

SCORING RUBRIC

Competency # 1

Use knowledge of differential illness diagnoses and treatments in comprehensive, holistic, assessments of patients within the context of disease, diagnoses, and treatments. The outcome of differential diagnosis of illness is to explicate etiologies that require nursing interventions to prevent or alleviate the illness.

Project # 1

Submit comprehensive a data base for each of five actual clients that reflect holistic wellness and illness assessments identifying differential diagnoses and detailed, research-based nursing care plans addressing each of the differential diagnoses to prevent or alleviate illness for each client. Provide rationale for each nursing intervention, and select, develop, and/or apply appropriate methods to evaluate outcomes.

Five care plans are submitted	Pass/Fail
1. Data-bases are comprehensive	_____20pts (4 pts each)
2. Data Base(s) reflects holistic assessment	_____10 pts (2 pts each)
3. Differential diagnoses are supported by the data-base.	_____10 pts (2 pts each)
4. Care plan is detailed and includes appropriate interventions for each diagnosis.	_____10 pts (2 pts each)
5. Care plan reflects evidence-based practice	_____10 pts (2 pts each)
6. Rationale for care plan is sound	_____10pts (2 pts. each)
7. Evaluation of outcomes utilizes multiple methods to determine effectiveness	_____20 pts (4 pts each)
8. Format, grammar, style, professional appearance, redacts identifying patient information.	_____10 pts (2 each)

TOTAL PTS _____

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Competency #2

Design, implement, and evaluate innovative individual and/or population-based programs of care to achieve desired quality, cost-effective nurse-sensitive outcomes;

Project #2

Submit two examples of programs of care that you have developed to improve nursing practice. Include the following: Needs assessment, list of measurable program goals, plan of interventions/innovations/actions, description of the implementation of the program including date, time, and location; and evaluation of the program comparing outcomes to original program goals, costs and quality and any recommendations of participants.

Two programs of care are submitted

Pass/Fail

Programs of care contain the following:

1. A comprehensive needs assessment _____ 20 pts (10 each)

2. Measurable goals for the population/client _____ 10 pts (5 each)

3. Plan of interventions/innovations/actions supported by the needs assessment and consistent with the goals. _____ 20 pts (10 each)

4. A full description of the implementation of the program with detailed descriptions of the participant(s), the sequence of events, the interaction between the nurse and the participants, the date, time, and location. _____ 20 pts (10 each)

5. Evaluation of the program indicating whether goals were met, how they were measured, cost effectiveness, quality of the program, and further recommendations for the participants. _____ 20 pts (10 each)

6. Format, grammar, style, professional appearance. _____ 10 pts (5 each)

_____ **TOTAL PTS**

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Competency # 3

Serve as a leader/consultant/mentor/change agent in advancing the practice of nursing among other nurses and across organizations to achieve outcomes.

Project # 3

Submit an account of two projects where you functioned in at least two different roles (one for each project) to advance the practice of nursing both among other nurses and across organizations to achieve outcomes. Fully describe the program outcomes and how they affected nursing practice.

Submits 2 projects where nurse functioned in a different role (leader, consultant, mentor, or change agent) for each project. Pass/Fail

1. Detailed description of the project
(population/planning/interventions/implementation) _____ 30 pts (15 each)

2. Project is either broad in scope (across organizations/groups) or consists of intensive mentoring over a lengthy time frame _____ 30 pts (15 each)

3. Fully describes outcomes of the project and explicates how the outcomes advance the practice of nursing _____ 30 pts (15 each)

4. Format, grammar, style, professional appearance. _____ 10 pts (5 each)

_____ **TOTAL PTS**

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Competency #4

Advance nursing practice through innovative evidence-based interventions, best practice guidelines, and modification of professional standards and organizational policies that direct the care of nursing personnel and other providers to improve care.

Project #4

Fully describe a project where you utilized evidence based practice guidelines or interventions to modify organizational policies and improve patient outcomes through changes in nursing practice. Provide all evidence to support the change (include examples of research used) and evidence of improved outcomes.

One project is submitted

Pass/Fail

1. Full description of project _____ 15 pts

2. Evidence-based practice guidelines identified and included in project. _____ 20 pts

3. Describes the change in organizational policies/practice guidelines and former and includes new policies/guidelines. The change is supported by the evidence-based guidelines. _____ 15 pts

4. Description and evaluation of the outcomes of the policy change. _____ 20 pts

5. Explanation of how the change in policy/guideline advances the practice of nursing. _____ 15 pts

6. Format, grammar, style, professional appearance. _____ 10 pts

_____ **TOTAL PTS**

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Competency #5

Lead multi-disciplinary groups to facilitate collaboration with other disciplines in the attainment of outcomes across the continuum of care;

Project #5

Explicate your role in leading a group that planned for client outcomes. Fully describe the roles of other group members and the collaboration that occurred. Compare actual outcomes with desired outcomes.

- | Submits one project | Pass/Fail |
|---|-------------|
| 1. Describes the purpose and goals of the group | _____15 pts |
| 2. Describes role of the CNS and others in the group | _____20 pts |
| 3. Describes client and the outcomes that the multi-disciplinary group is planning for the client. | _____20 pts |
| 4. Describe the group process and outcomes of the group planning in terms of client outcomes and group goals. | _____20pts |
| 5. Compare actual outcomes with desired outcomes for both the client and the group. | _____15pts |
| 6. Format, grammar, style, professional appearance. | _____10 pts |

_____ **TOTAL PTS**

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Competency #6

Interpret the dimensions of nursing care requiring resources at the system level, and provide leadership to assure that the system adequately supports the delivery of nursing care.

Project #6

Describe an instance where you identified a problem at the system level that was negatively affecting client care and how you provided the leadership to resolve the problem. Fully describe both your leadership style, actions taken, and the final outcome.

Submits one project.

Pass/Fail

1. Fully describe the problem identified at the system level and the negative effects on patient care. _____20pts
2. Describe your role, actions, and leadership style in helping to resolve the problem _____25 pts
3. Describe the resources that your leadership helped to secure to resolve the problem. _____20 pts
4. Evaluate outcomes in terms of effect on patient care and evaluate the effectiveness of your leadership style. _____25 pts.
5. Format, grammar, style, professional appearance. _____10 pts

_____ **TOTAL PTS**

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Competency #7

Expand the practice of nursing through ongoing generation and acquisition of scientific knowledge and skills to maintain expert clinical competencies that leads to desired outcomes.

Project #7 (Option choice)

Submit a description of **either A, or B:**

A. A clinical research project or study that you have conducted. Include the following in your documentation:

- A statement of the research/clinical problem,
- The methodology utilized to study the problem,
- The findings of the study,
- How the findings were utilized to improve to improve client care; **or**

B. A description of reports of new clinical phenomena and/or interventions you have disseminated through presentations or publications and a copy of the published article or the presentation with a description of the venue, audience, and results of participant evaluation, if any; **and**

Project #7 (Required Element)

C. Submit a log containing a minimum of 5 professional activities you have engaged in within the past year where you acquired skills to maintain and/or improve your clinical expertise (continuing education, certifications, courses taken, research reviewed, publications, presentations, preceptorships, and lectures given). For each activity describe how you incorporated what you learned in your nursing practice. Provide sufficient evidence to verify the activity (certificate, article, publication, etc).

Submits either A, or B options, and C required element Pass/ Fail

Option A

- | | |
|--|--------|
| 1. Submits research project or study | 5 pts |
| 2. Provides statement of problem | 5 pts |
| 3. Methodology is consistent with accepted research methods | 15 pts |
| 4. The findings are presented in a clear, understandable format | 15 pts |
| 5. Describes how the findings were utilized to improve client care | 10 pts |

OR

Option B

- | | |
|---|--------|
| 1. Describes origins of project | 5 pts |
| 2. Summarizes content of presentation/publication | 20 pts |
| 3. Provides copy of presentation/publication | 20 pts |
| 4. Describes venue, audience, and evaluation or feedback received | 5 pts |

Required Element C

- | | |
|---|--------|
| 1. Submits detailed log containing at least 5 activities over the course of the past year. | 20pts |
| 2. Activities are generally recognized as those that would lead to acquisition of skills and clinical competencies. | 10 pts |
| 3. Activities influenced the nurse's practice and improved patient care. | 10 pts |

For all options

Format, grammar, style, and professional appearance of all projects 10 (5pts each)

_____ **TOTAL PTS**

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Competency #8

Demonstrate professional citizenship and fiscal responsibility in the healthcare system by focusing on health policy and/or resource management to ensure quality, cost-effective outcomes of nursing care.

Project #8

Describe changes that you have effected in policies that led to increased cost effectiveness of care and/or increased quality of nursing care. These can be institution wide, state-wide, or national in scope and include activities within professional organizations.

Submits one project

Pass/Fail

1. Describe events that led to a change in policy and your role in changing the policy.
_____15
2. Summarize differences between former policy and current policy
_____20
3. Conduct a cost analysis breakdown of the costs of the former policy and the costs of the current policy.
_____25
4. Describe how the change in policy led to increased quality of nursing care.
_____20
5. Policy change is either institution-wide, state-wide or national in scope.
_____10
6. Format, grammar, style, professional appearance. _____10 pts

_____ **TOTAL PTS**