

CONPSB Work Sheet

Nurse II

Date _____

Name: _____ Station: _____

Board Members: _____

Present Grade and Step _____

Instructions: All criteria for EACH dimension must be met (i.e. each respective box must be checked) in order to meet the requirements for the entire dimension.

DIMENSION	CRITERIA	DIMENSION REQUIREMENTS
<input type="checkbox"/>	<input type="checkbox"/>	PRACTICE (Dimensions) Criteria:
		Practice: Applies the nursing process to systems or processes at the unit/team/work group level to improve care. Demonstrates leadership by involving others in improving care.
		Ethics: Supports and enhances client self-determination. Serves as a resource for clients and staff in addressing ethical issues.
<input type="checkbox"/>	<input type="checkbox"/>	Resource Utilization: Identifies and assesses resource utilization and safety issues, taking appropriate action.
		PROFESSIONAL DEVELOPMENT (Dimensions) Criteria:
		Education/Career Development: Acquires knowledge and skills to maintain expertise in area of practice. Participates in educational activities to improve clinical knowledge and enhance role performance.
<input type="checkbox"/>	<input type="checkbox"/>	Performance: Evaluates practice of self and others using professional standards, relevant statutes, and regulations. Takes action to improve performance.
		COLLABORATION (Dimensions) Criteria :
		Collaboration: Uses group process to identify, analyze, and resolve care problems.
<input type="checkbox"/>	<input type="checkbox"/>	Collegiality: Educates colleagues and/or students and serves as a preceptor and/or mentor.
		SCIENTIFIC INQUIRY (Dimensions) Criteria:
		Quality of Care: Initiates/participates in quality improvement activities that result in approved outcomes.
<input type="checkbox"/>	<input type="checkbox"/>	Research Uses a body of research to validate and/or change work group practice.

COMMENTS:

Latasha Wilkerson: Your Nurse I level 2 proficiency close out is due before you leave. I am requesting your input into this proficiency ASAP. Examples are highly encouraged.

Provide at least **one example** for **each** standard. For **each** example answer these **four** questions.

What did you do?	When did you do it (sustainability)?
Who did you do it for?	What was the result or <u>measurable</u> outcome?

Note these are the standards for a Nurse I. For promotion consideration to a Nurse II the NPSB will review if you meet the standards of a Nurse II

I. Nursing Practice (Standard)
Practice: Demonstrates competency using the nursing process in providing care for clients. Directs others who provide care.
Ethics: Assumes responsibility and accountability for individual nursing judgments and actions. Acts as a client advocate.
Resource Utilization: Plans and organizes care based on client needs and provider competencies to assure safe, efficient and cost-effective care.
II. Professional Development (Standard)
Education/Career Development: Seeks knowledge and skills appropriate to the practice setting to improve performance
Performance: Incorporates feedback regarding performance and interpersonal skills to enhance professional development. Participates in the performance evaluations of others
III. Collaboration (Standard):
Collaboration: Participates effectively on teams to plan and manage client care.
Collegiality: Shares knowledge/skills with colleagues/others.

IV. Collegiality (Standard) PROVIDES FEEDBACK REGARDING THE PRACTICE OF OTHERS TO IMPROVE CLIENT CARE.
Quality of Care: Uses quality improvement findings to guide and direct own practice
Research: Demonstrates awareness of research application to practice.

- Communicate patient care needs to appropriate member of the care team
- Worked to improve function and flow of clinic by scrubbing list 1-2 days in advance to identify scheduling conflicts that may impact provider workflow and patient experience
- Promote access to care by participating in panel management to include heading daily huddles and attending teamlet meetings.
- Provide patient health education with focus on self-management, prevention and wellness based on provider/patient goals. Ex. Veteran was in for a nurse visit to surveillance his blood pressure. Veteran had elevated blood pressure readings at prior visit. Brought veteran in to review his meds because veteran was confused on what he should be taking. Veteran had several old prescriptions that he should no longer be taking. Prescription bottles were taking to pharmacy to dispose of properly. Took veterans blood pressure, went over what the goal reading should be and the proper way to take blood pressure at home. Also reviewed diet, exercise, smoking cessation and alcohol consumption with veteran.
 - Treat all patients and family members with respect. Communicating all request to appropriate members of the care team.
 - Maintain HIPAA by only discussing patient specific information on need to know basis to those authorized to receive patient confidential information.
- Contact supply technicians directly to report supply needs or restocking of supplies.
- Conserve resource effectively by using supplies and equipment in responsible manner. Ex. Inform provider that medical records are located in JLV or Vista Imaging for review rather than printing records.
- Perform reprocessing of reusable medical equipment (RME) using approved cleaning agents/wipes outlined in SOP. Label items with date and green tag when cleaned.
 - Completed short term goal of obtaining Bachelors of Science degree in Nursing through Western Governors University Oct 2022. Information uploaded to VETPRO.
 - Provides leadership by acting as preceptor, acting as a resource to new employees. As preceptor creates an environment conducive to learning and determining appropriate patient care assignments by assessing their learning and collaborate with them to determine goals and learning outcomes.
 - Provide instructions and assistance to other nurses on the team on how to perform EKGs on veteran. Ex. Provide instructions to other team members when code called in the work area, providing expertise as ACLS certified nurse.
 - Member of Falls Interdisciplinary Committee. Serve as a fall review champion, rounding on patients who have fallen during inpatient stay . Enter interdisciplinary note with intervention and recommendations on fall prevention per protocol.
 - Timely completion of all TMS and required in-services , and skills fair.
 - Timely completion of quarterly RQI requirements for BLS and ACLS
 - Enrolled in VHA provided nursing journal databases to review evidence based practice research to gain knowledge benefit nursing practice.
 - Implement s principles from TEACH and motivational interviewing training to communicate the patients and identify readiness for health teaching. Ex. Had veteran that was a heavy drinker and suffered from depression. He reported that he had a hard time getting out of the bed most days. Spoke with veteran encouraged him to talk about

his feelings and what his goals were. Advised veteran to take small steps, suggest getting up 1 hour earlier than usual and walking to the mail box each day to get started on his goal of walking with old veteran buddy everyday for exercise. Veteran was appreciative of advice.

- Comprehensive assessments in triaging veterans to ensure holistic care of the patient.
- Audit charts to ensure correct documentation of clinical reminder and clinical information
- Collaborate with internal and external services to the VA to facilitate care in order to effectively meet the patient's needs. Ex. Elaborate with social work and Community Care staff to coordinate care for veterans discharged from the local community hospitals to ensure all orders and follow up care received.
- Communicate with veterans and family members post hospitalization to make sure recovery is going well and any needs provided (i.e. Supplies, medication or appointments) utilizing 2-day discharge summary.
- Utilized Primary Care Suicide risk screening flow chart to screen and hand off veteran who had a positive Columbia Suicide Severity Rating (CSSR) to Primary Care Mental Health Integration (PCMHi) providers. Ex. While speaking on the phone with veteran he voiced suicidal ideations (SI) and had a plan on how he would carry this out. I was able to keep veteran on the phone while notifying proper PCMHi provider via TEAMS messaging. Providers acknowledged and a warm hand off to the provider was given.

Short-term goal: Obtain certification in Ambulatory Care and med/surg.

Long-term goal: Continue education to receive Master's Degree in Nursing