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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 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 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

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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 as 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

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Nursing Administration – Senior Level/Executive: 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)
 - 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/Director: 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)**
 - 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 Administration – Nursing Informatics: 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)

- Demonstrates a professional leadership acumen.
- Focuses on the mission, with patient/family care at the center of care delivery.
- 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.
- Contributes in community organization/activities to role model volunteerism.

2. How does this nurse influence quality patient care? (500 words or less)

- Incorporates an enduring focus on clinical patient/family outcomes.
- Expands infrastructure processes that support 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 an environment that fosters respect for nursing throughout the organization.
- Displays creative support of scheduling, educational programs, and benefit packages to support recruitment/retention efforts.
- Exhibits successful retention/recruitment efforts.

5. How does this nurse demonstrate effective utilization of resources? (500 words or less)

- Employs innovative strategies 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.

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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