

DRAFT
CORE CNS COMPETENCIES
November 1, 2017

Patient - Represents patient, family, health care surrogate, community, and population.

Direct Care - Direct interaction with patients, families, and groups of patients to promote health or well-being and improve quality of life. Characterized by a holistic perspective in the advanced nursing management of health, illness, and disease states.

** Please note, information in the parenthesis relates to the 2004/2010 CNS Core Competency Domains.*

COMPETENCIES – PATIENT/DIRECT CARE SPHERE
P.1. Uses relationship-centered communication to promote health, healing, self-care, comfort, and peaceful end-of-life. (Direct Care)
P.2. Conducts an evidence-based, comprehensive health and psychosocial, functional history and physical assessment considering issues that may affect wellness, health promotion, and illness in the patient/population in diverse care settings. (Direct Care)
P.3. Synthesizes assessment data, advanced knowledge, and expertise, using critical thinking and clinical judgment to formulate differential diagnoses for patient/population problems. (Direct Care)
P.4. Designs evidence-based, cost-sensitive interventions, including advanced nursing therapies, to meet the multifaceted needs of complex patients/populations. (Direct Care)
P.5. Implements customized evidence-based advanced nursing interventions, including the provision of direct care, using CNS expertise. (Direct Care)
P.6. Prescribes nursing therapeutics, pharmacologic and non-pharmacologic interventions, diagnostic measures, equipment, procedures, and treatments to meet the needs of patients. (Direct Care)
P.7. Designs theoretical- and evidence-based health education strategies and resources appropriate to the patient and/or family developmental level, health literacy level, learning needs, readiness to learn, and personal preferences. (Coaching and Professional Development)
P.8. Uses advanced communication skills in complex situations and difficult conversations. (Direct Care, Collaboration)

P.9. Provides expert consultation for patients/populations with complex health care needs using a broad range of theories and evidence. (Consultation)
P.10. Provides education and coaching to individuals, families, groups, and communities with complex learning needs and unpredictable responses. (Direct Care, Coaching and Professional Development)
P.11. Evaluates impact of nursing interventions on patient/population outcomes using a scientific approach. (Direct Care, Evidence-based Practice, Quality, and Safety)
P.12. Coordinates care and transitions in collaboration with the patient/population and interprofessional team members. (Direct Care, Collaboration)
P.13. Facilitates patient and family understanding of the risks, benefits, and outcomes of proposed healthcare regimens to promote informed, shared decision making. (Direct Care)
P.14. Facilitates resolution of ethical conflicts in complex patient care situations. (Ethical Decision Making, Moral Agency, and Advocacy)
P.15. Analyzes the ethical impact of scientific advances, cost, clinical effectiveness on patient and family values and preferences. (Ethical Decision Making, Moral Agency, and Advocacy)
P.16. Advocates for patient's preferences and rights. (Ethical Decision Making, Moral Agency, and Advocacy)

(con.)

Nurses/Nursing Practice - The CNS advances nursing practice and improves patient outcomes by updating and improving norms of care and by using standards of care that direct actions of nurses and nursing personnel.

COMPETENCIES – NURSES/NURSING PRACTICE SPHERE
N.1. Provides expert specialty consultation to nurses related to complex patient care needs. (Consultation)
N.2. Promotes interventions that prevent the impact of implicit bias on relationship building and outcomes. (Ethical Decision Making, Moral Agency, and Advocacy, Leadership)
N.3. Advocates for nurses' right to practice to the full extent of their role in the delivery of health care. (Ethical Decision Making, Moral Agency, and Advocacy)
N.4. Addresses ethical conflict and the potential for moral distress experienced by nurses and the interprofessional team. (Ethical Decision Making, Moral Agency, and Advocacy)
N.5. Fosters a healthy work environment by exhibiting positive regard, conveying mutual respect, and acknowledging the contributions of others. (Leadership)
N.6. Employs conflict management and negotiation skills to promote a healthy work environment. (Collaboration)
N.7. Assesses the nursing practice environment and processes for improvement opportunities. (Evidence-based Practice, Quality, and Safety)
N.8. Uses evidence-based knowledge as a foundation for nursing practice to achieve optimal nurse-sensitive outcomes. (Evidence-based Practice, Quality, and Safety)
N.9. Mentors nurse colleagues in using evidence-based practice principles. (Evidence-based Practice, Quality, and Safety)
N.10. Leads nurses in the process of planning, implementing, and evaluating change considering intended and unintended consequences. (Leadership)
N.11. Evaluates the outcomes of nursing practice using methods that provide valid data. (Evidence-based Practice, Quality, and Safety)

COMPETENCIES – NURSES/NURSING PRACTICE SPHERE

N.12. Facilitates opportunities for clinical nurses, students, and others to acquire new knowledge and skills to foster professional development. (Coaching and Professional Development)

N.13. Engages nurses in reflective practice activities that promote self-awareness and invite peer feedback to improve the practice of nursing. (Coaching and Professional Development)

N.14. Analyzes legislative, regulatory, and fiscal policies as they impact nursing practice and patient/population outcomes. (Leadership)

(con.)

Organization/System Sphere - The CNS articulates the value of nursing care at the organizational, decision-making level, and influences system changes that facilitate improvement of quality cost-effective patient outcomes.

COMPETENCIES – ORGANIZATION/SYSTEM SPHERE
O.1. Builds a practice environment in which respect, communication, and collaboration contribute to safe, quality outcomes. (Leadership, Collaboration)
O.2. Acknowledges one’s own role and those of other professions to foster collaboration. (Collaboration)
O.3. Uses leadership, team building, negotiation, and conflict resolution skills to build partnerships within and across systems, including communities. (Leadership, Collaboration)
O.4. Consults with healthcare team members to integrate the needs, preferences, and strengths of the patient and family into the healthcare plan to optimize health outcomes. (Consultation)
O.5. Leads systematic quality and safety initiatives based on precise problem/etiology identification, gap analysis, and process evaluation. (Evidence-based Practice, Quality, and Safety, Leadership)
O.6. Provides leadership to the interprofessional team in development, implementation, and evaluation of evidence-based practices. (Leadership, Evidence-based Practice, Quality, and Safety)
O.7. Leads the integration, management, and evaluation of technology to promote safety, quality, efficiency, and optimal health outcomes. (Evidence-based Practice, Quality, and Safety, Leadership; Practice-based Learning and Improvement, Systems-based Practice)
O.8. Leads change in response to organizational and community needs in a dynamic healthcare environment. (Leadership)
O.9. Evaluates system level programs and outcomes based on the analysis of information from relevant sources. (Evidence-based Practice, Quality, and Safety)
O.10. Demonstrates stewardship of human and fiscal resources in decision making. (Ethical Decision Making, Moral Agency, and Advocacy)
O.11. Disseminates CNS practice and fiscal outcomes to internal stakeholders and to the public at large. (Leadership, Evidence-based Practice, Quality, and Safety)
O.12. Articulates to stakeholders (e.g., the organization, the community, and the public at large) nursing’s unique contributions toward advancing health. (Leadership)

COMPETENCIES – ORGANIZATION/SYSTEM SPHERE
O.13. Advocates for equitable health care by participating in professional organizations, or public policy activities. (Ethical Decision Making, Moral Agency, and Advocacy)
O.14. Advocates for ethical principles in safeguarding the confidentiality, dignity, and safety of all. (Ethical Decision Making, Moral Agency, and Advocacy)