

Trinity Hospitals Clinical Ladder - Level One Standards of Practice (RN/LPN)

Meets Level One Standards of Practice Yes No **Date** _____

Name _____ **Unit** _____

Dates _____ **to** _____

Nurse Manager's Signature _____

As a Trinity Hospitals RN/LPN you will be in *Clinical Ladder Level One* following completion of your orientation period. You may apply for admission to *Clinical Ladder Level Two* after one year of employment (see guidelines). The following table outlines the standard of practice requirements that need to be met for entry into *Clinical Ladder Level Two*.

Professionalism	Clinical Skills	Education	QI/Outcomes	Leadership
<ol style="list-style-type: none"> 1. Upholds and demonstrates use of Trinity Health's statement of values, mission, vision, and behavioral expectations. <ul style="list-style-type: none"> o Consistently communicates respectfully with patient, families, and colleagues o Works with coworkers as a team, sharing workloads, and assisting during busy times o Utilizes downtime constructively o Interacts with other staff, patients, families, and visitors in a positive manner o Employs the "Woogie" approach when engaged in patient care 2. Demonstrates commitment to work-unit group <ul style="list-style-type: none"> o Flexible with work schedule (as able) o Dependable (in terms of attendance both at work and work related inservices, meetings, etc., shows up on time to work and related events, completes assignments) 3. Recognizes members of the interdisciplinary team and their roles 4. Utilizes excellent resource skills when directing patient, family, and staff inquires 5. Recognizes limitations in knowledge and seeks help appropriately 6. Maintains patient privacy and confidentiality 	<ol style="list-style-type: none"> 1. Consistently delivers safe, quality, and appropriate patient care using established job criteria. <ul style="list-style-type: none"> o Demonstrates basic assessment skills, collects data, and charts as appropriate. Engages in ongoing assessment of the patient. o Initiate care plan (RN); revises as needed. Encourages family involvement. o Implements well-defined interventions and standards of care. o Demonstrates ability and appropriate technical skills when administering medications, treatments, and procedures in accordance with Physician orders and Nursing/General Policy and Procedure. o Completes shift assignments in an organized and timely matter. o Communicates incomplete patient care assignments to charge nurse o Evaluates patient response to interventions and charts appropriately. o Participates in the discharge planning process. o Completes patient and family education as appropriate. 2. Follows hand off communication policy and procedure (SBAR) correctly, including shift report. 3. Recognizes the physiological, psychological, and age specific needs of patients. 4. Matches formal knowledge with clinical events to make decisions (prioritize). 5. Follows department and hospital patient care standards, protocols, and policies. 6. Seeks assistance from peers in rapidly changing patient conditions, reports changes to physicians, and provides appropriate interventions. 7. Integrates preceptor feedback into practice if applicable. 8. Meets unit-specific requirements 9. Demonstrates increasing cultural awareness and understanding of how personal and cultural beliefs impact patient care needs. 	<ol style="list-style-type: none"> 1. Current North Dakota licensure. Maintains continuing education requirements for license renewal. 2. Successfully completes all orientation requirements. <ul style="list-style-type: none"> o Completes Health Stream education within 30 days of hire and annually thereafter o Completes Hospital and Nursing Orientation within specified time period o Completes unit specific orientation and competency checklist within specified time frame 3. Attends all mandatory education 4. Completes and maintains hospital wide requirements. <ul style="list-style-type: none"> o TB, BLS o Unit Specific 5. Complies with regulatory agency policies. <ul style="list-style-type: none"> o Joint Commission o HIPAA, OSHA 6. Completes unit-specific requirements: annual education and skills competencies. 7. Develops and maintains proficient computer skills, and follows eCARE protocols appropriately 8. Maintains personal record of ongoing professional development activities 	<ol style="list-style-type: none"> 1. Supports changes to improve overall patient outcomes. 2. Aware of national patient safety and care initiatives: National Patient Safety Goals, Core Measures, etc. and shows increasing skill at incorporating them into day-to-day nursing practice. 3. Aware of Joint Commission process and standards as applicable. 4. Aware of ongoing unit-specific and hospital wide quality improvement activities 5. Consistently uses two patient identifiers as appropriate 6. Adjusts practice in accordance with QM outcomes 	<ol style="list-style-type: none"> 1. Recognizes unit leadership, team roles, and chain of command, and practices beginning leadership skills/attitudes. <ul style="list-style-type: none"> o Appropriately delegates selected nursing activities o Open to receiving feedback. o Positive attitude regarding change. 2. Sets an example by being knowledgeable of and following details of Trinity Health's policies and procedures including: <ul style="list-style-type: none"> o Dress Code, Safety, Infection Control, MSDS, Abuse and Neglect, and Unit Specific