

Unit: _____

Date: _____



Clinical Nurse Leader

Essentials of Magnetism
CNL **Monthly** Unit Assessment

Essential	Indicator/Parameter	Unit Information
Unit descriptors	Type of unit Number of beds Average census	
Working with other nurses who are clinically competent	Skill Mix <ul style="list-style-type: none"> • Number/Ed/Experience of RNs • Number with Certification • Number/Experience of LPNs • Number/Experience of UAPs Staff Vacancy <ul style="list-style-type: none"> • Turnover Leadership <ul style="list-style-type: none"> • Formal • Informal leaders Climate <ul style="list-style-type: none"> • ---, --, -, 0, +, ++, +++ 	
Good nurse-physician relationships and communication	Physician model <ul style="list-style-type: none"> • (Attendings/Hospitalists/Residents) • Number of Physicians Communication methods/patterns between nurses and physicians Collegial climate <ul style="list-style-type: none"> • ---, --, -, 0, +, ++, +++ 	
Nurse autonomy and	Unit organization/governance <ul style="list-style-type: none"> • Shared governance 	

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accountability	<ul style="list-style-type: none">• Self scheduling Use of independent and interdependent protocols, clinical paths... Nurse autonomy <ul style="list-style-type: none">• ---, --, -, 0, +, ++, +++	
Supportive nurse manager	Nurse manager <ul style="list-style-type: none">• Education• Experience• “Style”• Supportive of staff• Communication patterns (staff meetings, communication book, daily “huddles”)• Stable expectations with freedom to experiment and try new things	
Control over nursing practice environment	Decentralized decision making Evidence-based practices are implemented and evaluated	
Support for education	Unit in-service programs Availability of nurse educators Number of staff in formal education programs	
Adequate nurse staffing	Vacancy rates Turnover rates In-patient ratio Agency use Social credit team (help given before it is asked for, team anticipates one another’s needs) <ul style="list-style-type: none">• ---, --, -, 0, +, ++, +++ Availability of support for non-nursing duties)	

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	<ul style="list-style-type: none">• ---, --, -, 0, +, ++, +++ <p>Unit turbulence (volume of orders, medications administered, case mix/severity of illness of patients, patient turnover e.g., admissions/ discharges/transfers)</p> <ul style="list-style-type: none">• ---, --, -, 0, +, ++, +++	
Concern for the patient is paramount	<p>Common and shared core values, concern for patients is number one</p> <ul style="list-style-type: none">• ---, --, -, 0, +, ++, +++ <p>Willingness to try new things</p> <ul style="list-style-type: none">• ---, --, -, 0, +, ++, +++ <p>Problems are solved by swift action</p> <ul style="list-style-type: none">• ---, --, -, 0, +, ++, +++ <p>High performance and productivity is expected</p> <ul style="list-style-type: none">• ---, --, -, 0, +, ++, +++ <p>Quality/Outcomes</p> <ul style="list-style-type: none">• NDNQI measures: falls, skin breakdown• NQF measures: failure to rescue• JCAHO core measures: tobacco cessation counseling, CHF patient teaching, blood cultures before antibiotics, appropriate pre-op antibiotics, etc.	

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