

“We are what we repeatedly do. Excellence therefore is not an act but a habit.”

–Aristotle

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FLOYD

Professional Excellence Pathway...



The path to excellence begins with you...

Floyd is a leader in the provision of quality healthcare across diverse populations and clinical needs. Not only are patients increasingly complex in their health needs but the multifaceted healthcare system itself requires healthcare professionals capable of thinking critically, applying evidence in practice, and framing care within micro and macrosystems that span acute care, outpatient services, and the community. Thus, quality care is a reflection of interprofessional collaboration rooted in a solid foundation of professional registered nurses.



In 2012, the Center for Clinical Excellence (CCE) was established to provide a framework for fostering a professional nursing environment within Floyd's growing healthcare system. The primary mission of the CCE is to support excellence in clinical practice by merging education, research, and professional development for the more than 700 nurses within the Floyd health system. One way to meet this goal is to create a clearly delineated trajectory for professional registered nurses. Historically and traditionally, clinical ladders have provided this structure. Floyd's clinical ladder will be named the Professional Excellence Pathway (PEP). The PEP was developed by a vibrant team of invested nursing staff and leaders from across the Floyd system. The goal of the PEP is to support excellence in patient-centered care by promoting professional identity, research, education, leadership, and clinical excellence. Clear criteria to meet this goal are provided by the structure of the PEP which defines practice criteria for each of the four Clinical Nurse (CN) levels.

Education and professional growth of the Floyd team of registered nurses are priorities. The leadership team recognizes the outstanding commitment of the registered nurses at Floyd to quality patient-centered care. Likewise, nursing leaders are committed to fostering success for any registered nurse seeking advancement in the path to professional excellence.

We would like to give our sincere gratitude to all those who accepted the challenge to develop the Professional Excellence Pathway and a pre-emptive thanks to those who will be pioneers in entering the path to excellence.

Lucy Megginson, PhD, RN
Director of Clinical Excellence

Sheila Bennett, RN, BSN, MHA
Vice President and Chief Nursing Officer

Eligibility and Advancement Requirements

	CN I Entry Level	CN II Competent	CN III Proficient	CN IV Expert
Level Expectations	Reflects experience of a nurse either first entering or re-entering acute care.	Reflects the minimum competency and experience required for employment.	Reflects clinical expertise and leadership abilities in area of practice.	Reflects advanced clinical expertise and leadership across Floyd and the community.
Entry Requirements	New Graduate Return to patient care Non-Acute Experience	Greater than 1 year experience New Specialty	1+ year with Floyd 3+ years nursing experience	1+ year with Floyd 5+ years nursing experience
Minimum Education	ASN	ASN, BSN or MSN	ASN with National Certification, BSN or MSN	BSN with National Certification or MSN with optional National Certification
Requirements	12 month Evaluation -1 preceptor eval -Skills checklist	"Does Job Well" per evaluation (Service Standards & Job Performance) 20 CEUs per Job Description (COEs credits count)	"Does Job Well" per evaluation (Service Standards & Job Performance) 10 Specialty-specific CEUs in addition to 20 required per job description. (Excludes ACLS, NALS, etc.) • Share knowledge with staff (staff meetings). Case study of a complex patient. Presentation at staff meeting. PEP Practice Review of 8 Essential Functions Portfolio (Initial Advancement & Updated Annually) Participate on hospital or unit level process improvement committee Additional Requirement (1 minimum): 1) Preceptor + training 2) Charge nurse 3) Super User 4) Instructor (ACLS, PALS, etc.) 5) Manager & CCE approved option	"Does Job Well" per evaluation (Service Standards & Job Performance) 15 Specialty-specific CEUs in addition to 20 required per job description. (Excludes ACLS, NALS, etc.) • Share knowledge with Nursing Leadership/House-wide In-service. Case study of a complex patient or research project. Presentation at staff meeting and Nursing Leadership meeting. Prepare publishable manuscript or poster. PEP Practice Review of 8 Essential Functions Portfolio (Initial Advancement & Updated Annually) Participate on hospital or unit level process improvement committee Additional Requirement (1 minimum): 1) Green Belt 2) Lead Instructor (ACLS, PALS, etc.) 3) Nurse Champion on Hospital Process Improvement Committee 4) Manager & CCE approved option
Maintenance	1 year to advance	Mandatory for continued employment	Must meet CN III requirements to maintain level status at time of annual review.	Must meet CN IV requirements to maintain level status at time of annual review.
Incentive			\$3000 in two semi-annual installments	\$5000 in two semi-annual installments
Conceptual Framework	The professional development of the registered nurse is based on Benner's (2001) theory of novice to expert as outlined in the PEP process. This model serves as the foundation for the professional development of nursing within the Floyd health system. Reference: Benner, P. (2001) From Novice to Expert, Menlo Park, CA: Addison-Wesley.			