PENNSTATE HERSHEY Nursing

# PROFESSIONAL CLINICAL LADDER DOMAINS

## Domain 1: The Caring Role

| *Nurse Clinician II* | *Nurse Clinician III* | *Nurse Clinician IV* |
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| Demonstrates compassion, caring, and supportive practices with patients and families and serves as an advocate. *(Standards #5 & #11 – Scope & Standards of Practice – American Nurses Association)* | Demonstrates compassion, caring, and supportive practices with patients and families and serves as an advocate. Assists in coping with emotional and developmental changes. *(Standards # 5 & #11 – Scope & Standards of Practice – American Nurses Association)* | Demonstrates compassion, caring, and supportive practices with patients and families and serves as an advocate. Assists in coping with emotional and developmental changes. Promotes the optimum therapeutic relationship. *(Standards # 5 & #11 – Scope & Standards of Practice – American Nurses Association)* |
| Provides family centered care through soliciting patient and family participation in multidisciplinary care planning and care decisions. *(Standards #4 & #12 – Scope & Standards of Practice – American Nurses Association)* | Provides family centered care by partnering with patient and family in multidisciplinary care planning and care decisions. Provides additional information, education and resources on disease processes. *(Standards #4 & #12 – Scope & Standards of Practice – American Nurses Association)* | Provides family centered care by empowering, educating and facilitating the participation of patients and families in the multidisciplinary care planning and care decisions. Identifies attainable outcomes while implementing evidence based practices. *(Standards #4 & #12 – Scope & Standards of Practice – American Nurses Association)* |
| Provides emotional and spiritual support and identifies current coping mechanisms and their effectiveness. *(Standard #11– Scope & Standards of Practice – American Nurses Association)* | Provides emotional and spiritual support and identifies current coping mechanisms and their effectiveness. Identifies additional resources to meet needs. *(Standard #11 & #15– Scope & Standards of Practice – American Nurses Association)* | Provides emotional and spiritual support and identifies current coping mechanisms and their effectiveness. Identifies and utilizes additional resources to meet needs. *(Standard #11 & #15– Scope & Standards of Practice – American Nurses Association)* |
| Identifies ethical issues while maintaining appropriate professional role boundaries. *(Standard #7 – Scope & Standards of Practice – American Nurses Association)* | Identifies ethical issues and assists in resolution while maintaining appropriate professional role boundaries. *(Standard #7 – Scope & Standards of Practice – American Nurses Association)* | Identifies ethical issues and is an advocate for the patient while maintaining professional boundaries. Identifies and utilizes appropriate resources in order to facilitate resolution of ethical issues. *(Standard #7 & #15– Scope & Standards of Practice – American Nurses Association)* |
| Preserves patient dignity, values, beliefs, respect, privacy, and confidentiality in a non-judgmental manner. *(Standard #7– Scope & Standards of Practice – American Nurses Association)* | Preserves patient dignity, values, beliefs, respect, privacy, and confidentiality in a non-judgmental manner. *(Standard # 7– Scope & Standards of Practice – American Nurses Association)* | Preserves patient dignity, values, beliefs, respect, privacy, and confidentiality in a non-judgmental manner. *(Standard #7 – Scope & Standards of Practice – American Nurses Association)* |

PENNSTATE HERSHEY Nursing

# PROFESSIONAL CLINICAL LADDER DOMAINS

## Domain 2: Patient and Family Education

| *Nurse Clinician II* | *Nurse Clinician III* | *Nurse Clinician IV* |
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| Assesses patient and families' current understanding of illness /treatments. (Standard #1 - *Scope & Standards of Practice – American Nurses Association*) | Assesses patient and families' current understanding of illness/treatment and their readiness to learn. (Standard #1 - *Scope & Standards of Practice – American Nurses Association*) | Assesses patient and families' current understanding of illness/treatment, and their readiness to learn. (Standard #1 - *Scope & Standards of Practice – American Nurses Association*) The Nurse Clinician IV will begin to identify expected outcomes for patient's plan of care. (Standard#31 - *Scope & Standards of Practice – American Nurses Association*) |
| Individualizes teaching plans appropriate to patient and family situation. The teaching plan includes language preference and cultural considerations. Documents individualized teaching. *(Standard #4 & #5 – Scope & Standards of Practice – American Nurses Association)* | Individualizes teaching plans and utilizes a variety of approaches to communicate with patient and family. The teaching plan includes language preference and cultural considerations. Documents individualized teaching. *(Standard #4 & #5 – Scope & Standards of Practice – American Nurses Association)* | Individualizes teaching plan and designs innovative approaches to meet multiple or complex teaching needs of patient and family. The teaching plan includes language preferences and cultural considerations. Documents individualized teaching. *(Standard #4 & #5 – Scope & Standards of Practice – American Nurses Association)* |
| Evaluates effectiveness of teaching plan for patient and family. Documents results of evaluation. (*Standard #6- Scope & Standards of Practice – American Nurses Association*) | Evaluates effectiveness of teaching plan for patient and family and continues to educate in areas that need reinforcement. Documents results of evaluation. *(Standard #6- Scope & Standards of Practice – American Nurses Association)* | Evaluates effectiveness of teaching plan for patient and family. Documents results of evaluation. Determines progress towards attainment of expected outcomes. *(Standard #6 - Scope & Standards of Practice – American Nurses Association)* |
| Provides health teaching which includes healthy lifestyles, risk reducing behaviors and promotes preventative self care. Participates in community service. *(Standard #5b– Scope & Standards of Practice – American Nurses Association)* | Provides health teaching which includes healthy lifestyles, risk reducing behaviors and promotes preventative self care. Participates in community service. *(Standard #5b – Scope & Standards of Practice – American Nurses Association)* | Provides health teaching which includes healthy lifestyles, risk reducing behaviors and promotes preventative self care. Participates in community service. *(Standard #5b – Scope & Standards of Practice – American Nurses Association)* |

PENNSTATE HERSHEY Nursing

# PROFESSIONAL CLINICAL LADDER DOMAINS

## Domain 3: Clinical Practice

| *Nurse Clinician II* | *Nurse Clinician III* | *Nurse Clinician IV* |
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| Nursing practice is aligned and integrated with the Professional Practice Model, Nursing Excellence Through Empowerment and the Collaborative Care Transition System. (Standard # 4 & #15 – *Scope & Standards of Practice – American Nurses Association*) | Nursing practice is aligned and integrated with the Professional Practice Model, Nursing Excellence Through Empowerment and the Collaborative Care Transition System. The nurse demonstrates continuous, consistent, efficient and accountable delivery of nursing care. (Standard # 4 & #15 – *Scope & Standards of Practice – American Nurses Association*) | Nursing practice is aligned and integrated with the Professional Practice Model, Nursing Excellence Through Empowerment and the Collaborative Care Transition System. The autonomous nurse makes judgments about care based on the unique needs and attributes of the patient and family. (Standard # 4 & #15 – *Scope & Standards of Practice – American Nurses Association*) |
| Demonstrates competent assessment skills. Able to assess, collect, and understand relevant data. Utilizing critical thinking skills identifies changes in patient condition and intervenes appropriately. Able to articulate changes to the health care team. *(Standard #1 & #3 – Scope & Standards of Practice – American Nurses Association)* | Demonstrates proficient assessment skills. Able to analyze and evaluate data. Identifies other factors that affect care Makes reliable predictions regarding patient status. Observes subtle and overt changes that indicate an emerging problem. Able to interpret and articulate changes to health care team. *(Standard #1 & #3 – Scope & Standards of Practice – American Nurses Association)* | Demonstrates advanced in-depth assessment skills. Able to intuitively identify subtle signs and symptoms. Utilizes holistic approach. Through expertise intuitively recognizes subtle early signs of patient change or adverse effects of therapeutic interventions. Able to articulate significance of changes to health care team. Utilizes chain of command appropriately to ensure issues are addressed. Fosters a calm environment. *(Standard #1 & #3 – Scope & Standards of Practice – American Nurses Association)* |
| Determines nursing diagnosis. Develops and implements plan of care. Identifies current and potential problems and needs. Incorporates principles of patient and family centered care and respects cultural diversities. *(Standard #2, #3, #4, & #5 – Scope & Standards of Practice – American Nurses Association)* | Determines nursing diagnosis. Develops and implements plan of care. Identifies patient problems and issues using interventions proven to achieve the established goals. Incorporates principles of patient and family centered care and respects cultural diversities. *(Standard #2 ,#3, #4, & #5 – Scope & Standards of Practice – American Nurses Association)* | Determines nursing diagnosis. Develops and implements plan of care. Identifies additional resources, both internal and external, to meet patient needs. Incorporates and respects cultural diversities. Develops and implements an individualized plan of care, in conjunction with the principles of patient and family centered care that addresses their unique needs. *(Standard #2, #3, #4, & #5 – Scope & Standards of Practice – American Nurses Association)* |

PENNSTATE HERSHEY Nursing

# PROFESSIONAL CLINICAL LADDER DOMAINS

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| Facilitates and coordinates all patient care activities within the interdisciplinary team. Effectively establishes and communicates priorities for patient care and utilizes time management skills. *(Standard #11 & #15 – Scope & Standards of Practice – American Nurses Association)* | Facilitates and coordinates all patient care activities within the interdisciplinary team. Effectively establishes and communicates priorities for patient care and utilizes time management skills. Demonstrates the ability to coordinate and integrate multiple patients complex care needs. *(Standard #11 & #15 – Scope & Standards of Practice – American Nurses Association)* | Facilitates and coordinates all patient care activities within the interdisciplinary team. Effectively establishes and communicates priorities for patient care and utilizes time management skills. Demonstrates the ability to coordinate and integrate multiple patients complex care needs and independently makes decisions that promote patients' well being. *(Standard #11 & #15 – Scope & Standards of Practice – American Nurses Association)* |
| Anticipates, plans, and delegates appropriately for patient care activities. *(Standard #15 – Scope & Standards of Practice – American Nurses Association)* | Adjusts assignment facilitating team work and/or priorities in response to changing workload considering the needs of all patients and members of the multidisciplinary team. *(Standard #15 – Scope & Standards of Practice – American Nurses Association)* | Identifies and utilizes resources to ensure quality care for all patients where needs are presented. Promotes a healthy work environment by empowering other members of the multidisciplinary team *(Standard #15 – Scope & Standards of Practice – American Nurses Association)* |
| Evaluates effectiveness of the Plan of Care. (Standard #6 – *Scope & Standards of Practice – American Nurses Association*) | Evaluates effectiveness of the Plan of Care with regard to patient responses and achievement of expected outcomes. (Standard #6 – *Scope & Standards of Practice – American Nurses Association*) | Serves as a resource for standards of patient care within area of expertise and recommends changes to standardized care interventions and policies based on evaluation of patient outcomes and current evidence-based practice. *(Standard #6* – Scope & Standards of Practice – American Nurses Association*)* |
| Utilizes integrated technology and demonstrates technical competence for required skills on unit/area. (Standard #8 – *Scope & Standards of Practice – American Nurses Association*) | Utilizes integrated technology and proficiently demonstrates technical competence of required skills on unit/area. (Standard #8 – *Scope & Standards of Practice – American Nurses Association*) | Utilizes integrated technology and expertly demonstrates technical competence for required skills on unit/area. (Standard #8 – *Scope & Standards of Practice – American Nurses Association*) |

PENNSTATE HERSHEY Nursing

# PROFESSIONAL CLINICAL LADDER DOMAINS

## Domain 4: Monitoring and Ensuring The Quality of Health-Care Practices

| *Nurse Clinician II* | *Nurse Clinician III* | *Nurse Clinician IV* |
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| Identifies patient/employee safety issues. *(Standard #16 – Scope & Standards of Practice – American Nurses Association)* | Ensures a safe environment for patients and staff. Identifies safety issues and takes corrective action. *(Standard #16 – Scope & Standards of Practice – American Nurses Association)* | Identifies and initiates system-wide innovations improvements for patient and employee safety. *(Standard #16 – Scope & Standards of Practice – American Nurses Association)* |
| Participates in activities to improve quality care, systems and processes. Implements change initiatives into practice. Remains current on evidence based practice and on changes in policy and procedures. *(Standards #5, #9 & #10 – Scope & Standards of Practice – American Nurses Association)* | Utilizes best available evidence to guide practice decisions. Participates in activities to improve quality, effectiveness and efficiency. Implements change initiatives into practice. Remains current on changes in policy and procedures. Identifies areas for improvement and assists in development of initiatives. *(Standards #5, #9, & #10 – Scope & Standards of Practice – American Nurses Association)* | *Critically analyzes nursing practices. Reviews and shares insight regarding safety, effectiveness, cost and impact on practice. Seeks and incorporates research and evidence based practice into development and revision of policies and procedures. (Standard #5, #9 &#10 – Scope & Standards of Practice – American Nurses Association)* |
| Practices in a manner that is fiscally responsible. *(Standard #3, #4 & #15 – Scope & Standards of Practice – American Nurses Association)* | Considers and promotes fiscally responsible practices. *(Standard #3, #4 & #15 – Scope & Standards of Practice – American Nurses Association)* | Evaluates and recommends change to promote fiscal responsibility. (Standard # 3, #4 &#15 – Scope & Standards of Practice – American Nurses Association) |
| Identifies patient care and system issues. Communicates problems/issues and participates in resolution. (Standards #10 & #11 – *Scope & Standards of Practice – American Nurses Association)* | Identifies patient care and system issues. Communicates problems/issues and initiates resolution. (Standards #10 & #11 – *Scope & Standards of Practice – American Nurses Association)* | Proactively identifies patient care and system issues. Communicates problems/issues to facilitate/mediate positive resolution. Serves as a mediator for communication issues and resolve issues. (Standards #10 & #11– *Scope & Standards of Practice – American Nurses Association)* |

PENNSTATE HERSHEY Nursing

# PROFESSIONAL CLINICAL LADDER DOMAINS

## Domain 5: Professional Collaboration and Consultation

| *Nurse Clinician II* | *Nurse Clinician III* | *Nurse Clinician IV* |
|---|---|---|
| Commits to a culture of multidisciplinary teamwork and leadership. *(Standard #11 & #15 – Scope & Standards of Practice – American Nurses Association)* | Promotes a culture of multidisciplinary teamwork and leadership. *(Standard #11 & #15 – Scope & Standards of Practice – American Nurses Association)* | Serves as a catalyst and facilitates multidisciplinary teamwork and functions effectively in a charge nurse or leadership role. *(Standard #11 & #15 – Scope & Standards of Practice – American Nurses Association)* |
| Promotes through own interactions a climate of mutual respect and collaboration with the multidisciplinary team. Documents and communicates accurately and in a timely manner. *(Standard #5, #10, #11 & #15 – Scope & Standards of Practice – American Nurses Association)* | Initiates a climate of mutual respect by sharing own clinical knowledge and expertise as well as acknowledging and promoting other multidisciplinary team members' skill, knowledge, and contributions. *(Standard #5, #10, #11 & #15 – Scope & Standards of Practice – American Nurses Association)* | Facilitates a climate of mutual respect by working with other disciplines to enhance patient care through activities as education, consultation, management, technological development, or research opportunities. Accurately and timely communicates need and shares information utilizing appropriate documentation tools. *(Standard #5, #10, #11 & #15 – Scope & Standards of Practice – American Nurses Association)* |
| Seeks the expertise of others through formal and informal consultation and remains current on shared governance activities and information. (Standard #11 & #15 – Scope & Standards of Practice – American Nurses Association) | Actively participates in consultative planning with interdisciplinary team and actively participates in shared governance. *(Standard #11 & #15 – Scope & Standards of Practice – American Nurses Association)* | Provides consultation to peers and other members of the multidisciplinary team. Actively participates in shared governance. Partners with other multidisciplinary team members to effect change and generate positive outcomes. *(Standard #11 & #15 – Scope & Standards of Practice – American Nurses Association)* |

PENNSTATE HERSHEY Nursing

# PROFESSIONAL CLINICAL LADDER DOMAINS

| Domain 6: Clinical Knowledge Development | | |
|---|---|---|
| *Nurse Clinician II* | *Nurse Clinician III* | *Nurse Clinician IV* |
| Identifies own educational needs and identifies innovative appropriate resources to meet these needs. Shares skill and knowledge with other members of the multidisciplinary team. *(Standard #8, #9, #10, & #15 – Scope & Standards of Practice – American Nurses Association)* | Identifies own educational needs and identifies innovative appropriate resources to meet these needs. Serves as a resource. Contributes to the development of peers and the multidisciplinary team members and is a member of a professional organization related to current practice. *(Standard #8, #9, #10, & #15 – Scope & Standards of Practice – American Nurses Association)* | Identifies own educational needs and identifies innovative appropriate resources to meet these needs. Serves as a role model and coach. Facilitates the development of peers and other multidisciplinary team members. Maintains membership of a professional organization related to current practice and certification in their field of practice. *(Standard #8, #9, #10, & #15 – Scope & Standards of Practice – American Nurses Association)* |
| *Actively learns from their clinical practice and the practice of others. Incorporates new knowledge and skill into practice. (Standard #8, #9, #10, & #15 – Scope & Standards of Practice – American Nurses Association)* | Applies new knowledge to clinical practice. Generates questions that challenge clinical practice. Participates in educational activities related to work area and professional issues. *(Standard #8, #9, #10, & #15 – Scope & Standards of Practice – American Nurses Association)* | Maintains knowledge of current research finding related to clinical field of practice and disseminates new knowledge (formal or informal) to benefit growth of others and to improve patient care. *(Standard #8, #9, #10, & #15 – Scope & Standards of Practice – American Nurses Association)* |
| *Interacts with peers to enhance one's own professional nursing practice, while remaining open to positive or constructive feedback. Maintains compassionate and caring relationship with peers and all members of the multidisciplinary team. (Standard #8, #9, #10, & #15 – Scope & Standards of Practice – American Nurses Association)* | Interacts with peers to enhance one's own professional nursing practice, while remaining open to positive or constructive feedback. Able to provide peers with feedback regarding their practice and performance. Maintains compassionate and caring relationship with peers and all members of the multidisciplinary team. *(Standard #8, #9, #10, & #15 – Scope & Standards of Practice – American Nurses Association)* | Interacts with peers to enhance one's own professional nursing practice, while remaining open to positive or constructive feedback. Able to provide peers with feedback regarding their practice and performance. Maintains compassionate and caring relationship with peers and all members of the multidisciplinary team. *(Standard #8, #9, #10, & #15 – Scope & Standards of Practice – American Nurses Association)* |