Nursing Clinical Advancement Program (NCAP): A Novel Approach to Professional Development

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Session Description:
A unique Nursing Clinical Advancement Program (NCAP), provides a mechanism whereby nurses delivering direct patient care and nurses in other roles such as education, quality, and advanced practice have an opportunity to advance their professional careers.

This presentation will review:
- challenges of working within a collective bargaining environment, and
- administration of the program.

Who we are . . .
Who we are:

- Little Rock, AR
- BBS 10/15
- CHI St. Vincent North
- Five Campuses & 69 Clinics in Central Arkansas

RNs & APRNs are members of the Office and Professional Employees International Union (OPEIU) – United Healthcare - Local 22 at CHI St. Vincent Infirmary and CHI St. Vincent North facilities and clinics

Paige Yates RN
President of Local 22
Office of Professional Employees International Union (OPEIU)
Who we are...

Nurses at CHI St. Vincent practice in a shared governance environment with bedside nurses and nursing leadership together establishing the Nursing Strategic Plan.

The Nursing Clinical Advancement Program is administered under the umbrella of the Patient Care Governing Congress, the decision making body of our Professional Nursing Shared Governance (PNSG) structure.

The NCAP Program was derived from and incorporates components of the CHI St. Vincent Organizational Living Our Mission Goals and the Nursing Strategic Plan.

Nursing Clinical Advancement Program (NCAP)

The Program Development
CHI St Vincent Nursing Clinical Advancement Program (NCAP)
The Program Development

FROM CLINICAL LADDER
- 2002-2008
- Metrics not aligned to organizational & nursing goals
- Level achieved indefinitely
- Pay increase to base salary

ORGANIZATIONAL CONCERNS
UNION CONCERNS

CHI St Vincent Nursing Clinical Advancement Program (NCAP)
The Program Development

OPPORTUNITIES Leading to CHANGE

Organizational
- Nursing work in areas other than strategic focus
- Once a clinical level, no structure to ensure continual clinical level performance
- Program not sustainable without financial and compliance structure

Union
- Inequality in review, decision, performance, and pay
- Desired increased involvement in review and performance

CHI St Vincent Nursing Clinical Advancement Program (NCAP)
The Program Development

NCAP Goals Established
- Recognize and promote clinical excellence that supports quality outcomes and patient safety
- Acknowledge the contributions of RNs to the dimensions of professional nursing practice
- Create a stimulating environment that provides opportunities to retain and attract expert RNs within CHI St. Vincent
**Nursing Clinical Advancement Program (NCAP)**

**The Program**

- **July 31st 4p**
  - Portfolio Submission for work completion fiscal year: (July 1 – June 30)

- **September 30th**
  - Award Announcement
  - Plan Revisions

- **October**
  - Award Payment
  - Award Ceremony
  - Award Recognitions
  - Plan Revisions
  - Appeals (31st)

- **August**
  - Panel Verification

**NCAP ANNUAL PROGRAM CYCLE**

- **BBS 10/15**

**CHI ST. Vincent Professional Practice Model**

- **CHI ST. VINCENT NURSING**

- **FLYER:**

- **CELEBRATING PATIENT & FAMILY CENTERED CARE**

- **THE LIFE OF CHRIST MOVES US**
**Program Eligibility**

- Clinical Nurse (RN who spends at least 50% time in direct patient care)
- Clinical Educator
- Palliative Care RN
- Clinic RN
- CDMP RN
- APRN
- QRM RN
- Nurse Informaticist
- Case Manager

- Part Time working 1040 hours during program year
- PRN working 1040 hours during program year
- Exempt RNs must be hired by January 1, during program year
- All required certifications & education must be evidenced as complete by June 30th

**Four Domains**

- Clinical Expertise
- Service Delivery
- Professional Growth and Development
- Education, Research, and Evidence Based Practice

**Point Summary Form**

Page 1 of 19 outlining the work options for the Four Domains
Chi St Vincent Nursing Clinical Advancement Program (NCAP)

The Program

Clinical Expertise Domain
- Resources/Super Users
- Clinical Practice: Development or Revisions of Standards of Care
- Professional Practice Model Change
- Service in Specialty Area
- Critical Education/Training
- PI Project
- Product Trial
- Clinical Coach/Preceptor
- Continuing Education
- Clinical Expertise Exemplar

Professional Growth & Development Domain
- Educator/Instructor
- Nursing Leadership (Charge, Mentor, Interim)
- Formal Education
- Awards & Honors
- Professional Organizational Membership
- Shared Governance
- Hospital/System Committees
- Champions
- Work Related Projects
- Certification
- Professional Portfolio Presentation

Service Delivery Domain
- Volunteerism
- Years of Service to Organization
- Staffing (additional shifts)
- Reduction in Expense
- Recognition by Patients/Families/Co-workers
- Recognition: Professional
- Patient Experience Suggestion which is Implemented
- Unique Needs of Patient Addressed
CHI St Vincent Nursing Clinical Advancement Program (NCAP)

**Dissemination of Research, EBP, and Education Domain**

- EBP using eCRS
- Education – Teaches Existing Course
- In-Service
- Lecture/Presentation
- Professional Poster
- LEARN Module
- Research Activity (non-research project)
- Research Project (may choose one or more steps)
- Literature Review
- Data collection
- Publication

**Verification Panel**

- Executive Director of Nursing
- Patient Care Leadership Council (PLCC) Chair
- President of Congress
- Manager co-chair of PNSG Staff Education Council
- RN co-chair of PNSG Staff Education Council
- Three clinical nurses (III, IV, or V)
- Clinical Educator
- Manager of RN Residency
- Director of Nursing Excellence and Education
- Magnet Program Director, [facilitator]
CHI St Vincent Nursing Clinical Advancement Program (NCAP)  
The Program

Appeal Process

- A written letter of appeal is to be received by the SVP/Chief Nursing Officer (CNO) no later than October 31st at 4pm
- Portfolio will be forwarded to SVP/CNO office by education department
- The following panel will hear the appeal:
  - SVP/Chief Nurse Officer
  - SVP/Chief Financial Officer
  - SVP/Chief People Officer
- Notification of decision will be in writing and sent to individual’s home by December 1st.
- The Panel decision is final.

The RN will utilize the Portfolio to outline specific areas of appeal.

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Tools

Forms are Standardized and Located on the Intranet

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RECOGNITION

Hang tags Issued

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CHI St Vincent Nursing Clinical Advancement Program (NCAP)
The Program

Annual NCAP Awards Ceremony

CHI St. Vincent FY14 NCAP Award Recipients

FY14 NCAP Summary

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BBS 10/15