

DOCUMENT B FOR COMMENT

**CORE CLINICAL NURSE SPECIALIST COMPETENCIES
TABLE 2.**

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.

COMPETENCIES – PATIENT DIRECT CARE SPHERE
P.1. Uses relationship-building communication to promote health and wellness, healing, self-care, and peaceful end-of-life.
P.2. Conducts a comprehensive health assessment in diverse care settings including psychosocial, functional, physical, and environmental factors.
P.3. Synthesizes assessment findings using advanced knowledge, expertise, critical thinking, and clinical judgment to formulate differential diagnoses.
P.4. Designs evidence-based, cost-effective interventions, including advanced nursing therapies to meet the multifaceted needs of complex patients.
P.5. Implements customized evidence-based advanced nursing interventions including the provision of direct care.
P.6. Prescribes medications, therapeutics, diagnostic studies, equipment, and procedures to manage the health issues of patients.
P.7. Designs and employs educational strategies that consider readiness to learn, individual preferences, and other social determinants of health.
P.8. Uses advanced communication skills in complex situations and difficult conversations.
P.9. Provides expert consultation based on a broad range of theories and evidence for patients with complex health care needs.
P.10. Provides education and coaching to patients with complex learning needs and atypical responses.
P.11. Evaluates impact of nursing interventions on patients’ aggregate outcomes using a scientific approach.

COMPETENCIES – PATIENT DIRECT CARE SPHERE
P.12. Leads and facilitates coordinated care and transitions in collaboration with the patient and inter-professional team.
P.13. Facilitates patient and family understanding of the risks, benefits, and outcomes of proposed healthcare regimens to promote informed, shared decision-making.
P.14. Facilitates resolution of ethical conflicts in complex patient care situations.
P.15. Analyzes the ethical impact of scientific advances, cost, clinical effectiveness on patient and family values, and preferences.
P.16. Advocates for patient’s preferences and rights.

Nurses and Nursing Practice – The CNS advances nursing practice to achieve optimal outcomes by assuring nurses and nursing personnel utilize evidence-based practices to meet the multifaceted needs of patients and/or populations.

COMPETENCIES – NURSES AND NURSING PRACTICE SPHERE
N.1. Provides expert specialty consultation to nurses related to complex patient care needs.
N.2. Promotes interventions that prevent the impact of implicit bias on relationship building and outcomes.
N.3. Advocates for nurses to practice to the full extent of their role in the delivery of health care.
N.4. Leads efforts to resolve ethical conflict and moral distress experienced by nurses and nursing staff.
N.5. Fosters a healthy work environment by exhibiting positive regard, conveying mutual respect, and acknowledging the contributions of others.
N.6. Employs conflict management and negotiation skills to promote a healthy work environment.
N.7. Assesses the nursing practice environment and processes for improvement opportunities.
N.8. Uses evidence-based knowledge as a foundation for nursing practice to achieve optimal nurse-sensitive outcomes.
N.9. Mentors nurses and nursing staff in using evidence-based practice principles.

COMPETENCIES – NURSES AND NURSING PRACTICE SPHERE
N.10. Leads nurses in the process of planning, implementing, and evaluating change considering intended and unintended consequences.
N.11. Evaluates the outcomes of nursing practice using methods that provide valid data.
N.12. Facilitates opportunities for nurses, students, and other staff to acquire new knowledge and skills that foster professional development.
N.13. Engages nurses in reflective practice activities that promote self-awareness and invite peer feedback to improve the practice of nursing.
N.14. Mentors nurses to analyze legislative, regulatory, and fiscal policies that impact nursing practice and patient outcomes.

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

COMPETENCIES – ORGANIZATION/SYSTEM SPHERE
O.1. Cultivates a practice environment in which mutual respect, communication, and collaboration contribute to safe, quality outcomes.
O.2. Uses leadership, team building, negotiation, collaboration, and conflict resolution skills to build partnerships within and across systems and/or communities.
O.3. Consults with health care team members to integrate the needs, preferences, and strengths of a population into the health care plan to optimize health outcomes and patient experience within a health care system.
O.4. Leads and participates in systematic quality improvement and safety initiatives based on precise problem/etiology identification, gap analysis, and process evaluation.
O.5. Provides leadership to the interprofessional team in identifying, developing, implementing, and evaluating evidence-based practices and research opportunities.
O.6. Partners with research-focused, doctorally prepared (e.g. PhD) colleagues to translate, conduct and disseminate research that addresses gaps and improves clinical knowledge and practice.
O.7. Leads and participates in the process of selecting, integrating, managing, and evaluating technology and products to promote safety, quality, efficiency, and optimal health outcomes.

COMPETENCIES – ORGANIZATION/SYSTEM SPHERE

0.8. Leads and facilitates change in response to organizational and community needs in a dynamic health care environment.

0.9. Evaluates system level interventions, programs, and outcomes based on the analysis of information from relevant sources.

0.10. Demonstrates stewardship of human and fiscal resources in decision-making.

0.11. Disseminates CNS practice and fiscal outcomes to internal stakeholders and to the public at large.

0.12. Promotes nursing's unique contributions toward advancing health to stakeholders (e.g., the organization, the community, the public, and policy makers).

0.13. Advocates for equitable health care by participating in professional organizations and public policy activities.

0.14. Advocates for ethical principles in protecting the dignity, uniqueness, and safety of all.