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

–Aristotle

Professional Excellence Pathway...

www.floyd.org
706.509.6998
We would like to give our sincere gratitude to all those who accepted the challenge to develop the Professional Excellence Program (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 Benner’s (2001) model for professional development of nursing within the Floyd health system. This model serves as the foundation for the professional development of nursing within the Floyd health system.

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

**Level Expectations**

<table>
<thead>
<tr>
<th>CN I Entry Level</th>
<th>CN II Competent</th>
<th>CN III Proficient</th>
<th>CN IV Expert</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reflects experience of a nurse either first entering or re-entering acute care.</td>
<td>Reflects the minimum competency and experience required for employment</td>
<td>Reflects clinical expertise and leadership abilities in area of practice.</td>
<td>Reflects advanced clinical expertise and leadership across Floyd and the community.</td>
</tr>
</tbody>
</table>

**Entry Requirements**

<table>
<thead>
<tr>
<th>New Graduate Review for non-patient care RNs and non-acute experience</th>
<th>Greater than 1 year experience</th>
<th>1+ year with Floyd</th>
<th>3+ years nursing experience</th>
<th>3+ years nursing experience</th>
</tr>
</thead>
</table>

**Minimum Education**

<table>
<thead>
<tr>
<th>AIN</th>
<th>AIN, BSN or MSN</th>
<th>AIN with National Certification, BSN or MSN</th>
<th>BSN with National Certification or MSN with optional National Certification</th>
</tr>
</thead>
</table>

**Requirements**

- **Entry Requirements**
  - **Educational Requirements**
    - 12 credit hours per evaluation (Service Standards & Job Performance)
    - 10 specialty-specific CEUs in addition to 20 required per job description (Includes ACLS, NALS, etc.)
    - Share knowledge with staff (staff meetings)
    - Case study of a complex patient
    - Presentation at nursing meeting
  - **PEP Practice Review of 6 Essential Functions**
    - Participate on hospital or unit level process improvement committee
    - Additional Requirement (1 minimum)
      - 1) In-service learning
      - 2) Charge nurse
      - 3) Super User
      - 4) Instructor (ACLS, NALS, etc.)
      - 5) Manager & CCE approved option
  - **Portfolio (Initial Advancement & Updated Annually)**
    - Participate on hospital or unit level process improvement committee
    - Additional Requirement (1 minimum)
      - 1) Green Belt
      - 2) Lead Black Belt (ACLS, NALS, etc.)
      - 3) Inservice on Hospital Process Improvement committee
      - 4) Manager & CCE approved option

**Maintenance**

- **Incentive**
  - $1000 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.