

## CLINICAL NURSE LEADER COMPETENCIES

Name: \_\_\_\_\_

Validation Code(s)

**D: Demonstration OB: Observation**

**SC: Skills Checklist V: Verbalization**

**RR: Record Review O: Other (list)**

Competency Validation Name/Initials: \_\_\_\_\_/\_\_\_\_\_

Clinical Nurse Leader Competencies			Competency Validation			
Core Competency	Behavior(s)	Learning Plan	Validation Code	Date of Validation	Validation Initials	Comments
<b>Manages Patient Care Delivery</b>	Design, initiate and evaluate individualized systems of care using multiple data sources that include: <ul style="list-style-type: none"> <li>• Holistic assessments</li> <li>• Problem identification</li> <li>• Application of acute and chronic care/management models,</li> </ul>	<b>STATION AND/OR AFFILIATE SPECIFIC</b>				

	<ul style="list-style-type: none"> <li>• theories, and concepts</li> <li>• Communicates care plans to interdisciplinary team members</li> <li>• Assimilates and applies research-based data for care planning, delivery and evaluation</li> </ul>					
	<p>Assumes accountability for patient care outcomes related to nursing care provision.</p> <p>Customizes care to meet age-specific needs, considering cognition, functional and social abilities.</p> <p>Identifies patterns of problem occurrence and predicts needed interventions.</p>					

	<p>Uses strategies to manage symptoms at end of life.</p> <p>Role models for other healthcare providers.</p> <p>Demonstrates ability to perform, teach, delegate and mentor nursing and other staff.</p>					
	<p>Functions as a leader and partner in the interdisciplinary team.</p> <p>Fosters an interdisciplinary approach to discuss strategies and secure resources to attain and maintain maximal functional abilities.</p> <p>Recommends patient readiness for discharge, having accurately assessed the patient/family level of literacy and self-management.</p>					

<p>Demonstrates interpersonal effectiveness.</p>	<p>Communicates (written and verbally) care plans to other healthcare providers and families.</p>					
	<p>Establishes and maintains effective working relationships with other healthcare workers and diverse groups.</p> <p>Manages group processes to meet care objectives.</p> <p>Presents self as a leader in the health professional team.</p> <p>Defines professional self by purposeful and structured educational experiences for the ongoing improvement of practice competence and improved practice outcomes.</p> <p>Assumes responsibility for lifelong learning and accountability for current practice and skills.</p>					

	<p>Provides leadership for changing practice based on performance improvement methods and research.</p>					
<p>Complies with organizational policies and procedures.</p>	<p>Serves as a patient advocate within the healthcare delivery and policy-making systems.</p> <p>Interfaces between the patient and healthcare delivery system to protect the rights of patients and to effect quality outcomes.</p> <p>Evaluates the appropriate use of products in the delivery of healthcare.</p> <p>Initiates partnerships to establish health promotion goals and implement strategies to meet these goals.</p> <p>Advocates for professional standards of practice using organizational and political processes.</p>					

	<p>Negotiates and advocates for the role of the professional nurse as a member of the interdisciplinary healthcare team.</p> <p>Evaluates ethical methods of decision making and engages in an ethical decision making process.</p> <p>Monitors patient satisfaction and initiates corrective actions.</p>					
Documents care on patient records consistent with charting guidelines.	<p>Uses the electronic record for accurately documenting and analyzing clinical data.</p>					
Performs critical/frequent activities.	<p>Demonstrates the ability to perform, teach, delegate and supervise nursing procedures with safety and competence.</p> <p>Evaluates effectiveness of health teaching by self and others.</p>					

	<p>Evaluates the environmental impact on healthcare outcomes (with unit, home, community.)</p> <p>Develops and mentors the next generation of professionals.</p> <p>Performs risk analysis using appropriate analytical tools to anticipate risks to patient safety.</p>					
	<p>Uses appropriate skills and principles to provide and supervise patient care within specific episodes of illness and disease.</p> <p>Designs care using available information technology.</p> <p>Protects privacy rights of patients and families.</p> <p>Designs and redesigns individual patient care based on analysis of patient response and evidence-based knowledge.</p>					

	<p>Teaches patients and families to monitor symptoms.</p> <p>Teaches patients about healthcare technologies.</p> <p>Evaluates and anticipates risks to patient safety.</p>					
	<p>Evaluates data sets and designs strategies for implementation that:</p> <ul style="list-style-type: none"> <li>• Modify risks</li> <li>• Promote patient safety</li> <li>• Prevent medical errors.</li> </ul>					
<p>Provides appropriate nursing care to patients.</p>	<p>Develops a therapeutic alliance and relationship with patients.</p> <p>Ensures that patients, families and communities are well informed and included in care planning.</p> <p>Interprets healthcare research for patients and consumers.</p>					

	<p>Coordinates care across settings using current technology.</p> <p>Practices in collaboration with a multicultural workforce.</p> <p>Analyzes data sets to anticipate individual patient risk and improve care.</p>					
	<p>Promotes engagement in healthy lifestyles.</p>					
<p>Uses hospital resources for patient care responsibility.</p>	<p>Manages nursing team resources and serves as a leader and partner in the interdisciplinary team.</p> <p>Ensures that systems meet the needs of the populations served and is culturally relevant.</p> <p>Seeks collaboration and consultation with other professionals as necessary in the design, coordination and evaluation of patient care outcomes.</p>					

	Uses knowledge of reimbursement in planning care for patients with diverse needs.					
	Identifies high cost/high volume activities, including cost of procedures and national comparisons.					