

## Trinity Hospitals Clinical Ladder - Level Two Option Activities (RN/LPN)

In addition to meeting the practice standards for *Clinical Ladder Levels One and Two*, RNs and LPNs must select two activities from each of the following categories. You must complete the activity requirements and the accompanying paperwork within a one year period of your acceptance into *Clinical Ladder Level Two*. Any documentation needed to meet the *Level Two* requirements (see guidelines) should be kept by you in a personal file and submitted to your Nurse Manager when the work for all five categories is completed. The committee will use your documentation to determine whether the requirements for completion have been met.

Professionalism	Clinical Skills	Education	QI/Outcomes	Leadership
<ol style="list-style-type: none"> <li>1. Active membership in local chapter of a professional nursing organization. (Attends meetings, provides some type of service for the organization during the yr.)</li> <li>2. Total of eight hours of health related community volunteer activity</li> <li>3. Receives an award from an organization (award related to the provision of nursing care)</li> <li>4. Attend a state or national nursing organization convention for at least one full day and provide a presentation to your unit regarding the day or a particular topic on the agenda</li> <li>5. Submit an article for publication in TriniTimes (must be a full length article on a nursing topic), The Prairie Rose, or a professional journal</li> <li>6. Attend <i>Nurses Day at the Legislature</i> and provide a presentation to your unit regarding the day or a particular topic from the discussion</li> <li>7. Write a research paper on a recent national issue affecting nursing practice.</li> <li>8. Attend a North Dakota State Board of Nursing meeting and provide a presentation to your unit regarding the meeting or a particular topic from the discussion</li> <li>9. Create your own option and</li> </ol>	<ol style="list-style-type: none"> <li>1. Provide a satisfactory precepting experience for a new employee, a student nurse, or a nurse intern</li> <li>2. Become certified in ACLS, PALS, or TNCC or audit the ATLS course</li> <li>3. Become a helicopter flight nurse</li> <li>4. Assist with competency testing of nursing staff for a total of eight hours (during unit or hospital wide skills day or during nursing orientation)</li> <li>5. Become a resource person in a particular skill (e.g. chest tube, insulin pump, accucheck, bladder scanner)</li> <li>6. Job shadow a health care professional for 12 hours. E.g. (outside your area of expertise) <ul style="list-style-type: none"> <li>• Cancer Care nurse</li> <li>• Home Health nurse</li> <li>• Hospice nurse</li> <li>• Diabetic Educator</li> <li>• Wound Nurse</li> <li>• Emergency Room nurse</li> <li>• KDU nurse</li> <li>• Discharge Coordinator</li> <li>• Infection Control nurse</li> <li>• GI lab or ICU nurse</li> <li>• Acute care floor nurse</li> <li>• Rehab, CDU or Mental Health nurse</li> <li>• Physician</li> <li>• Nurse Practitioner</li> </ul> </li> </ol>	<ol style="list-style-type: none"> <li>1. Actively pursue a BSN, Master's Degree, or Associate Degree in Nursing. Must be enrolled in at least three semester hour credits (counts as two)</li> <li>2. Obtain certification in your practice area. You may use this option in the years you certify or recertify only. Certification counts as two activity options, recertification as one.</li> <li>3. Successfully complete a preceptor training course. *</li> <li>4. Present an inservice greater than or equal to 30 minutes as determined by needs of the unit or hospital</li> <li>5. Create and provide a healthcare related community education activity (e.g. presentation equal to or greater than 30 minutes, skills fair, blood pressure clinic with an educational component, etc.)</li> <li>6. Assist (as a key planner) in the development and staging of a local, state or regional workshop</li> <li>7. Present a summary of a research article to your unit as an inservice equal to or greater 30 minutes</li> <li>8. Obtain eight hours of additional continuing nursing education in addition to that required for licensure</li> <li>9. Serve as a guest speaker at a nursing education class</li> </ol>	<ol style="list-style-type: none"> <li>1. Actively participate on a QI committee</li> <li>2. Assist with a Joint Commission tracer</li> <li>3. Initiate and implement a cost saving initiative on your unit/hospital wide</li> <li>4. Initiate an evidence based practice change</li> <li>5. Review the patient satisfaction survey results and initiate a change with the goal of improving patient - develop a tool to determine effectiveness of the change</li> <li>6. Write or revise a nursing policy and procedure; see policy or policy revision through the approval process</li> <li>7. Follow a quality initiative through committee and into practice (attend meetings dealing with the initiative, provide a two page paper dealing with your own research on the initiative and include a summary of it's implementation into practice at Trinity)</li> <li>8. Identify a quality initiative that you think would be important to your own practice or practice here at Trinity, research it and submit your research to your manager, the Quality Department or Nursing Service.</li> <li>9. Create your own option and submit it to the committee for approval.</li> </ol>	<ol style="list-style-type: none"> <li>1. Actively participate in a unit or hospital wide committee (you may not use participation on a QI committee for both options)</li> <li>2. Works as charge nurse at least 15% of scheduled hours; review and summarize three articles having to do with nursing leadership that applies to your responsibilities</li> <li>3. Complete an assignment given to you by your manager/assistant nurse manager that supports the development of your leadership skills</li> <li>4. Identify a nursing or patient care issue on your unit/hospital wide; bring it to your unit meeting or to the Patient Care and Communication Committee; see the issue through to resolution and report result to your nursing unit</li> <li>5. Works extra shifts when the census is high as requested by Nurse Manager, Supervisor, and Staffing Office. (80 hours in a 12 month period)</li> <li>6. Create your own option and submit it to the committee for approval.</li> </ol>

**Trinity Hospitals Clinical Ladder - Level Two Option Activities (RN/LPN) CONTINUED...**

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<p>submit it to the committee for approval</p>	<p>7. Shadow a complementary medicine practitioner for 12 hours. (You may divide your time up between two experiences/disciplines if you choose) E.g.</p> <ul style="list-style-type: none"> <li>• Massage therapist</li> <li>• Reflexologist</li> <li>• Physical therapist</li> <li>• Occupational therapist</li> <li>• Speech therapist</li> <li>• Chiropractor</li> </ul> <p>8. Create your own option and submit it to the committee for approval.</p>	<p>equal to or greater than 30 minutes</p> <p>10. Present a continuing nursing education activity equal to or greater than 30 minutes. (Work with Staff Development to provide nursing contact hours)</p> <p>11. Develop an educational bulletin board or poster inservice to display on your unit or hospital wide</p> <p>12. Learn two new nursing skills or activities well and teach to three other staff members (e.g. how to interpret ABGs, how to interpret basic cardiac rhythms, how to set up a new piece of equipment, how to troubleshoot extravasations, how to care for and troubleshoot chest tubes, how to function as a recorder at a code blue, etc.)</p> <p>13. Create your own option and submit it to the committee for approval.</p>		

\* When course is available