

# CLINICAL NURSE LEADER

## PROVIDENCE HEALTH SYSTEM MODEL

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# History

- Academic preparation for practice
- Partnering with practice to understand practice needs/wants for student preparation
- Elevate educational preparation for clinical nurses

# Why CNL?

- **What problem are we trying to solve with the CNL role?**
- Breakdown in communication
- Fragmentation
- Assuring all aspects of care delivered meet best practice/current evidence
- Lateral Integrator—coordinator of care
- Nursing's response to the IOM report

# Guiding Principles

- If titled as CNL then must have degree as CNL
- CNL will have one definition.
- Distinct CNL role and if in role, will be functioning in that role
- CNL operates at point of care
- Not an “add-on”

# Providence Suggested Model

- Unit focused—at the bedside working with a team of nurses and others with specific group of patients to deliver effective care
- Lead role—“Oversight”
- Developing the abilities of a team to care for the patient
- Continually evaluating the patient progress and appropriateness of the plan of care

# Providence Suggested Model

- Barrier remover if team can't solve problem
- Not a manager, CNS, case manager
- Integrated role in care delivery model
- Full time/5 days per week. Potentially 24/7
- Job title: Clinical Nurse Leader with CNL preparation

# Sites

- Providence Portland, Providence St. Vincent, Providence Medford, and Providence Newburg Medical Centers
- Initial student clinical rotations on a variety of units with complex patients

# Next Steps

- Redesign of nursing model
- Preceptor development
- Clinical experiences
- Define relationships between CNL/Mgr, CNL/CN, CNL/CNS, CNL/Educator

# Next Steps

- Take model to other stakeholders
- CNL students meet with Mgrs, Charge nurses, CNS, MDs
- Job description
- Salary
- Exempt vs Non-exempt

# Next steps cont.

- Communication plan
- Process for unresolved issues
- Start “to do” list January 2006
- CNL student clinical rotations summer 2006
- Research questions
- Evaluation through metrics and outcomes

QUESTIONS?