

**CNL End-of-Program Competencies
& Required Clinical Experiences Checklist**

AACN 7/18/06

School of Nursing: _____
Faculty: _____
Student Name: _____

Advocate

Date/Initials

1. Effects change through advocacy for the profession, interdisciplinary health care team and the client. _____
 - Identify clinical and cost outcomes that improve safety, effectiveness, timeliness, efficiency, quality and client-centered care. _____
 - Participate in development of or change in policy within the health care organization. _____
 - Identify potential equity and justice issues within the health care setting related to client care. _____
 - Present health care issues to appointed officials with a proposal for change. _____
 - Analyze the care of a patient cohort and the care environment in light of ANA Nursing Standards of Care and the Code of Ethics. _____

2. Communicates effectively to achieve quality client outcomes and lateral integration of care for a cohort of clients. _____
 - Communicate within a conflict milieu with nurses and other health care professionals who provide care to the same clients in that setting and in other settings. _____
 - Review and evaluate patient care guidelines/protocols and implement a guideline to address an identified patient care issue like pain management or readiness for discharge and resolve the issue. _____

- Discover, disseminate and apply evidence for practice and for changing practice. _____
- Analyze interdisciplinary patterns of communication and chain of command both internal and external to the unit that impact care. _____

Member of a Profession

Date/Initials

1. Actively pursues new knowledge and skills as the CNL role, needs of clients, and the health care system evolve. _____
- Develop a life long learning plan. _____
- Speak at a public engagement to a public forum _____
- Participate in a professional organization/or agency wide committee _____

Team Manager

Date/Initials

1. Properly delegates and utilizes the nursing team resources (human and fiscal) and serves as a leader and partner in the interdisciplinary health care team. _____
- Monitor/delegate care in the patient care setting. _____
- Conduct a multidisciplinary team meeting; incorporate client and/or family as part of the team meeting. _____
2. Identifies clinical and cost outcomes that improve safety, effectiveness, timeliness, efficiency, quality, and the degree to which they are client-centered. _____
- Design, coordinate, & evaluate plans of care for a cohort of patients incorporating patient/family input and team member input. _____
- Conduct a multidisciplinary team meeting; incorporate client and/or family as part of the team meeting. _____

Information Manager

Date/Initials

- 1. Uses information systems and technology at the point of care to improve health care outcomes.
- Using patient information system data, design and implement a plan of care for a cohort of patients.
- Use aggregate data sets to prepare reports and justify needs for select care improvements.
- Evaluate the impact of new technologies on nursing staff, patients and families.

Systems Analyst/ Risk Anticipator

Date/Initials

- 1. Participates in systems review to critically evaluate and anticipate risks to client safety to improve quality of client care delivery.
- Participate in establishing and reviewing patient care plans with interdisciplinary team.
- Apply evidence based practice as basis for client care decisions
- Lead a multidisciplinary team meeting
 - Conduct a microsystem analysis by:
 - Identifying a clinical issue with a focus on a population.
 - Conducting a trend analysis of incident reports
 - Evaluating a sentinel event and conducting a root cause analysis (RCA)
 - Incorporating analysis of outcome data
 - Analyzing barriers and facilitators within the organization related to the identified issue
 - Writing an action plan related to the analysis
 - Presenting/disseminating to appropriate audience
- Work with quality improvement teams and engage in designing and implementing a process for improving patient safety.

Clinician

Date/Initials

1. Assumes accountability for healthcare outcomes for a specific group of clients within a unit or setting recognizing the influence of the meso and macrosystems on the microsystem.

- Plan and delegate care for clients with multiple chronic health problems; identify nursing interventions to impact outcomes of care.

- Using an existing database, evaluate aggregate care outcomes for a designated microsystem with focus on specific nursing interventions.

2. Assimilates and applies research-based information to design, implement and evaluate client plans of care.

- Contribute to interdisciplinary plans of care based on best practice guidelines and evidence based practice.

Outcomes Manager

Date/Initials

1. Synthesizes data, information and knowledge to evaluate and achieve optimal client and care environment outcomes.

- Coordinate care for a group of patients based on desired outcomes consistent with evidence based guidelines and quality care standards.

- Revise patient care based on analysis of outcomes and evidence-based knowledge.

- Analyze unit resources and set priorities for maximizing outcomes

- Conduct patient care team research review seminar

Educator

Date/Initials

- 1. Uses appropriate teaching/learning principles and strategies as well as current information, materials and technologies to facilitate the learning of clients, groups and other health care professionals. _____

- Present a seminar or case study at a grand rounds or team meeting. _____

- Conduct health education of individual patient or cohort based on risk profile. _____

- Create or review an education module directed at patients and staff; develop a self-management guide for patients and families. _____

- Develop and implement a professional development session for other professional nursing and ancillary staff. _____

- Develop a health education plan for a unit-specific issue common to multiple clients. _____

- Implement & evaluate the health education plan, evaluating the role of the team, the teaching learning methods used, the client interactions, the expected & actual outcomes, including health status changes. _____

