Advanced Practice RN: Questions to be Answered about Nominee

For each of the categories below, write a narrative that addresses how this candidate meets each of the identified criteria. **Do not use any identifiers** such as a candidate’s name, gender, organization name, or location.

1. **How does this nurse exhibit excellence in the nursing professional practice?** (500 words or less)
   - Assessment of client specific data, diagnosis, and health needs
   - Development of customized plan of care with the patient and family
   - Implementation of nursing care using theory based practice, scientific and technical skill
   - Evaluation of outcomes and proactive course correction as appropriate
   - Health teaching provided to patient and family
   - Transfer of knowledge and dynamic integration with others on care team
   - Self-directed practice and advocacy for patient and family
   - Maintains specialty certification

2. **How does this nurse achieve quality client/patient care outcomes?** (500 words or less)
   - Clinical competence/expertise
   - Evidence of theory-based knowledge, research and scholarship
   - Participates in quality improvement and patient safety activities
   - Develops or contributes to the development of procedures/standards of care
   - Initiates programs to serve patient/family and colleague learning needs

3. **How does this nurse demonstrate intentional caring relationships?** (500 words or less)
   - Assists in the orientation of new employees/students; serves as preceptor, mentor
   - Proactively shares knowledge and skills with others
   - Serves on unit or institutional committees
   - Recognized as a professional role model for excellence in patient and family care
   - Demonstrates exemplary collaboration skills with clients/patients/families/personnel
   - Acts as a consultant for patient/family care

4. **How does this nurse contribute to the profession of nursing, the professional and public community?** (250 words or less)
   - Membership/participation in national/state/regional professional and service organizations
   - Program/curriculum development
   - Publications/research
   - Role models collaboration with other disciplines to plan or provide client/patient care
Clinical Practice LPN: Questions to be Answered about Nominee

For each of the categories below, write a narrative that addresses how this candidate meets each of the identified criteria. **Do not use any identifiers** such as a candidate’s name, gender, organization name, or location.

1. **How does this candidate exhibit excellence in nursing skills?** (500 words or less)
   - Expertise in technical skills
   - Provision of comfort and physical care
   - Reporting and documenting observations
   - Respect for individual diversity of client/patient/family
   - Pursues continuing education

2. **How does this candidate demonstrate excellence in caring behaviors?** (500 words or less)
   - Demonstrates emotional support of clients/patients and families
   - Motivates others and promotes unity in nursing team
   - Fosters positive relationships with other health team members
   - Works well in groups

3. **How does this candidate make contributions as a member of the healthcare team?** (500 words or less)
   - Assists in orientation of new staff/students
   - Shares knowledge or special skills with others
   - Serves on unit or institutional committees
   - Motivates and serves as a role model for others

4. **How does this candidate contribute to the profession or local community?** (250 words or less)
   - Active member of nursing organization
   - Actively participates in health-related community activity
   - Participates in other community activities (faith-based, civic, etc.)
   - Committee chairs, officer of community organization
Clinical Practice RN: Questions to be Answered about Nominee

For each of the categories below, write a narrative that addresses how this candidate meets each of the identified criteria. **Do not use any identifiers** such as a candidate’s name, gender, organization name, or location.

1. **How does this nurse exhibit excellence in the nursing professional practice?** (500 words or less)
   - Assessment of client specific data, diagnosis, and health needs
   - Development of customized plan of care with the patient and family
   - Implementation of nursing care using theory based practice, scientific and technical skill
   - Evaluation of outcomes and proactive course correction as appropriate
   - Health teaching provided to patient and family
   - Transfer of knowledge and dynamic integration with others on care team
   - Self-directed practice and advocacy for patient and family

2. **How does this nurse achieve quality client/patient care outcomes?** (500 words or less)
   - Clinical competence/expertise
   - Evidence of theory-based knowledge, research and scholarship
   - Participates in quality improvement and patient safety activities
   - Develops or contributes to the development of procedures/standards of care

3. **How does this nurse demonstrate intentional caring relationships?** (500 words or less)
   - Assists in the orientation of new employees/students; serves as preceptor, mentor
   - Proactively shares knowledge and skills with others
   - Serves on unit or institutional committees
   - Recognized as a professional role model for excellence in patient and family care
   - Demonstrates exemplary collaboration skills with clients/patients/families/personnel

4. **How does this nurse contribute to the profession or local community?** (250 words or less)
   - Active member of regional, state, or national nursing organization/association/Board
   - Actively participates in health-related community activity; facilitates community program
   - Leadership role of community organization

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Community Nursing RN or LPN: Questions to be Answered about Nominee

For each of the categories below, write a narrative that addresses how this candidate meets each of the identified criteria. **Do not use any identifiers** such as a candidate’s name, gender, organization name, or location.

1. **How does this nurse exhibit excellence in the nursing professional practice?** (500 words or less)
   - Assessment of client specific data, diagnosis, and health needs
   - Development of customized plan of care with the patient and family
   - Implementation of nursing care using theory based practice, scientific and technical skill
   - Evaluation of outcomes and proactive course correction as appropriate
   - Health teaching provided to patient and family
   - Transfer of knowledge and dynamic integration with others on care team
   - Self-directed practice and advocacy for patient and family

2. **How does this nurse achieve quality client/patient care outcomes?** (500 words or less)
   - Clinical competence/expertise
   - Evidence of theory-based knowledge, research and scholarship
   - Participates in quality improvement and patient safety activities
   - Develops or contributes to the development of procedures/standards of care

3. **How does this nurse demonstrate intentional caring relationships?** (500 words or less)
   - Establishes new relationships and expands the influence to improve health outcomes in the community
   - Proactively shares knowledge and skills with others
   - Recognized as a professional role model for excellence in patient and family care
   - Demonstrates exemplary collaboration skills with clients/patients/families/personnel

4. **How does this nurse contribute to the profession or local community?** (250 words or less)
   - Active member of regional, state, or national nursing organization/association/Board
   - Actively participates in health-related community activity; facilitates community program
   - Participates/volunteers in other community organizations (faith-based, civic, etc.)
   - Leadership role of community organization
Doctorate of Nursing Practice: Questions to be Answered about Nominee

For each of the categories below, write a narrative that addresses how this candidate meets each of the identified criteria. **Do not use any identifiers** such a candidate’s name, gender, organization name, or location.

1. **How does this candidate exhibit healthcare improvements and contributions via leadership, practice and clinical scholarship?** (750 words or less)
   - Merge nursing science, practice, human needs and human caring
   - Evaluate and develop practice guidelines
   - Critically evaluate and determine best practices
   - Design and evaluate methodologies that improve patient care

2. **How does this candidate demonstrate noteworthy involvement or influence in healthcare policy and advocacy?** (750 words or less)
   - Analyze health policies and proposals from multiple viewpoints
   - Provide leadership in the development of healthcare policies
   - Act as an advocate for the nursing profession through organizational leadership
   - Actively participates on healthcare policy committees, boards, or tasks forces

3. **How does this candidate contribute to interprofessional collaboration and improve patient and/or population health?** (750 words or less)
   - Share knowledge or special skills with others
   - Act as a consultant during times of change
   - Motivate and serve as a role model for other members of the healthcare team

4. **How does this candidate significantly contribute to the advancement of nursing practice?** (500 words or less)
   - Assess health and illness parameters
   - Utilize advanced clinical decision-making skills
   - Develop therapeutic relationships with patients and members of the healthcare team
Nursing Administration – Executive/CNO: Questions to be Answered about Nominee

For each of the categories below, write a narrative that addresses how this candidate meets each of the identified criteria. **Do not use any identifiers** such a candidate’s name, gender, organization name, or location.

1. **How does this nurse create an environment that is healing and supports empowered professional practice?** (500 words or less)
   - Visionary leadership
   - Persistent focus on mission: patient/family care
   - Models exemplary relationship skills, builds coalitions
   - Develops the talents of each member on the team
   - Expects and rewards creativity and innovations in patient/family care and leadership
   - Participates in community organizations/activities to role model volunteerism

2. **How does this nurse influence quality patient care?** (500 words or less)
   - Persistent focus on clinical patient/family outcomes
   - Builds an infrastructure that supports quality patient/family outcomes
   - Supports the development of staff in clinical/technical, critical thinking, relationship management, and leadership competency arenas

3. **How does this nurse utilize professional standards to advance nursing practice?** (500 words or less)
   - Integrates professional standards throughout the organization
   - Represents the unique knowledge and voice of nursing at executive and professional tables

4. **How does this nurse demonstrate positive recruitment and retention strategies/outcomes?** (500 words or less)
   - Recognized as employer of choice at organizational level and/or professional community
   - Creates environment that fosters respect of nursing throughout organization
   - Demonstrates creative support of scheduling, educational programs and benefit packages to support recruitment/retention efforts
   - Demonstrates success in retention/recruitment efforts

5. **How does this nurse demonstrate effective utilization of resources?** (500 words or less)
   - Innovative strategies employed to match talents of staff with needs of patients/families
   - Creates infrastructure to obtain front-line input regarding point of care needs and delivery systems
   - Develops processes to recognize positive operational and human resource utilization
   - Demonstrates effective financial stewardship of operational and human resources
Nursing Administration – Leader/Manager: Questions to be Answered about Nominee

For each of the categories below, write a narrative that addresses how this candidate meets each of the identified criteria. **Do not use any identifiers** such as a candidate’s name, gender, organization name, or location.

1. **How does this nurse create an environment that is healing and supports empowered professional practice?** (500 words or less)
   - Professional leadership
   - Persistent focus on mission: patient/family care
   - Models exemplary relationship skills, builds coalitions
   - Develops the talents of each member on the team
   - Expects and rewards creativity and innovations in patient/family care and leadership
   - Participates in community organizations/activities to role model volunteerism

2. **How does this nurse influence quality patient care?** (500 words or less)
   - Persistent focus on clinical patient/family outcomes
   - Builds an infrastructure that supports quality patient/family outcomes
   - Supports the development of staff in clinical/technical, critical thinking, relationship management, and leadership competency arenas.

3. **How does this nurse utilize professional standards to advance nursing practice?** (500 words or less)
   - Integrates clinical specialty and professional standards throughout the organization
   - Represents the unique knowledge and voice of nursing at professional tables

4. **How does this nurse demonstrate positive recruitment and retention strategies/outcomes?** (500 words or less)
   - Recognized as employer of choice at organizational level and/or professional community
   - Creates environment that fosters respect of nursing throughout organization
   - Demonstrates creative support of scheduling, educational programs and benefit packages to support recruitment/retention efforts
   - Demonstrates success in retention/recruitment efforts

5. **How does this nurse demonstrate effective utilization of resources?** (500 words or less)
   - Innovative strategies employed to match talents of staff with needs of patients/families
   - Creates infrastructure to obtain front-line input regarding point of care needs and delivery systems
   - Develops processes to recognize positive operational and human resource utilization
   - Demonstrates effective financial stewardship of operational and human resources
Nursing Education – Academia: Questions to be Answered about Nominee

For each of the categories below, write a narrative that addresses how this candidate meets each of the identified criteria. Do not use any identifiers such a candidate’s name, gender, organization name, or location.

1. How does this nurse inspire students to pursue the critical thinking, technical, relationship, and leadership skills needed to practice effectively as nurses? (500 words or less)
   - Role models
   - Mentors
   - Accessibility
   - Enthusiasm

2. How does this nurse remain current with state of the art technical innovations, latest critical thinking methodologies, and relationship building skills? (500 words or less)
   - Employment opportunities
   - Private practice/supplemental employment
   - Community service
   - Continuing education, post-graduate/doctoral work

3. How does this nurse provide a creative and supportive learning environment? (500 words or less)
   - Technical expertise shared with others
   - Competence in advising/mentoring
   - Emotional/individual support
   - Program/curriculum development
   - Recognition/acknowledgement of others
   - Expects and rewards creativity

4. How does this nurse share knowledge? (500 words or less)
   - Students
   - Immediate colleagues/co-workers
   - Facility wide, and professional community
   - Community service
   - Publications
   - Research
Nursing Education – Staff Development: Questions to be Answered about Nominee

For each of the categories below, write a narrative that addresses how this candidate meets each of the identified criteria. **Do not use any identifiers** such as a candidate’s name, gender, organization name, or location.

1. **How does this nurse inspire colleagues to pursue the critical thinking, technical, relationship, and leadership skills needed to practice effectively as nurses?** (500 words or less)
   - Role models
   - Mentors
   - Accessibility
   - Enthusiasm

2. **How does this nurse remain current with state of the art technical innovations, latest critical thinking methodologies, and relationship building skills?** (500 words or less)
   - Employment opportunities
   - Private practice/supplemental employment
   - Community service
   - Continuing education, post-graduate/doctoral work

3. **How does this nurse provide a creative and supportive learning environment?** (500 words or less)
   - Technical expertise shared with others
   - Competence in advising/mentoring
   - Emotional/individual support
   - Program/curriculum development
   - Recognition/acknowledgement of others
   - Expects and rewards creativity

4. **How does this nurse share knowledge?** (500 words or less)
   - Immediate colleagues/co-workers
   - Facility wide, and professional community
   - Community service
   - Publications
   - Research

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**Nursing Research**: Questions to be Answered about Nominee

For each of the categories below, write a narrative that addresses how this candidate meets each of the identified criteria. **Do not use any identifiers** such as a candidate’s name, gender, organization name, or location.

1. **How does this nurse conduct research to reflect the impact of nursing practice on patients, families, or care givers?** (500 words or less)
   - Investigates clinical, relational nursing topic
   - Contributes to nursing knowledge
   - Contributes to nursing practice

2. **How does this nurse utilize research findings in practice?** (500 words or less)
   - Findings influence nursing practice
   - Findings become standard of care and drive policy changes
   - Findings are integrated into curriculum

3. **How does this nurse assist others in the utilization of, or desire to conduct, research?**
   (500 words or less)
   - Serves as role model
   - Functions as mentor
   - Is involved in teaching/advising
   - Enthusiasm is contagious

4. **How does this nurse communicate research findings?** (500 words or less)
   - Presents workshops, seminars locally, regionally, nationally, internationally
   - Presents papers at professional meetings for regional, state, national, international audiences
   - Publishes findings in professional journals