



GREENWICH  
HOSPITAL  
YALE NEW HAVEN HEALTH

***C.A.R.E.***  
***CLINICAL ADVANCEMENT***  
***RECOGNIZING EXCELLENCE PROGRAM***

# **C.A.R.E**

## **CLINICAL ADVANCEMENT RECOGNIZING EXCELLENCE PROGRAM**

### **Goals**

1. Recognize and reward expertise and excellence in nursing practice.
2. Provide a structure for formal advancement of Registered Nurses.
3. Promote the ongoing professional development of Registered Nurses through education and professional growth opportunities.
4. Achieve quality clinical outcomes by increasing expectations for professional and clinical performance.
5. Enhance nurse recruitment and retention by fostering an environment that supports personal growth and satisfaction of Registered Nurses.
6. Perform a current evidence based practice or quality improvement unit base project that demonstrates four data points (pre-data, intervention and three post data points) which reflects positive outcomes.

## **C.A.R.E**

# **CLINICAL ADVANCEMENT RECOGNIZING EXCELLENCE PROGRAM**

### **C.A.R.E: Clinical Advancement Recognizing Excellence Program**

The C.A.R.E. program is open to part time and full time RNs at Greenwich Hospital. If an RN in C.A.R.E changes her status from full time to part time they will maintain their current level in C.A.R.E. If an RN in C.A.R.E changes their status from full time or part time to per diem status, they must work at least 12 hours per week to maintain their C.A.R.E status. The standards of performance at each level of C.A.R.E must be maintained regardless of the RN's change of work status.

### **Advancement**

Advancement in C.A.R.E. requires a completed application with Nurse Manager and Program Director approval. The RN must meet all established criteria for advancement in order to advance to a higher level.

### **Unit Project Requirement**

Nurses pursuing advancement to Clinical Resource Nurse are required to complete an Evidence-Based Practice or Quality Improvement Project on their unit. This project will be submitted with their application. The project should be chosen in collaboration with the Nurse Manager, Director, Magnet Program Director and unit Education Specialist.

### **Significant Infractions/Disciplinary Action**

A Registered Nurse may not apply for advancement in C.A.R.E. if there has been any disciplinary action over the past 12 month period.

### **Maintaining C.A.R.E Program Criteria**

Every year the RN will be evaluated using the Annual Competency Evaluation of the level the RN is currently assigned. The RN must meet all of the criteria of the Annual Competency Evaluation. If during his/her Annual Competency Evaluation the RN during the course of the year failed to meet all of the current requirements of their assigned level, the RN may fall back a level in C.A.R.E. The Annual CRN Checklist must also be completed and signed off by the RN and nurse manager.

### **Re-Application for Promotion**

An RN who was lowered a level in C.A.R.E may reapply for advancement to the next level when the competencies have been met.

### **Request to Change C.A.R.E. Level**

An RN may request to reduce her responsibilities in the current C.A.R.E level. This reduction may include an adjustment in salary determined by Human Resources.

### **Transfer to a Different Nursing Unit**

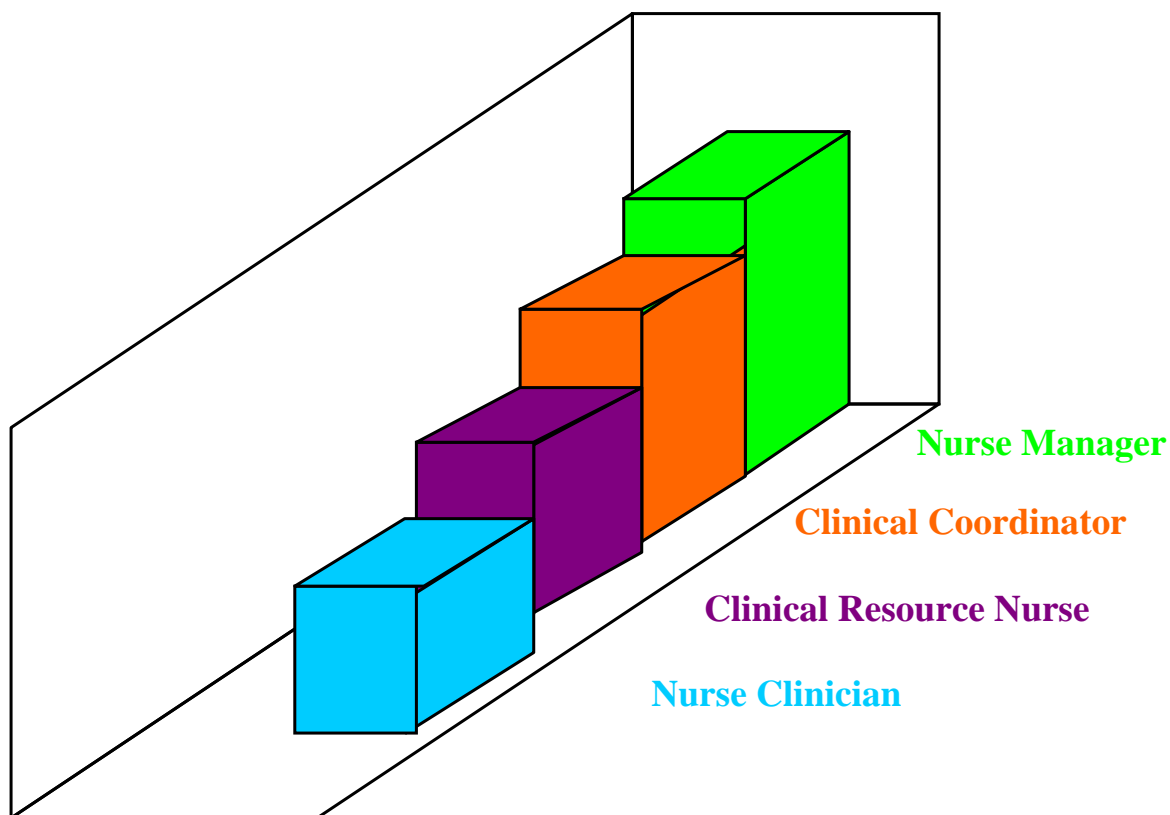
An RN who transfers to a unit of a different specialty will maintain her C.A.R.E Program status for two years. All of the aspects of his/her role regarding professional integration, leadership, communication/collaboration and overall performance will be expected to be maintained at their current level.

### **Extended Illness/Injury or Personal Crisis**

An RN who experiences an extended illness or injury, or experiences a personal crisis that prevents them from meeting C.A.R.E standards of performance may be exempt from being placed on probation at the Nurse Manager/Program Director's request. This request must be submitted to Human Resources, the Program Director, Senior Vice President of Nursing and the Chairman of the Professional Development council for approval. The exemption may be renewed once if the extended illness or injury or personal crisis extends into a second year of performance.



# **C.A.R.E** **CLINICAL ADVANCEMENT RECOGNIZING** **EXCELLENCE PROGRAM**



## Nurse Clinician

The Nurse Clinician expands their knowledge and skills, and accumulates experiences in caring for patients and families. Provide safe patient care as part of the interdisciplinary team for increasingly complex patients. Consults and collaborates with more experienced clinicians and benefits from feedback.

The Nurse Clinician:

- ✚ Consistently delivers safe and appropriate patient care to a specific population, using the nursing process.
- ✚ Demonstrates basic assessment skills and plans patient care based on assessment.
- ✚ Implements well-defined interventions and standards of care and evaluate patient's response to nursing interventions.
- ✚ Awareness of outcomes with regard to patient care delivery.
- ✚ Accurately documents the components of the nursing process.
- ✚ Delegates appropriate tasks to health care team members.
- ✚ Utilizes the interdisciplinary team as a resource in the development of individualized plans of care.
- ✚ Demonstrates respectful and effective communication with patients, families and colleagues.
- ✚ Utilizes the chain of command for issues and concerns.
- ✚ Developing and emerging awareness of ethical issues and how they relate to clinical practice.
- ✚ Begins to question care as it relates to evidence-based practice.
- ✚ Accepts personal accountability for and demonstrates growth in learning basic knowledge and skills related to practice setting.
- ✚ Provides safe patient care which promotes quality outcomes.

## Clinical Resource Nurse

The nurse who advances to the Clinical Resource Nurse level has started to accumulate experiences in caring for patients and families and begins to recognize patterns that influence future practice. The Clinical Resource Nurse is consciously aware of how their actions may impact goals and the overall plan of care, and develops relationships with patients and family members that positively impact the patient experience.

### The Clinical Resource Nurse:

- ⚡ Individualize care based upon knowledge of patient and family needs, has knowledge of specific conditions, and uses the teaching learning process with individuals and families.
- ⚡ Gain experience in working with particular patient populations, possesses a basic competence in their care and is somewhat adaptable in managing clinical situations.
- ⚡ Demonstrates a mastery of unit specific technical skills and understands the challenges inherent in prioritizing and organizing the patient care environment.
- ⚡ Seeks out and utilizes resources and colleagues to acquire knowledge and maintain the standard of care.
- ⚡ Recognized as a resource and provides guidance to clinicians. Acts in a positive role in the effective operation of the clinical unit.
- ⚡ Takes steps to identify gaps in knowledge and skills to improve patient outcomes.
- ⚡ Participates as a member in unit based or hospital wide committees to enhance patient care outcomes and has an understanding of their role as a member of an interdisciplinary health care team.
- ⚡ Promotes evidenced based practice using Performance Improvement, Performance Management data and healthcare literature.
- ⚡ Collaborates with unit leadership to determine and execute a Unit-Based EBP/QI project. This project will be presented at the appropriate Shared Governance Council (Professional Development, Practice Excellence, Quality & Safety, Healing Environment), Nursing Leadership, Monthly Staff Meeting and other appropriate venues, conferences, and Nursing Grand Rounds to disseminate the work and results.

## Clinical Resource Nurse Requirements

Experience: Greater Than Two Years

License: Current Connecticut License

### Option1:

Certification Approved National Nursing Certification

### OR

### Option 2:

Education Candidate must hold one Professional Nursing Degree (BSN or MSN)

EBP/QI Unit Project: Complete a Unit based EBP or QI project determined in collaboration with Nurse Manager, Director, Magnet Director and/or Education Specialist

Continuing Education: 16 Contact Hours

Competencies: Annual Competency Evaluation Completed

Mandatory Competencies Up-to-Date

Annual Evaluation: Annual Evaluation must be in Outstanding Level

Basic Life Support (BLS): Basic Life Support Certification Current

Other Added Certification: Added Certification Required by Clinical Unit e.g. NRP, PALS, ACLS

Recommendation: Peer Recommendation (Candidate's Choice)

Nurse Manager Recommendation



## Clinical Coordinator

The nurse who advances to the Clinical Coordinator level is an expert in caring for patients and families and recognizes patterns that influence future practice. The Clinical Coordinator is consciously aware of how their actions that may impact goals and the overall plan of care and develops relationships with patients and family members that positively impact the patient experience.

The Clinical Coordinator:

- ✚ Functions as a leader in the day to day operations of the unit in collaboration with the nurse manager.
- ✚ Experienced in working with particular patient populations, possesses competence in their care and is adaptable in managing clinical situations.
- ✚ Demonstrates a mastery of unit specific technical skills and understands the challenges inherent in prioritizing and organizing the patient care environment.
- ✚ Provides individualized care based upon knowledge of patient and family needs, has knowledge of specific conditions, and uses the teaching learning process with individuals and families.
- ✚ Acts as a resource for colleagues to acquire knowledge and maintain the standard of care.
- ✚ Acts as a resource and provides guidance to clinicians in patient care situations.
- ✚ Functions as a positive role model in the effective operation of the clinical unit and in service excellence.
- ✚ Takes steps to identify gaps in knowledge and skills to improve patient outcomes.
- ✚ Promotes evidenced based practice using Performance Improvement, Performance Management data and healthcare literature.
- ✚ Facilitates unit based or hospital wide committees to enhance patient care outcomes and functions as a leader of an interdisciplinary health care team.
- ✚ Assists in the growth and success of their unit.

## **Clinical Coordinator Requirements**

Experience: Greater than Two Years Experience

License: Current Connecticut License

**Option1:**  
Certification Approved National Nursing Certification

### **OR**

**Option 2:**  
Education Candidate must hold one Professional Nursing Degree (BSN or MSN)

Continuing Education: 24 Contact Hours

Competencies: Annual Competency Evaluation for Clinical Coordinator Completed  
Mandatory Competencies Up-to-Date

Annual Evaluation: Annual Evaluation must be in Outstanding Level

Basic Life Support (BLS): Basic Life Support Certification Current

Other Added Certification: Added Certification Required by Clinical Unit e.g. NRP, PALS, ACLS