

CNL Program Agreement IMPLEMENTING THE CLINICAL NURSE LEADERsm

SUMMARY

This CNL Program Agreement from the American Association of Colleges of Nursing (AACN) is intended to identify schools of nursing, in conjunction with practice partners, committed to implementing a master's level education/practice model for the Clinical Nurse Leader (CNL®) role. The CNL role and outcome competencies are delineated in the AACN *White Paper on the Education and Role of the Clinical Nurse Leader* (2007). A copy of the document can be downloaded at <http://www.aacn.nche.edu/Publications/WhitePapers/ClinicalNurseLeader.htm>.

The overall goal of the initiative is to develop, implement and evaluate Clinical Nurse Leader (CNL®) education and practice models to improve patient outcomes and care environments while maintaining or improving cost effectiveness and efficiency. The purpose of the Agreement is to identify a select cohort of schools, with committed practice partners, who agree to:

- Develop and implement one of five CNL education models resulting in a master's degree or post-master's certificate in nursing.
- Implement a care delivery model in one or more practice settings that allows the full scope of practice of the CNL role as delineated in the AACN (2007) *White Paper on the Education and Role of the Clinical Nurse Leader*. Partnering with practice settings across the continuum of care, including acute, long term, and ambulatory care, is encouraged but not required.
- Participate in the evaluation of the education and practice models as designed by AACN.

Education Models

One of four education models that lead to a master's degree with a major in nursing must be implemented. Each education model allows for differing entry points and curriculum format. The exit point, however, must be a master's degree with a major in nursing.

Model A: Master's program designed for BSN graduates

Model B: Master's program for BSN graduates that includes a post BSN residency that awards master's credit toward the CNL master's degree.

Model C: Master's program designed for individuals with a baccalaureate degree in another discipline (second-degree program). Model D: Master's program designed for ADN graduates (RN-MSN)

Model D: Master's program designed for ADN graduates (RN-MSN)

Model E: Post-master's certificate program

Note: Models C and D prepare graduates with the CNL competencies delineated in the AACN *White Paper* (2007) as well as the nursing competencies delineated in the AACN (2008) *Essentials of Baccalaureate Education for Professional Nursing Practice*.

A description of the education models can be found at <http://www.aacn.nche.edu/CNL/pdf/Models.pdf>

Agreement

The Agreement, **not more than two (2) pages** in length, 12 point font, Times Roman preferred, should address the following four items:

1. Type or model of master's education program to be implemented.
2. Description of practice setting(s) where care delivery model will be implemented.
3. Identification of individuals on the academic team who will be responsible for the implementation of the CNL graduate level curriculum as developed by AACN.
Include name, credentials, title and contact information, including address, telephone, fax, and email for each person identified.
4. Identification of individuals in the practice setting(s) who will be responsible for the implementation of the CNL care delivery model as designed by the AACN initiative.
Include name, credentials, title and contact information, including address, telephone, fax, and email for each person identified.

Expectations for AACN

As the convening organization, AACN will provide oversight, consultation and coordination for the implementation of the education and practice models. AACN will coordinate collaboration and networking among participating sites and will serve as a repository for information regarding the CNL education and practice projects. AACN will disseminate information regarding the CNL project, education and practice models being developed and outcomes of the project. AACN also will continue to work with other national nursing and health care organizations to gain wide support and consensus on the need for transformation of nursing education and health care delivery through the implementation of the CNL role.

Expectations for Schools of Nursing

Schools of nursing that join the initiative are expected to:

1. Design curricula congruent with AACN parameters for the CNL that address the CNL competencies, professional values and leadership preparation.
2. Develop quality learning experiences in a variety of settings and using a variety of pedagogies that are challenging and appropriate for nursing leadership development.
4. Maintain partnerships with one or more practice agencies from the initial planning through the evaluation of the CNL role in practice.
5. Participate in and implement the CNL evaluation plan as designed by AACN.
6. Maintain communication and a collaborative relationship with AACN and other education/practice partnerships as the CNL project is implemented.

Expectations for Clinical/Practice Partners

Practice partners are expected to:

1. Develop a care delivery model in one or more patient care settings to prepare for the utilization of the CNL to the full scope of practice as defined by AACN and as an integral component of the delivery model.
2. Engage the healthcare institution's staff to embrace the new care delivery model, develop a job description for the CNL within the healthcare setting, and identify individuals who through previous education and practice experiences can role model for CNL students as they are being educated.
4. Maintain a partnership with the School(s) of Nursing from initial planning through the evaluation of the CNL role and patient care outcomes.
5. Maintain communication and a collaborative relationship with AACN and other education/practice partnerships as the CNL project is implemented.

SIGNATURES

The proposal should include the signatures from the following individuals or the equivalent:
Dean/Director of the School of Nursing
Chief Nursing Officer of each practice institution

IF THERE IS MORE THAN ONE PRACTICE OR EDUCATION PARTNER INSTITUTION, PLEASE MAKE COPIES OF THE SECTION BELOW IN ORDER TO INCLUDE THE NECESSARY ADDITIONAL SIGNATURES.

ACADEMIC PARTNERS

I agree to support the implementation of a master’s degree program that prepares graduates for the Clinical Nurse Leader (CNL) role as developed in the AACN initiative.

SON Dean:

Print name

Signature Date

Title

Email Address

I agree to support the implementation of a master’s degree program that prepares graduates for the Clinical Nurse Leader (CNL) role as developed in the AACN initiative.

Primary Contact:

(if not listed above) Print name

Signature Date

Title

Email Address

PRACTICE PARTNERS

I agree to support the implementation of a patient care delivery model in one or more patient care departments/units that fully utilizes the Clinical Nurse Leader (CNL) as developed in the AACN initiative

Name of Institution

CNO:

Print name

Signature Date

Title

Email Address
I agree to support the implementation of a patient care delivery model in one or more patient care departments/units that fully utilizes the Clinical Nurse Leader (CNL) as developed in the AACN initiative

Primary Contact:

(if not listed above) Print Name

Signature & Date

Title

Email Address

INQUIRIES

All questions about this agreement should be directed to:

Joan Stanley, PhD, RN, CRNP, FAAN
AACN, Senior Director of Education Policy
jstanley@aacn.nche.edu
202-463-6930, ext. 254

Information is also available on AACN's Web site,
<http://www.aacn.nche.edu/CNL/index.htm>.

Completed Forms should be mailed to:

AACN
Joan M. Stanley
One Dupont Circle NW, Suite 530
Washington, DC 20036

OR

Faxed to Attn: Joan Stanley, at 202-785-8320