

## ***Clinical Nurse Specialist - 610***

### **Clinical Leadership**

Provides leadership that promotes clinical excellence as evidenced by:

- Clinical staff develop skills and expertise in a particular specialty area as a result of CNS mentorship.
- Contributions to the interdisciplinary team, LIP, physicians, and nurse readiness for change is evidenced by communicating change initiatives at team meetings.
- Contribution to community leadership is evidenced by participation in a specialty organization.
- Problem solving of complex or unpredictable situations is evidenced by improved processes and services to patients.
- Research and clinical patient safety needs are anticipated and safety measures are put in place for new protocols and for clinical situations.
- Oversight of quality improvement initiatives according to the NPCS plans is evidenced in unit documents/minutes/in services

### **Research Support**

Role models the application of evidence based practice in the clinical setting as evidenced by:

- Existing practice is evaluated based on current research findings in the literature.
- Current research findings are integrated into practice and documented in the work plan.
- Research guidance is provided to Clinical Research Nurses as evidenced by research discussions with Primary Investigators, Charge Nurses, and Clinical Research Nurses.
- Research issues are explored with and communicated to the interdisciplinary team at ad hoc and standardized meetings.
- Clinical questions are formulated in written documents.
- Exploration of topics that directly impact nursing care is evidenced by literature searches.
- Outcomes are assessed through the use of measurement evaluation methods.
- Dissemination of research findings is evidenced by publications.
- Utilization of data from research topics related to specialty area of practice is evidenced by changes in the practice setting.
- Mentorship of nursing staff is evidenced by staff participation in external conference presentations.
- Protocol contributions are evidenced by service on an institutional review board or other formal research related committees or workgroups.

### **Consultation**

Performs consultative functions in multiple settings as evidenced by:

- Specialty consultation is provided in response to requests by clinical care providers across multiple practice areas.
- Specialty consultation and program leadership consultation services are provided in response to requests by Nurse Managers.
- Consultation from outside resources is sought when the need to improve care or processes is identified by self or customers.
- Collaboration with the NPCS, medical, multidisciplinary, institute, department, and program of care staff is perceived to result in improved care and processes.
- Contributes to change in NPCS standards, policies & procedures reflective of the most current specialty findings as evidenced by recommendations made to committees.
- Organizational contributions evidenced through serving on a Clinical Center Committee.
- Consultation is provided to internal regulatory bodies when complex bioethical issues are identified.
- Specialty consultation is provided through evaluation of specialty related technology, products and devices.

### **Education**

Contributes to the education of self, staff, patients, and the community as evidenced by:

- Mentorship of staff in education activities evidenced by staff contributions to education activities.
- Staff development programs are developed by CNS at the practice level in response to practice level needs identified by program customers.
- Implementation of preceptorships for new NPCS clinical specialists and graduate students evidenced by documentation according to preceptorship guidelines.
- Evaluation of effectiveness of education programs at the practice level evidenced by documentation of contributions to program improvements in work plan.
- Participation in department level education programs in response to requests for participation.
- Provision and/or facilitation of formal education classes for the external community evidenced in training/travel justifications and work plan documentation.
- Participation in specialty organization education activities evidenced in travel/training justifications and work plan documentation.