

## HARTFORD HOSPITAL DEPARTMENT OF NURSING

### Division of Nursing Education and Research

**KEY**

- L = Lab simulation
- O = Observation
- N = Narrative Review
- T = Test
- NA = Not Applicable

### **RN, CLINICAL LEADER COMPETENCY**

**RN Clinical Leader competencies include successful accomplishment of all RN skills and additional skills as follows:**

	Self-Assessment		Validation			
	Theory	Experience	Key	Evaluator NER/Unit	Date	Initials
<b>I. Professional Practice Model (PPM)</b>						
<b>A. Facilitates the staffs’ articulation and alignment between the hospital’s mission and values and the Nursing Professional Practice Model.</b>						
<b>II. Leadership and Professional Development</b>						
<b>A. Advances mentor/coaching skills</b>						
<b>1. Shared Governance</b>  <b>2. Guides RN in development of:</b>						
<b>i. Resource Skills</b>  <b>ii. Preceptor Skills</b>  <b>iii. Customer Service/ Patient Satisfaction Skills</b>  <b>iv. Basic Computer Skills</b>						

	Self-Assessment		Validation			
	Theory	Experience	Key	Evaluator NER/Unit	Date	Initials
<b>B. Research</b>						
<b>1. Ensures use of research in clinical practice.</b>						
a) Screens research articles for implications regarding improvement of own practice, current policies, standards, etc.						
b) Selects research findings for application and discusses with other members of the HCT and CC						
c) Articulates to others a clear rationale for researched-based decisions or actions and helps translate research for practice/organizational use.						
d) Provides suggestions to enhance credibility and reliability of methods of data collection related to quality or research utilization.						
e) Champions the need for target research utilization relative to specific policy, practice, standards, etc.						
<b>III. Critical Thinking/Physiological Dimensions</b>						
<b>A. Guides RN with implementation for plan of care/expected outcomes for multi-varianced population of patients.</b>						
1. Ensure appropriate resources for meeting individual/family health goals.						
2. Organizes sequence of multi-disciplinary interventions.						
<b>B. Collaborates with HCT and CCT and partners with patients/families of highly complex patient populations not on an established plan of care.</b>						
<b>IV. Planning</b>						
<b>A. Guides plan of care implementation according to critical path by collaborating with HCT and CCT.</b>						

	Self-Assessment		Validation			
	Theory	Experience	Key	Evaluator NER/Unit	Date	Initials
<b>1. Ensures appropriate resources for meeting individual/family health goals.</b>						
<b>2. Organizes sequence of multi-disciplinary interventions</b>						
<b>V. Interventions</b>						
<b>A. Delegation/care management of specific patient population.</b>						
<b>B. Resource support and validation for skill competency.</b>						
<b>C. Role model and resource for technical skill building for RN and other team members.</b>						
<b>VI. Outcome Evaluation</b>						
<b>A. Accountability across continuum of care in tracking populations (HH and nationally) for revision of care considering reduced complications, addressing patient satisfaction and staff educational needs.</b>						
<b>1. Analyses data:</b>						
<b>i. Path variances</b>						
<b>ii. Infection control rates</b>						
<b>iii. Re-admission rates</b>						
<b>iv. Monitoring financial resources</b>						
<b>B. Change Theory and Practices</b>						
<b>1. Formulates a plan to elicit desired outcomes (IDEA Model Process).</b>						
<b>2. Helps identify Team strategies and resources to implement change.</b>						
<b>3. Demonstrates behaviors that promote change theories.</b>						

	Self-Assessment		Validation			
	Theory	Experience	Key	Evaluator NER/Unit	Date	Initials
4. Coaches team members regarding the values as it relates to patient care and performance measures.						
5. Evaluates the effectiveness of interventions.						
6. Celebrates the teams' success.						
<b>Comments:</b>						
<b>This pre-assessment reflects an accurate description of my clinical abilities:</b>						
<b>Orientee Signature</b>						

Validation Signatures: Please indicate if you are functioning in the role of preceptor with this nurse (P)

Initials		Full name & status