✓ Participates in designing, implementing and/or evaluating specialty area workshops and conferences. ✓ Sustains formal and informal relationships with the specialty community on local, regional and national levels; may hold an office in a professional organization. ✓ Serves as VA liaison to appropriate organizations. 	<ol style="list-style-type: none"> 6. Participated on the planning committee for the EES conference titled _____. One hundred ten people attended the conference. Evaluations indicated_____. 7. Initiated and developed a health care system policy on colon cancer screening. After implementation, routine screening has risen from 50% to 80%. 8. Presented 3 hour lecture on pain management to the _____ university NP students _____ date. Students perceive they have improved their pain management skills and random chart reviews indicate this is true. 9. Was chairperson of the membership committee of the Oncology Nursing Society during this rating period. Membership increased by 4%. 10. Published: Smith ZY, Jones AB (2007) Nurse Coaching Changes Patient Pain Ratings Oncology Nursing Forum. Vol 99, no 1, pg. 1-6.

ADVANCE PRACTICE NURSE PATH

Scientific Inquiry Dimension

LEVEL	CRITERIA	EXAMPLES	OUTCOMES
Nurse I, Level 1	<ul style="list-style-type: none"> • Describes the quality improvement process, roles and responsibilities, and identifies quality improvement activities on the unit. • Assists in identifying problem areas in nursing practice. 	Not Applicable.	Not Applicable.

LEVEL	CRITERIA	EXAMPLES	OUTCOMES
Nurse I, Level 2	<ul style="list-style-type: none"> • Uses quality improvement findings to guide and direct own practice. • Demonstrates awareness of research application to practice. 	Not Applicable.	Not Applicable.

LEVEL	CRITERIA	EXAMPLES	OUTCOMES
Nurse I, Level 3	<ul style="list-style-type: none"> • Participates in established quality improvement studies and/or activities. • Uses a body of research to validate and/or change own professional practice. 	Not applicable (Recommendation: If APN has no clinical nursing experience, start at Nurse I, Level 3 on Clinical path)	Not applicable (Recommendation: If APN has no clinical nursing experience, start at Nurse I, Level 3 on Clinical path)

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Scientific Inquiry Dimension

LEVEL	CRITERIA	EXAMPLES	OUTCOMES
Nurse II	<ul style="list-style-type: none"> • Initiates/participates in quality improvement activities that result in improved outcomes. • Uses a body of research to validate and/or change work group practice. 	<ul style="list-style-type: none"> ✓ Identifies clinical practice problems and discusses approaches to resolution with other resources. ✓ Participates in (provides leadership for) Quality Mgmt., Evidence-Based Practice and/or research projects within area of practice. ✓ Reads & evaluates research-based literature related to identified problems in area of specialty, e.g. in journal clubs or in-services. 	<ol style="list-style-type: none"> 1. Identified hand washing as safety/quality problem and implemented CDC guidelines and currently tracking infection rates in comparison for the next year. 2. Developed an educational PI program which resulted in increased staff knowledge of quality indicator for medical surgical care education. 3. Identified patients on her unit that were candidates for ____ research project and notified the PI of potential research subjects. Resulted in meeting patient participation # for research. 4. Presented article on current informatics research regarding medications errors to 5B journal club. Medication errors decreased by ____. 5. Presented literature review on motivating life style change to nurses who deliver smoking cessation counseling message in clinic setting. This resulted in an increase of ____% compliance rate with completion of smoking counseling clinical reminders.

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Scientific Inquiry Dimension

LEVEL	CRITERIA	EXAMPLES	OUTCOMES
Nurse III	<ul style="list-style-type: none"> • Initiates interdisciplinary projects to improve organizational performance. • Collaborates with others in research activities to improve care. 	<ul style="list-style-type: none"> ✓ Evaluates and applies appropriate research-based interventions/changes into assigned practice area to improve or validate current practice, when appropriate. ✓ Provides leadership for Quality Mgmt., Evidence-Based Practice and/or research projects within area of practice ✓ May serve as Co-Principal Investigator or Co-Investigator of a formal research project, a project to evaluate outcomes of practice, as a leader of an EBP project, or equivalent type of project. ✓ Presents results of such projects at VISN-wide, national and international conferences. ✓ Publishes results in peer-reviewed professional journals. ✓ Formally disseminates research findings through activities such as presentations, publications, consultations and journal clubs. 	<ol style="list-style-type: none"> 1. Nosocomial respiratory infections in ICU reduced from 25/year to 20/year after implementation of TQI/PI project for turning and respiratory hygiene. Hospital savings is estimated at ____. 2. Analyzed stress management data. Initiated a lunch time stress reduction program that is utilized by all hospital staff. Post Survey indicated about 33% of staff continues to use information gained for stress reduction. 3. Poster presentation: Smith, AB, Jones, CD. Improving Cancer pain Management: VA national APN conference. 4. Supervised data collection phase of evidence-based practice project to evaluate practice guidelines for pain management, outcomes pending results.